

THE UNITED CHURCH OF CANADA

THE EXECUTIVE OF GENERAL COUNCIL

October 23–26, 1998

The Executive of the General Council of The United Church of Canada met at the call of the Moderator on Friday, October 23, 1998 until Monday, October 26, 1998, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Bill Phipps presided.

PRESENT: Steve Adams, Ross Bartlett, Marion Best, Hazel Bigby, Barbara Bitzer, Elizabeth Brown, Paul Campbell, Steven Chambers, Helen Chisholm, Claire Borel-Christen, Kay Cho, Richard Choe, Virginia Coleman, Lois Creith, Sheila Duffin, Patty Evans, Carol Hancock, Ron Holotuk, Dave Iverson (part time), Fred Jamieson, Jon Jessiman, B.J. Klassen, Bernice Luce, Randy MacKenzie, Joanna MacQuarrie, Faith March-MacCuish, Lynn Maki, Harold Manuel, John Moor (part time), Teresa Moysey, Ruth Nicholls, Bill Phipps, Karen Ptolemy-Stam, Michael Scott, Linda Slough, Don Smith, Glenn Smith, Sheila Snelling, Jack Spencer, Anne Shirley Sutherland, Lorna Teed, Peter Wesley, Rhea Whitehead, Peter Wyatt, Mark Wartman, Mollie Williams, John Yeo.

CORRESPONDING MEMBERS: David Allen, Rod Booth (part-time), Wendy Bulloch, Roslyn Campbell, Richard Chambers, Roger Coll, Alf Dumont, Catherine Gaw, Arlene Granbois, Bonnie Greene, George Lavery, Elsie Manley-Casimir, Beth Parker (part-time), Jim Pickering, Gordon Roberts, George Rodgers, Peter Scott, Clarence Sellars, Phyllis Smythe, Althea Spencer-Miller, Brian Thorpe, Kim Uyede-Kai, Bill Wall (part time), Albion Wright.

REGRETS: Bob Anderson, David Carrothers, Jean Dryden, Gordon Groot, Bernice Saulteaux.

CONSTITUTING OF THE EXECUTIVE:

The Moderator constituted the Executive with the following words:

"In the Name of the Lord Jesus Christ the only Sovereign head of the Church, and by the authority vested in me by the 36th General Council, I hereby declare this meeting of the Executive of General Council to be in session for the work that may properly be brought before it to the glory of God."

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 36ième (trente sixième) Conseil général, je déclare ouvert, par la présente, l' executif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

The Moderator welcomed members of the Executive to a special meeting. The meeting was planned with a prayerful mixture of worship and presentation throughout the agenda. The presenting issue for the planners was our consideration of the meaning of repentance, but the agenda also reflects a wider and deeper concern for our community. The Moderator hoped that the meeting would offer an open and prayerful way to approach this very difficult issue.

The news of the death of a former member of the Executive was shared with members of the Executive, Barry St. Germain succumbed to heart disease Thanksgiving weekend.

WORDS FROM THE CHAIR OF THE BUSINESS COMMITTEE:

Lorna Teed gave the members of the Executive some orientation to the plans for the meeting. Given the nature of the agenda of the meeting the business committee had requested that Catharine Gaw and George Lavery act as chaplains for the duration of the meeting.

CHAIR OF HUMAN RESOURCES

Motion: Virginia Coleman/Bernice Luce

That the Executive of General Council refer the issue of whether or not the Chairperson of the Human Resources Committee is a corresponding or voting member to the task group reviewing the membership of the Executive of the General Council; and that, until such time as a decision is made with regard to the recommendations of that task group, the Chairperson of the Human Resources Committee be a voting member of this Executive, effective as of this current meeting.

The Motion

Carried

CORRESPONDING MEMBERS:

Motion: Virginia Coleman/Lorna Teed

That the corresponding members of the Executive of the General Council for this meeting be: Albion Wright, Alf Dumont, the Directors of departments, the Executive Secretaries of the Conferences, Althea Spencer-Miller, Phyllis Smythe and Kim Uyede-Kai attending the meeting as a resource to the Executive.

The Motion

Carried

ADMINISTRATIVE STAFF:

Motion: Virginia Coleman/Lorna Teed

That the administrative staff for this meeting be: Alison Jordan, Melinda Moore and Mary Purdon and that the minute secretary for this meeting be Mary Purdon.

The Motion

Carried

REFERENCE AND COUNSEL:

Motion: Virginia Coleman/Lorna Teed:

That the following persons be the Reference and Counsel Committee for this meeting of the Executive of General Council: David Allen, Jon Jessiman, Ruth Nicholls.

The Motion

Carried

AGENDA:

Motion: Virginia Coleman/Lorna Teed:

That the agenda for this meeting of the Executive of General Council be adopted as circulated and that changes to the agenda which may be necessary as the meeting evolves be upon the recommendation of the Business Committee.

A concern was raised from the floor that there was a need to find ample time to make decisions about the Residential School issue.

The Motion

Carried

GENERAL SECRETARY'S REPORT

Virginia Coleman reported on the current situation with the Port Alberni Residential School trial as well as the more recent cases arising in Edmonton, Manitoba and Saskatchewan. She reported that there had been a number of things happening and some of them had been good. Since September there had been an increased momentum on the part of the government. She and the Moderator, accompanied by one of the church's lawyers, met with representatives from Indian Affairs and Justice Canada to begin to lay the groundwork for settlement of lawsuits.

