

**THE UNITED CHURCH OF CANADA**

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL**

**April 28 – May 1, 2000**

**FRIDAY – APRIL 28, 2000**

The Executive of the General Council of The United Church of Canada met from Friday, April 28, 2000 to Monday, May 1, 2000, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, the Right Reverend Bill Phipps presided.

**Voting Members:** Steve Adams, Bob Anderson, Ross Bartlett, Marion Best, Hazel Bigby, Barbara Bitzer, Bill Jones, Steven Chambers, Claire Borel-Christen, Kay Cho, Richard Choe, Virginia Coleman, Lois Creith, Paul Dillman, Gerald Dore, Patty Evans, Chris Ferguson, Gordon Groot, Carol Hancock, Ron Holotuk, David Iverson, Elaine Jacobs, Jon Jessiman, Kathy Koehler, B.J. Klassen, Bernice Luce, Faith March-MacCuish, Randy Mackenzie, Joanna MacQuarrie, Lynn Maki, Harold Manuel, Teresa Moysey, Ruth Nicholls, Bill Phipps, Karen Ptolemy-Stam, Michael Scott, Don Smith, Sheila Snelling, Jack Spencer, Anne Shirley Sutherland, Lorna Teed, Peter Wesley, Mollie Williams, Peter Wyatt, John Yeo.

**Corresponding Members:** David Allen, Wendy Bulloch, Roslyn Campbell, Elsie Manley-Casimir, Richard Chambers, Roger Coll, Alf Dumont, David Estey, Maitland Evans (Global Partner), Catherine Gaw, Bonnie Greene, Murray Lapp, Sharon Larade, John Lougheed, Jim Pickering, George Rodgers, Peter Scott, Clarence Sellars, Jim Sinclair, Bill Wall, Bernice Saulteaux.

**Regrets:** Debra Bowman, Paul Campbell, David Carrothers, Helen Chisholm, Sheila Duffin.

**CONSTITUTING OF THE EXECUTIVE OF THE GENERAL COUNCIL**

The meeting opened with worship in the chapel and a celebration led by the Ghanaian Church. The Moderator constituted the meeting 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 the 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."

**OPENING ANNOUNCEMENTS**

***Introduction of Global Partner for this meeting:***

Rev. Dr. Maitland Evans is the General Secretary of the United Church in Jamaica and Cayman Islands. He has extensive international experience in mission partnership, particularly with the Council for World Mission. He was the founder of the Mel Natham Institute in Kingston, a social ministry of the church.

***Introduction of new members:***

- John Lougheed, Representative, The Observer
- Debra Bowman, Order of Ministry Acting Executive Secretary, British Columbia Conference (in absentia)
- David Estey, Order of Ministry Interim Executive Secretary, Montreal & Ottawa Conference
- Sharon Larade, Chief Archivist

***Those who are no longer members of the Executive of the General Council:***

- Brian Thorpe, former Executive Secretary for British Columbia Conference is now Co-Ordinator, Response to Residential Schools
- Linda Slough, former General Council Secretary Division of Communication

***Other Announcements:***

Lorna Teed made some opening announcements related to the use of the facilities and where messages could be left both weekdays and weekends for members during this meeting. She announced that the whole meeting would be held in plenary and commissions would not be used this time.

**OPENING MOTIONS****Corresponding Members****Motion: Virginia Coleman/Lorna Teed**

THAT the corresponding members of the Executive of the General Council for this meeting be: John Loughheed, Sharon Larade, Alf Dumont, the directors of departments, the Executive Secretaries of the Conferences, Maitland Evans and other persons attending the meeting as a resource to the Executive.

**Carried**

**Motion: Virginia Coleman/Ron Holotuk**

THAT the Executive of the General Council approve, for the second part of the Division of Communication Accountability report, Rebekah Chevalier, Shane Chadder, Callie Long, Christopher Dumas and Linda Cottrell as corresponding members.

**Carried**

**Administrative Staff****Motion: Virginia Coleman/Lorna Teed**

THAT the administrative staff for this meeting be: Melinda Moore, Mary Purdon and Isabela Simon, and that the minute secretary for this meeting be Isabela Simon.

**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 the General Council: Hazel Bigby, Roger Coll and Bernice Luce.

**Carried**

**Agenda****Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council adopt, as circulated, the agenda for this meeting of the Executive of the General Council, and that changes to the Agenda, which may be necessary as the meeting evolves, be on the recommendation of the Business Committee.