Virginia reported that the United Church was participating in a series of six exploratory discussions groups with representatives of the four churches (the Canadian Conference of Catholic Bishops, the United Church, the Presbyterians and the Anglicans), regional representatives from First Nations people and government officials. The meetings were designed to begin to address the larger issue of how these three bodies would be in relation with one another and come to some recommendations with regard to other ways to address damages. The first one included Brian Thorpe and Virginia in BC and at the time of the meeting Bill Wall and Dave Iverson were attending the second one, held in Alberta.

The one message Virginia wanted members of the Executive clearly to hear was the fact that the United Church has been willing to settle the Port Alberni court case since the beginning. There was a considerable amount of misinformation floating about and she wanted people to know that at no point has the church been unwilling to settle.

Motion: Virginia Coleman/Don Smith
That the court move to meet *in camera*.

The Motion

Carried

Motion: Virginia Coleman/Randy MacKenzie
That the court cease to meet *in camera*.

The Motion

Carried

Virginia closed by expressing her continued belief that there was hope and that the church had a role to provide leadership in this very complex issue.

THE MODERATOR'S REPORT

The Moderator reported that on his travels he raised the issue of the Residential School trial wherever he went. He would explain what was happening, why the Executive of General Council appealed the vicarious liability finding, and how the trial was part of a larger picture. He was aware that there continued to be very mixed awareness and interest across the country.

He went on to observe that the Residential School issue hits the church hard, forcing the membership to deal with our racism, power, and Christian triumphalism. It forces Canadians to own our own history. Canadians cannot accept and enjoy the blessings of this land handed to us by our forbears without also accepting and bearing responsibility for the dreadful wrongs some of their ideas, assumptions, and actions created. Nor can we deny that many wrongs continue today.

We need to advance our understanding and commitment, regardless of where we think we are on the spectrum of knowledge, awareness, and solidarity. The Executive had an opportunity to deepen our personal and collective awareness, knowledge, and commitment and provide sensitive leadership to our whole church.

In being compelled to deal with the Residential School issue, the church was being called by God to deal with a central reality -- a fundamental fault line in Canadian life, and in the history and present reality of life in this land.

This defining moment in our church's life -- which will unfold into the future -- could be the moment when the church would discover the deep spiritual resources of our faith and become energized to live our faith with imagination, and boldness.

By leading our church we could provide leadership to all Canadians.

PORT ALBERNI REPORT

The team of representatives of the Executive who visited Port Alberni reported on their experience interspersed with a video account of the conversations during the visit. Hazel Bigby, Patty Evans, B.J. Klassen, Lynn Maki, Randy MacKenzie, Michael Scott, Mollie Williams, Jon Jessiman and Bill Phipps traveled to Port Alberni. Accompanying the team were Mary Frances Denis who video taped their meetings. Mollie and Jon began by outlining the itinerary and members of the team offered their reflections and learnings from the experience.

The group went to hear about the experience of the Port Alberni congregation in preparing an apology for the church's role in the residential school system. What they learned was the years of work involved (the Port Alberni congregation began their journey towards apology in 1995 and delivered it in 1997) and what that experience had meant for their community.

The experience at Port Alberni was intense and it left the members of the visiting team questioning if the church was living the Christian message or just preaching it. There was a collective sense on the part of the members of the visiting team that the church could no longer only talk; it was time to act. One of the significant learnings was that the church needed to stop trying to maintain control and it would be in letting go that the church would move closer to being in right relationship with Aboriginal people and discover what it was to lament.

REFLECTION TIMES

Phyllis Smythe walked the Executive through the first reflection process designed to help the Executive, individually and collectively, to connect to the feelings of being hurt.

Richard Choe and Kim Udeye-Kai of the Ethnic Ministries Council introduced the second reflection time which looked at how we had denied access to the resurrection hope to "others" who do not fit.

Althea Spencer-Miller led the third reflection time that looked at power. She reflected on the use or misuse of power that was often the dominant element in abusive relationships and how through the work before the Executive she saw power shifting to a significant extent.

The meeting adjourned for the day with prayer.

SATURDAY OCTOBER 24, 1998

TABLE GROUP CHECK-IN:

The morning began with table group check-in.

REFLECTION TIMES (continued)

Althea Spencer-Miller led the fifth reflection time seeking to answer – where is the power? She offered her reflections on her understanding of herself as a woman of colour in a racist culture and her realization that she could not just be a victim. She had come to understand that her ancestors were not only bought as slaves and that some of them had sold those slaves and she needed to acknowledge that truth to move beyond being a victim. She asked what were the gifts any of our ancestors had given to us -- they are a Pandora's box containing good and terrible evil as well. We all must forgive our ancestors.

Alf Dumont and Brian Thorpe led the final time of reflection. Alf traced some of the history of the church's relationship with first nations people. History does not excuse the church's actions but it does show that there were many players including aboriginal people. He went on to share some of the prophecies of aboriginal people and a teaching that said that at times you need to get into the details and there are other time you need to see the big picture.

Brian shared a personal story of a journey to discuss a piece of property which had been an irritant to the church's relationship with the Ahousat people for some time. The experience offered Brian the opportunity to ponder perceptions of power and the relative relationships to power. The church was perceived by many to have more power than we feel ourselves to have. The situation the church found itself in pointed to the sense that the end of Christendom was a humiliation and things are not happening the way we want – we used to have power over and now we feel powerless.

The Moderator thanked the members of the court for their commitment to the task over the last two days. He acknowledged the difficulty of the task that had been so diligently undertaken.

Table groups spent time in conversation discussing the question -- Where do we go from here? Following the table group discussion they reported back on their conversation and the following points were raised:

There was a strong sense of the need to apologize.

There was endorsement of the proposed work from the Inter-Church Inter-Faith Relations Committee to work on a resource for Christian/Native Spirituality discussion as a form of ongoing education for the church.

There was concern that good communication was critical to how an apology would be received by both First Nations people and congregations.

There was a strong sense that the Residential School issue needs to be out of the courts and the church must continue to work on alternate resolution.

The process for delivery was identified as being very important to this work and the St. Andrew's model was seen as a very good one to inform whatever the Executive chose to do.

There was some concern about whether the Executive had the right to make a decision that might bring about the demise of the church.

Members of the court with responsibilities in Divisions and Council expressed concern for that work and wanted to ensure that the Divisions were prepared for whatever might happen.

The need for the church to acknowledge to the former students of Residential Schools who had been violated that what happened was not their fault.

There were suggestions that the church needs to be both diligent and creative in seeking justice in this situation.

There was a suggestion that the court move *in camera* to allow people to ask all the questions regarding implications they feel the need to know before moving on to make decisions.

Motion: Peter Wesley/Don Smith
That the discussion move to an *in camera* session.

The Motion

Carried

Motion: Virginia Coleman/Glenn Smith
That the Executive cease to meet *in camera*.

The Motion

Carried

Motion: Jon Jessiman/Teresa Moysey

1. That the Executive of General Council begin preparation of a formal apology to the First Nations of Canada for the church's complicity in the operation of the Indian Residential Schools in Canada

This be undertaken by _____ in consultation with:

- a) First Nations congregations as represented by ANCC, B.C. Division of Native Ministry
- b) DMC
- c) The church's solicitors

2. That the text of the apology, its method of delivery, etc, be allocated adequate time of the next meeting of this Executive.

3. That the Sub Executive be authorized to issue the apology prior to April 1999 if it is appropriate to do so.

4. Instruct our counsel that our involvement in the current Alberni Indian Residential School litigation be focussed on these three things:

- a) settlement negotiations, formal and informal
- b) determining the measure of damages of the plaintiffs
- c) negotiating the church's fair share of liability with the crown

5. Request the Moderator and the General Secretary to renew their attempts to meet with the Prime Minister.

6. Request the Division of Finance to prepare a tentative plan to meet and pay expected obligations arising from current litigation.

The Executive discussed the motion and raised a number of concerns.

- There were concerns about not offering a clear apology from this meeting. This concern was countered by those who felt that the Executive needed to learn from the St. Andrew's experience and do this right.
- There were concerns about having a clearly stated communication plan.

- There was concern that the wording of the motion lacked empathy.
- There was a request to deal with this the next day and in the meantime to pray and think about what this means for us.

Following a lengthy discussion it appeared that the Executive had three choices before it: 1) to go with the wording that had been offered in the motion; 2) to expand the motion to include a brief apology and authorize a more elaborate process for apology; 3) write the full text of an apology during the meeting. A straw vote was taken and it was agreed that an expanded motion would be prepared that would authorize a process and a more complete text to the apology.

Because the mood of the court indicated that other wording would be required, Jon and Teresa withdrew their motion.

WORDS OF APPRECIATION

Phyllis Smythe had to leave the meeting at this point. The Moderator thanked Phyllis, on behalf of the Executive, for her assistance in working through these significant issues.

SUNDAY OCTOBER 25, 1998

WORSHIP

The morning began with worship led by the Moderator.

APOLOGY STATEMENT (continued)

Motion: Jon Jessiman/Teresa Moysey

That the Executive of General Council approve the following statement:

"We are sorry for the pain and suffering caused by The United Church of Canada's complicity in the operation of the Indian Residential Schools in Canada. On behalf of The United Church of Canada, we apologize to the peoples of the First Nations of Canada."

As the Executive began to discuss the amended motion Marion Best, on behalf of the Planning and Priorities group, offered some questions to assist table group discussion of the first part of the motion.

For whom are we doing this?

What do we hope will happen as a result of doing this?

A request was made that the motion be split.

Motion: Carol Hancock/Bayani BayBay (in amendment)

That the motion be amended to read: . . . the following statement: **We are deeply and profoundly sorry**. . . for the pain and suffering . . .

The Motion to amend

Carried

Motion: Lynn Maki/Clair Borel Christian

That the word **statement** be replaced by **motion**.

The Motion to amend

Defeated

Motion: Peter Wyatt/Paul Campbell

That the motion be amended to read: We are profoundly sorry for the pain and suffering caused by the Indian Residential Schools in which The United Church of Canada was complicit.

The Motion to amend

Defeated

The Motion as amended

Carried

There was a request from a member of the Executive that the court pause prayerfully to reflect on this apology. The Moderator addressed the Executive and acknowledged the importance of this action for The United Church of Canada. The actions of the Executive were another step in the long journey of repentance and there would be much to do on that path.