**Carried**

**Approval of Minutes of the last Meeting of the Executive of the General Council**

The following changes were made to the minutes of October 22-25, 1999: on page 220 the word Secretary's, on page 245 the minutes to be signed by Anne Shirley Sutherland the Acting General Secretary at the time, some minor spelling errors on other pages, and the addition of appendix I.

**Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council approve, as corrected, the minutes of the meeting of the Executive of the General Council which was held October 22-25, 1999.

**Carried**

**Correspondence****Omnibus Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council approve the following actions related to the correspondence received:

<b>FROM</b>	<b>DATE</b>	<b>REGARDING</b>	<b>SUGGESTED ACTION TO BE TAKEN</b>
1. Concern for Seafarer Witnesses Society	November 25, 1999	expression of Appreciation to GCE for assistance given	For Information
2. Oneida United Church	February 15, 2000	concern over the allocation of funds by the Mission & Service Fund	For information – already responded to by General Secretary, General Council
3. Great Lakes Waterways Presbytery	March 12, 2000	disbanding the United Church at the Kettle Point First Nations	Refer to General Council ANCC Liaison Team
4. The United Church Observer	March 16, 2000	Continuing the current 2 Corresponding membership positions of the Observer at GCE	For Action by GCE
5. Vision TV	March 21, 2000	addressing the November 2000 meeting of the GCE about alternative ways of maintaining The United Church of Canada voice on Canadian television	refer to General Secretary, Div Comm and General Secretary, Human Resources (for agenda time)
6. Foothills Presbytery (General Council Life Long Learning Committee)	March 31, 2000	the decision to discontinue Life Long Learning funding	Refer to General Secretary, DMPE for response on behalf of the Executive
7. Morgan's Point-Fork's Road East Pastoral Charge (Hamilton Conference)	April 5, 2000	the usage of Baptismal Formulas in the new worship resource "Celebrate God's Presence	Refer to General Secretary, General Council for response on behalf of the Executive
8. Cambrian Presbytery (Manitoba & Northwestern Ontario Conference)	April 6, 2000	reviewing and reconsidering the present rate of reimbursement per km for ministry personnel travel	Refer to Human Resource Committee for Consideration
9. Saskatchewan Conference	April 7, 2000	encouraging the Division of Mission in Canada to uphold the principle of unified budgeting with regard to the Estate of Dr. Richard Lindsay Morrison by requesting GCE on behalf of the Church to determine the disposition of these funds	Correspondence was sent to DMC – to GCE for information only
10. Lac La Biche United Church	April 9, 2000	the Executive of the General Council being requested to follow the process set forth in section	For Information

FROM	DATE	REGARDING	SUGGESTED ACTION TO BE TAKEN
		8.6.2 of the Basis of Union in relation to all matters respecting change to the doctrine, worship, membership and government in the 1998 Manual of The United Church of Canada	
11. London Conference	April 12, 2000	Morrison Bequest and Residential Schools	For Action
12. Manitoba & NW Ontario Conference – Chair of Communications Committee	April 17, 2000	concern about the recent cuts made by Division of Communication	For Information
13. Saskatchewan Conference Sub-Executive	April 20, 2000	concerns regarding the General Council Div Comm budget Cuts	For Action
14. Saskatchewan Conference Sub-Executive	April 20, 2000	request for General Council Executive to assume responsibility for the disposition of the Morrison Bequest	For Action
15. Great Lakes Waterways Presbytery	April 20, 2000	request for Financial Assistance from General Council on balance of legal debt	For Action
16. Lorne Taylor-Walsh	April 24, 2000	petition by one individual requesting the consideration by 37 <sup>th</sup> GC of the Report of the WGCC to be deferred	For Action
17. Brian Thorpe BC Conference	March 31, 2000	Resignation from the position of Conference Executive Secretary of BC Conference	For Action
18. British Columbia Conference	March 31, 2000	advising the GCE of petition re time on the agenda of 37 <sup>th</sup> GC for a speaker from the Native Ministries Council to speak to the issues before both the Church and First Nations and that this petition be brought to the attention of 37 <sup>th</sup> GC Agenda & Planning Committee	Refer to the Agenda & Planning Committee for 37 <sup>th</sup> General Council

**Carried**

## **WORLD ALLIANCE OF REFORMED CHURCHES (WARC)**

### **Greetings from the General Secretary**

Peter Wyat introduced Setri Nyomi. Setri Nyomi is a native of Ghana and the first non European to occupy the post of General Secretary of the World Alliance of Reformed Churches (WARC). Setri brought greetings from the WARC and spoke about how the WARC values the relationship/membership of The United Church of Canada within the alliance. He indicated thanks for the leadership that the United Church has provided and the stands it has taken on various justice/social issues in their focus on economic injustice.