Clair Borel Christen requested the first part of the motion be translated into French.

Motion: Jon Jessiman/Teresa Moysey

That the Executive of General Council name a group of 4-5 people and authorize them to prepare the text of the apology and to determine the process for its delivery. In this, consultation should be undertaken with representatives of First Nations congregations, the Division of Mission in Canada and the church's solicitors.

Motion: Mollie Williams/Karen Ptolemy-Stam (in amendment)

That the motion be amended to read . . . to prepare the text of **a more complete apology statement**.

Motion: Linda Slough/Bayani Baybay (in amendment to the amendment)

That the motion be amended to read . . . to prepare **the full text**.

The motion to amend was withdrawn, making the amendment to the amendment an amendment.

The Motion to amend

Carried

The Motion as amended

Carried

Motion: Virginia Coleman/Elizabeth Brown

That the Executive request Paul Campbell and two others to bring back a slate of names (with rationale) for the Apology writing/steering group tomorrow.

The Motion

Carried

Motion: Virginia Coleman/Teresa Moysey

That the Executive of General Council instruct the church's counsel that our involvement in the current Alberni Indian Residential School litigation be focussed on:

- a) settlement negotiations, formal and informal
- b) determining the measure of damages of the plaintiffs
- c) negotiating the church's fair share of liability with the crown.

Motion: Peter Wesley/Fred Jamieson (in amendment)

That the word **primarily** be inserted after the word focussed.

The Motion to amend

Carried

The Motion as amended

Carried

Motion: Teresa Moysey/Marion Best

That the Executive of General Council request the Moderator and the General Secretary to renew their attempt to meet with the Prime Minister of Canada to help pursue a means of dealing with the legacies of Residential Schools which does not involve court driven decisions and other related matters.

The Motion

Carried

Motion: Elizabeth Brown/Teresa Moysey

That the Executive of General Council request the Division of Finance to prepare a tentative plan to meet expected obligations arising from current residential school litigation.

Motion: Bayani Baybay/Glenn Smith

That the motion be amended to read . . .to meet expected **costs and obligations arising from current and anticipated residential school litigation.**

The Motion to amend

Defeated

Motion: Bayani Baybay/Joanna MacQuarrie

That the motion regarding the financial obligations arising from Residential School litigation be tabled until tomorrow.

The Motion

Carried

Motion: Linda Slough/Michael Scott

That a small group work on the communication strategy for this decision, including answers to the key questions which we anticipate being raised by the public and our own membership and bring this work back on Monday.

The Motion

Carried

It was agreed that Linda Slough, Elizabeth Brown, Mary Frances Denis, Gordon Roberts, and Brian Thorpe would work on the communication strategy.

TABLE GROUP ASSIGNMENTS

The table groups spent time working on their assignments in lieu of sessional committees.

THE BOARD OF DIRECTORS OF OBSERVER INC.

Continuing members eligible for at least one more Year's term: Fred Troop, Wanda Wallace, Jennifer Braaksma, Ivan Gregan, Peter Wyatt, Marion Best, Albion Wright, Muriel Duncan, Samantha Ristimaki (corresponding member).

New members submitted for appointment by the Observer Inc. Nominating committee: John Lougheed, Sheila Duffin, Richard Spies.

Motion: Carol Hancock/John Moor

That the Executive of General Council approve of the persons proposed for election to the Board of Directors of The United Church Observer Inc.

The Motion

Carried

Motion: John Moor/Carol Hancock

That the Executive of General Council approve that the Conference representatives to the Executive of General Council be elected members of the corporation of The United Church Observer Inc.

The Motion

Carried

MINUTES OF THE LAST MEETING OF THE EXECUTIVE OF GENERAL COUNCIL

Motion: Virginia Coleman/Lorna Teed:

That the minutes of the meeting of the General Council Executive held April 24-27, 1998 and the actions of the June meeting be approved as circulated.

The Motion

Carried

CORRESPONDENCE

Motion: Virginia Coleman/Lorna Teed

That this list of correspondence be received and the recommended actions be taken:

Received From	Date	Regarding	Recommended Action
Paul Campbell, Chair, Human Resources Committee	22 May 1998	mission statement for the General Council	defer consideration to April 1999 meeting of the Executive of General Council
The Rev. Jim Moerman and the Rev. John Kapteyn The Reformed Church in Canada	25 May 1998	reports of the statements of the Moderator and the response of the Executive of General Council to those statements	refer to General Secretary, Theology, Faith and Ecumenism
Arthur Kidston Memorial Camp	30 August 1998	consent to a level of total indebtedness	table group discussion
Nancy Olson Souris Valley Presbytery	3 September 1998	legal cost related to formal hearings	refer to General Secretary, General Council
Lac La Biche United Church	received 9 September 1998	copy of a letter to St. Paul's Presbytery regarding a personnel matter	no action requested of the Executive of General Council
Earl Darling and Helen Mogensen At. Aidan's United Church	7 October 1998	the Alberni Residential School trial	refer to General Secretary, General Council

James Douglas Watson	24 September 1998	termination of a particular internship	refer to General Secretary, Ministry Personnel and Education
Saskatchewan Conference	19 October 1998	annual budget for disaster relief	refer to Budget Steering Group, DMC, DWO
Canadian Council of Churches	19 October 1998	1998 operating deficit	table group discussion
Agnes Davis	19 October 1998	the Alberni Residential School trial	refer to General Secretary, General Council
Christine Inrig	19 October 1998	the Alberni Residential School trial	refer to General Secretary, General Council
Marilyn Letts	20 October 1998	the Alberni Residential School trial	refer to General Secretary, General Council

The Motion

Carried

OMNIBUS MOTION

Motion: Virginia Coleman/Lorna Teed

That the Executive of General Council receive the following reports for information:

Moderator's Report

General Council Executive Project Fund - 1998, 1999 and 2000

Property Report

Report of the Actuarial Advisory Committee

WCC Executive Committee Meeting September 1998

Possible Timeline for Designated Giving

MPE Division Staff Changes

Update on the Finances - The General Council Offices

Preliminary Revenue Recommendations for 2000

The Motion

Carried

CONFERENCE BOUNDARIES

Motion: Virginia Coleman/Lorna Teed

That the Executive of General Council authorize the General Secretary, General Council, in consultation with the Human Resources Committee, to appoint a three to five person task group to consider changing the boundaries of Toronto and All Native Circle Conferences and bring recommendations for action to the April 1999 meeting of the Executive of the General Council.

The Motion

Carried

PAROLE FOR ARTHUR HENRY PLINT

Motion: Virginia Coleman/Mollie Williams

That, should Arthur Henry Plint make application for parole, the Executive of the General Council authorize the Moderator and the General Secretary to write a letter strongly urging that such parole not be granted.

There was concern expressed that the motion did not express the pastoral stance of a church that endorses restorative justice.

Motion: Marion Best/Mark Wartman

That the matter of a letter regarding the possible parole of Arthur Henry Plint be postponed definitely until tomorrow.

The Motion (to postpone)

Carried

STAFFING GENERAL COUNCIL OFFICE

Motion: Virginia Coleman/Anne Shirley Sutherland

That the Executive of the General Council approve the addition of a .25 time to the legal/judicial portfolio in order that the programmatic pieces of work which have been added to the portfolio might be addressed;

and that the Executive of the General Council approve the addition, to the staff complement of the General Council Office, of one full time administrative/executive assistant position to be assigned to the General Secretary, General Council's office;

and that the Executive of the General Council approve a draw on the Reserves of an amount up to \$68,000. to cover the .25 of full time increase in the legal/judicial position and the 1 full time administrative/executive assistant position for 1999 and approve the corresponding increase to the baseline of the General Council Office for the year 2000 budget.

The Motion

Carried

STAFFING DIVISION OF FINANCE

Motion: Virginia Coleman/Lorna Teed

That the Executive of General Council approve the addition of two (2) staff in the investment unit of the Division of Finance.

The Motion

Carried

INTER-CHURCH INTER-FAITH RELATIONS COMMITTEE REPORT

Motion: Peter Wyatt/Marion Best

That the Executive of General Council express its agreement with the proposed changes to the World Council of Churches' Constitution.

The Motion

Carried

Motion: Paul Campbell/Randy MacKenzie

That the Executive of General Council express its support for the delegation of The United Church of Canada to the 8th Assembly of the World Council of Churches being held in December in Harare; and further, that it endorse United Church sponsorship of, and participation in, two padares at the assembly,

dealing respectively with the human rights of gay and lesbian people and with the experience of our church in education about sexual orientation.

The Motion

Carried

There was concern raised from the floor of the Executive that there were dynamics in play around the assembly in Harare that could mean that there was the potential for some risk, particularly, for United Church participants in this assembly. The President of Zimbabwe had made public statements against gay and lesbian people. There were member churches of the World Council who were not happy with some of the stands the United Church has taken, particularly in relation to women and issues of human sexuality. These two elements could lead to some backlash being directed against United Church people. The Executive was asked to hold United Church participants in their prayers.

Motion: Peter Wyatt/Mollie Williams

That The United Church of Canada respond positively to the invitation to participate in a common Canadian Christian celebration of the year 2000 and that the Executive of General Council direct the ICIF committee to appoint a representative or representatives to participate in the planning process for such a celebration.

The Motion

Carried

WORKING GROUP ON THE CHANGING CHURCH

Motion: Anne Shirley Sutherland/Virginia Coleman

That the Executive of General Council allocate \$15,000 from the 1998 Project Fund to the ongoing work of the Working Group on the Changing Church.

The Motion

Carried

ARCHIVES MANAGEMENT

Motion: Peter Wyatt/Virginia Coleman

That the Executive of General Council approve in principle the recommendation of the Archives Management Committee to address the long-term space needs of the Archives through a combination of commercial offsite storage and select capital improvements to the Birge-Carnegie Building.

The Motion

Carried

NOMINATIONS COMMITTEE REPORT

Motion: Paul Campbell/Bernice Luce

That the Executive of General Council approve the appointment of Murray Lapp (L) (TOR) as Chair of the Budget Steering Group.

That the Executive of General Council approve the appointment of Jane Barter (L) (ABNW) to the Committee on Theology and Faith.

That the Executive of General Council approve the appointment of Ruth Pullam (L) (BC) to the Committee on Sexism.

That the Executive of General Council approve the appointment of Ron McConnell (O) as chair and Ken Powers (O), Darlene Goodwillie (L), Marilee Iverson (L) and Barbara Dornan (L) all of Saskatchewan Conference, to the Task Group to Review the Composition and Membership of the Executive of General Council.

That the Executive of General Council approve the appointment of Gloria Muskego (O)(ANCC) to the Agenda & Planning Committee.

That the Executive of General Council approve the appointment of Morar Murray-Hayes (O) (HAM) to the Commission on Faith and Witness of the Canadian Council of Churches.

That the Executive of General Council approve the appointment of Virginia Coleman (O) (HAM) and Rhea Whitehead (L) (TOR) as additional delegates to the World Council of Churches Harare Assembly.

That the Executive of General Council approve the appointment of Hazel Bigby as Chair, EMC, until the rise of 37th. General Council with possibility of one more 3 year renewal.

That the Executive of General Council approve the appointment of the following people to the Ethnic Ministries Council for a three year term from 1998 to 2001:

Name			Representation
Miriam Bayot	(L)	(TOR)	Filipino United Churches
Janet Izume	(L)	(HAM)	Youth and Young Adult
Danny Huang	(O)	(TOR)	Taiwanese United Churches
Karl Lam	(O)	(ANW)	Chinese United Churches
Jai Lee	(O)	(BC)	BC Conference
Columbus Leo	(L)	(TOR)	Toronto Conference
Mwinda Lezoka	(O)	(M&O)	African United Churches
Yoshimichi Masaki	(O)	(MNW)	Japanese United Churches
Nest Pritchard	(L)	(TOR)	Member at Large
Mary Chow	(L)	(ANW)	Alberta and Northwest Conference
Yvonne Wright	(L)	(HAM)	Hamilton Conference

That the Executive of General Council approve the appointment of the following people to the Ethnic Ministries Council for a three year term from 1999 to 2002:

Name			Representation
Thomas Burian	(O)	(M&O)	Hungarian United Churches
Josephine Chow	(L)	(AMW)	Chinese United Churches
JoAnne Lam	(L)	(TOR)	Youth and Young Adult
Mercedita Dulay	(L)	(MNW)	Manitoba and Northwestern Ontario Conference
Marie-Claude Manga	(L)	(M&O)	Montreal and Ottawa Conference
Moon-Ja Park	(L)	(MNW)	Korean United Churches
Lilian Patey	(O)	(TOR)	Member at Large
Kofi Osei-Bonsu	(L)	(TOR)	African United Churches
Johnny Chun	(L)	(ANW)	Alberta Northwest Conference

The Motion

Carried

HARARE DELEGATION

Marion Best introduced the United Church people who will be attending the Harare assembly in a variety of capacities (delegates, visitors, and seconded staff). Paul Campbell, on behalf of members of the Executive, offered the United Church participants to the Harare Assembly the support and prayers of the church for that work.

Motion: Virginia Coleman/Lorna Teed

That a committee composed of Paul Campbell (Chair of Human Resources), Anne Shirley Sutherland (General Secretary of Human Resources), and Peter Wyatt (General Secretary for Theology, Faith and Ecumenism) be empowered to make any necessary appointment of alternate delegates.

The Motion

Carried

EXECUTIVE RECRUITING POLICY

Motion: Paul Campbell/Bernice Luce

That the Executive of General Council approve that the Executive Recruiting Policy (in the Human Resources Policy Manual), section "d" Common Procedures – References be changed to read "Following the interview process, a minimum of three in-depth references shall be conducted on the final candidates, one of which must be a supervisory reference.

Motion: Mark Wartman/Richard Choe

That the motion regarding Executive Recruiting Policy be postponed definitely until tomorrow.

The Motion

Carried

CELEBRATION OF MINISTRIES

Over the dinner hour there was a celebration of the ministry of Rod Booth who will be retiring in April 1999 and therefore leaving the Executive.

COVENANTING SERVICE

Covenanting Service for Richard Chambers. Fred Jamieson presided, Karen Ptolemy-Stam delivered the message, Glenn Smith presented Richard, and Barbara Bitzer offered the charge. Dean Vollick made an offering to the service in liturgical dance. A reception followed.

MONDAY OCTOBER 26, 1998

GREETINGS FROM PARTNER CHURCHES

The Moderator introduced Omega Bula, who works on the Africa desk in the Division of World Outreach, to the court. Omega in turn introduced visitors from our partner church in Angola – Rev. Adelaide Catanba, parish minister and National Director for Women's Work, Rev. Tarcisio Chocombongue, Director Department on Social Affairs, Rev. Jose Chipenda, General Secretary IECA since 1997, All Africa Conference of Churches General Secretary for ten years, and Etta Snow, former overseas personnel from Angola currently living in Toronto. Jose offered some reflections on his ongoing work for the church.

The Moderator thanked our visitors for taking the time to share with the members of the court.

PLANNING AND PRIORITIES

Motion: Marion Best/Anne Shirley Sutherland

That the Executive of General Council:

1. approve plans to integrate the planning and budgeting processes to be completed for the 2001 budget;
2. request all units, including the Executive itself, to work toward identifying clear strategic directions and hoped for outcomes;
3. mandate the Planning and Priorities Group to steer this planning process;
4. request the Planning and Priorities Group to report back to the Executive with an evaluation plan by 2000.

Motion: Linda Slough/Richard Choe

That a New #3 be inserted and the rest of the motion be renumbered:

3. Request the Planning and Priorities Group to identify criteria by which the spending units and General Council Executive can evaluate the strategies used to achieve the clear directions and hoped for outcomes.

The Motion **Carried**

The Motion **Carried**

LEGAL AID FUND

Three options were offered to the Executive for its consideration by David Allen, Cynthia Gunn and Virginia Coleman and they indicated their preference for the first option.

Option 1

The possibility of purchasing insurance to cover lawyers' fees for Appeals, Hearings, and reviews exists for courts of the church. Toronto Conference has authorized a questionnaire to be sent out across the church. Regardless of the cost to purchase this form of insurance, the dollars required would be less than those required to purchase legal services. The difficulty here is that some Presbyteries and Conferences may be in the position of having to purchase the insurance when they have not yet encountered bills for such legal services.

Option 1 that legal costs incurred by Presbyteries and Conferences be covered through the purchase, by Presbyteries and Conferences, of insurance.

Option 2

- that General Council have a Legal Aid LOAN Fund
- that in any calendar year an amount of up to \$250,000. be available from Reserves, through an application process, to Presbyteries and Conferences to help cover lawyers' fees for Appeals and Hearings
- that a "per capita" amount of \$3.00 be covered by the Presbytery/Conference prior to an application being made
- that loans repaid to the Loan Fund within 5 years be at the pooled rate of interest
- that loans repaid to the Loan Fund within 10 years be at the pooled rate of interest + 2%
- that the maximum length of time for repayment be 10 years
- that payments be made to the Loan Fund on a semi-annual basis

Option 3

- the General Council establish a Legal Aid Fund
- that an amount of \$1 million dollars be taken from the Reserves to establish the Fund
- that each year, at year end, an amount be drawn from the Reserves to keep the Fund at the \$1 million dollar level
- that Presbyteries and Conference be required to cover an amount of at least \$3.00 per capita prior to applying to the Legal Aid Fund

Motion: B.J. Klassen/Mark Wartman

That the task group continue to explore Option 1 and report to the sub-executive.

The Motion Carried

Motion: B.J. Klassen/Mark Wartman

That the should Option 1 prove not feasible to explore Option 2 and report to the sub-executive.

The Motion **Defeated**

Motion: Glenn Smith/Randy Mackenzie

That the second option be Option 3.

The Motion

Carried

SALARY SCALE ADJUSTMENT

Andrea Friesen from Mungall Consulting presented the result of its survey of United Church salary and benefits packages as they relate to other similar organizations. The results of the survey showed that staff at M, N and O levels are significantly behind in terms of remuneration compared to our contextual community with the gap at the upper end being wider. The survey also showed that a review of the K and L salary scale was required. Following the presentation, the staff who would be effected by the Human Resources Committee motion left the court. Marion Best took the chair on behalf of the Moderator.

Motion: Paul Campbell/Randy Mackenzie
That Mary Percy and Dilys Watanabe be named corresponding members.

The Motion

Carried

Motion: Paul Campbell/Bernice Luce
That the Executive of General Council approve the revision of the Setting of Salaries policy, section b.ii., to read, "provide fair and equitable compensation to all employees by ensuring that salaries are internally equitable and externally competitive (except senior management N-O categories that will not lag by more than 10%) with those of non-profit organizations, and in the case of support staff, with medium-sized businesses".

There was a lengthy discussion of the motion where the following concerns were raised:

- The church had made an ethical choice to narrow the differential between the high and low end of salaries for staff and this motion counters that.
- The concern about the two compensation systems and how they conflict.
- The question of asking our staff to be holier than the staff of other denominations.
- Questions were raised about asking staff to lag at all.

The debate went beyond the time allotted for it and the following motion was made:

Motion: Peter Wesley/Lynn Maki
That the Executive reconvene at one o'clock to continue the discussion of the salary scale adjustment.

The Motion

Carried

APPRECIATION

Elizabeth Brown was leaving the meeting and would in all likelihood not be back to the Executive because of changes in her work. Ron Holotuk, on behalf of the Executive, thanked Elizabeth for her passion and commitment to the work of the Executive.

The Executive staff who had absented themselves for the salary discussions returned to the court and the Moderator resumed the chair.

GROUP INSURANCE PLAN CHANGES (Appendix A)

Motion: Steve Adams/Michael Scott
That the Executive of General Council

1. Approve effective January 1, 1999, the proposed Group Insurance Plan Premium rates as detailed on Appendix A of this report.
2. (a) Approve effective January 1, 1999, a \$5.00 deductible per drug prescription be added to the Pensioners' Health Plan (applicable after the Plan's current \$150 annual deductible has been exceeded, and the eligible balance after the annual and per-prescription deductible will continue to be reimbursed at 80%),
(b) Approve effective January 1, 1999, a change in deductibles under the Pensioners' Dental Plan to \$150/family unit/calendar year for Dental Classes I and II PLUS \$150/family unit/calendar year for Dental Class III - crowns, bridges and dentures.
3. Approve a 1% of increase in LTD benefits in pay as at January 1, 1999.
4. Approve the amending of the Group Insurance Plan policy to extend the recurrent disability provision under the LTD component of the policy from 90 days to 180 days.

A concern was raised that the current plan does not cover alternative treatments and for many in the ethnic community that is part of their culture.

The Motion

Carried

PENSION PLAN CHANGES (Appendix B)

Motion: Steve Adams/Michael Scott

THAT the Executive of General Council approve the recommendations summarized in parts 2,3,4,5,6 (Appendix B) and direct the Department of Pensions and Group Insurance to prepare the amendments to the Constitution reflecting the changes and to file such amendments with the regulatory bodies.

The Motion

Carried

COMMUNICATION STRATEGY (Appendix C)

Motion: Linda Slough/Mark Wartman

That the Executive of General Council approve the expenditure of up to \$5,000 from the Contingency Fund for the production and the distribution of the information package re: Residential Schools apology, to be mailed to all congregations and outreach ministries.

The Motion

Carried

It was agreed that a letter would be sent to all the commissioners of the 36th General Council. There was a request made that translation into the First Nations languages, particularly Cree, be assured.

Motion: Paul Campbell/Bernice Luce

That the apology text writing and delivery team be Brian Thorpe, Teresa Moysey, Patty Evans, Kim Uyede-Kai, Bob Smith.

It was agreed that the text writing and delivery team will ensure that their text would be reviewed by the Theology & Faith Committee.

The Motion

Carried

Motion: Paul Campbell/Bernice Luce

That the Executive of GC allocate \$4000 from the Executive Project Fund to enable this group to prepare the full text of the apology and to determine the process for its delivery.

The Motion

Carried

Motion: Linda Slough/B.J. Klassen

That the thoughts about possible process for reflection be forwarded the writing group for their information.

The Motion

Carried

It was agreed that the statement would not be approved by the Executive but members would receive copies before it is circulated.

Motion: Linda Slough/Mark Wartman

That the thoughts about possible process for reflection be forwarded to the Division of Mission in Canada for their information.

The Motion

Carried

FINANCIAL PLAN FOR RESIDENTIAL SCHOOL LITIGATION

Motion: Virginia Coleman/Lorna Teed

That the motion regarding a financial plan for the Residential School litigation be lifted from the table.

The Motion

Carried

Motion: Teresa Moysey/B.J. Klassen

That the Executive of General Council request the Division of Finance to prepare a tentative plan to meet expected obligations arising from current residential school litigation.

The Motion

Defeated

Motion: Virginia Coleman/Michael Scott

That the Executive of General Council request the Division of Finance to report to the next meeting of this Executive, or the Sub-Executive as required, on the development of a long term financial plan to meet anticipated obligations arising from the United Church's complicity in the operation of the residential schools.

The Motion

Carried

PAROLE FOR ARTHUR HENRY PLINT (continued)

Motion: Virginia Coleman/Lorna Teed

That, should Arthur Henry Plint make application for parole, the Executive of the General Council authorize the Moderator and the General Secretary to write a letter strongly urging that such parole not be granted.

The Motion

Defeated

Motion: Mollie Williams/Richard Choe

That the Moderator and the General Secretary write to the Parole Board to say that:

- i) while we believe in restorative justice, in the church's recent experience with Mr. Plint in the Port Alberni trial, there was no evidence of remorse or substantial rehabilitation on his part;
- ii) the church is aware of and supports concerns for the victims of Mr. Plint; and

iii) the church urge the Parole Board to deny parole until such time as Mr. Plint has shown genuine remorse and evidence of rehabilitation.

The Motion

Carried

EXECUTIVE RECRUITING POLICY

Motion: Virginia Coleman/Lorna Teed

That the Executive of General Council lift the Human Resources Committee motion regarding Executive Recruiting Policy from the table.

The Motion

Carried

The Motion

Defeated

Motion: Paul Campbell/Anne Shirley Sutherland

Whereas,

- i) in search and selection processes, there is need for flexibility due to the diverse nature of the positions being filled,
- ii) there are questions of confidentiality and practice in the private sector to consider,
- iii) the workload and cost issues in the Human Resources Office must be addressed,

Therefore, that the Executive of General Council approve that the Executive recruiting policy (in the HR policy manual) section "d" Common Procedures - References be changed to read "In-depth references are required for all executive positions. The timing and number of references required for either short listed or final candidate(s) will be determined through consultation among the employing unit, Human Resources and the search and selection committee."

The Motion

Carried

Motion: Lorna Teed/Ron Holotuk

That the next meeting of the Executive include some intentional time continuing our discussion and reflections on the meaning of repentance.

The Motion

Carried

AUTHORIZING THE SUB-EXECUTIVE

Motion: Virginia Coleman/Lorna Teed

That the Sub-Executive be authorized to deal with the business remaining from this meeting of the General Council Executive and other business of an emergency nature.

The Motion

Carried

COURTESIES

Ron Holotuk offered words of thanks to the many people who made this meeting possible, particularly the delegation to Port Alberni who gave the members of the Executive an opportunity to experience their journey and those who will continue to be involved in the trial.

The Moderator thanked the entire court for the way this work had been accomplished with passion and commitment.

The Moderator went on to share a word about the storms in the Caribbean that had been threatening Jamaica and news of the death of one of the plaintiffs in the Port Alberni trial.

The court spent time in silence and prayer for the friends and family of the Port Alberni plaintiff and the people of Jamaica.

CLOSING WORSHIP

The meeting adjourned following worship led by the Moderator.