### **GENERAL SECRETARY'S REPORT (GC-15 – GC-18A)**

Virginia Coleman highlighted some areas of her report. She expressed her thanks to the General Council for having a policy that allowed staff to take extended leave.

### **Property**

Virginia Coleman thanked the Executive of the General Council for their decision, a number of meetings ago, to deal with property in a different way. This has been extremely helpful and has proved to be a very good way of dealing with property issues.

**Staffing Updates**

Virginia Coleman announced the resignation of Brian Thorpe as Executive Secretary of British Columbia Conference. He has accepted the contract position of Co-ordinator, Response to Residential Schools, in the General Council Office.

**Resignation of Brian Thorpe as Conference Executive Secretary of British Columbia Conference****Motion: Virginia Coleman/Mollie Williams**

THAT the Executive of the General Council accept the resignation of Brian Thorpe as the Conference Executive Secretary of British Columbia Conference and that his resignation be received with an expression of appreciation for the work Brian has carried out in the Conference and at General Council.

**Carried**

Virginia Coleman announced that Debra Bowman has been appointed as the Acting Conference Executive Secretary of British Columbia Conference and will be in this position until the end of June, 2001. Linda Slough is no longer with us and Gordon How will be moving into the position of Interim General Secretary of the Division of Communication.

**Appointment of an Officer Authorized to Affix the Seal of The United Church of Canada**

To fill a vacancy in the list of six additional persons with the right to affix the seal of The United Church of Canada, Virginia Coleman moved the following motion:

**Motion: Virginia Coleman/Lois Creith**

THAT the Executive of the General Council appoint Kathy McDonald to the list of the six additional officers of the United Church who are authorized to affix the Seal of The United Church of Canada and to attest it to wit to be in place until written notice of revocation thereof is filed by the General Secretary.

**Carried**

**Commissioners to 37<sup>th</sup> General Council from the General Secretaries Group****Motion: Virginia Coleman/BJ Klassen**

THAT the Executive of the General Council elect Chris Ferguson, Steven Chambers, and David Iverson as the three commissioners to the 37<sup>th</sup> General Council from the General Council Secretaries group, pursuant to The Manual, Sections 501 (g), 502 (d).

**Carried**

**Judicial Committee Decision Regarding the McCaw Case**

Virginia Coleman explained that in the Ron McCaw case, the Judicial Committee's decision was that there was no obligation for the Manitou Conference to continue to pay. It is up to Manitou Conference to decide as to the amount of the contribution, if the Conference wishes to continue making a contribution.

**Presbytery Requests for Assistance with Legal Bills**

She also informed the Executive of the General Council of the requests for assistance with legal bills that have come from Coronation Presbytery and Great Lakes Waterways Presbytery. These would be dealt with in more detail later on in the agenda.

**Stress levels of the staff of General Council Offices and Conferences**

In conclusion, she thanked the Human Resources Committee and the Executive of the General Council for the ways and means they have put in place to deal with staff concerns and provide support and for putting in place the EAP program. She expressed concern about the high stress levels which are a result of the large volume of work and not enough staff to do it. This leads to exhaustion of the staff physically, mentally and spiritually. The uncertainty of the future is adding to the stress and is bound to continue to add to do so. She asked the Executive to keep the staff of GC offices and Conferences in their prayers.

## **MODERATOR'S CONSULTATION ON FAITH AND THE ECONOMY (GC-4 – GC-14)**

Bill Phipps welcomed Walter Pitman and Ted Reeve who were at the meeting as resource and to do a presentation summarizing what the Consultation has been about. A video was shown with people expressing their opinions on the economy in relation to their faith.

Table Group time was taken to allow for discussion on the Consultation on Faith and the Economy presentation and report and the opportunity for questions and clarification. The Executive of the General Council was asked to approve the resolution going forward to the Executive of the General Council. After discussion and some suggestions for amendments to the report and resolution, it was felt that more time was needed to deal with this request and the resolution. It was agreed that further discussion time would be given to this at a later time in the agenda.

The meeting broke for lunch with a prayer led by Jim Sinclair.

The Sub-Executive met briefly over lunch to approve the minutes of their two meetings which took place in February 2000.

## **APPROVAL OF THE MINUTES OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL MEETINGS**

### **Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council receive, for information, the minutes of the Sub-Executive meetings of February 15, 2000 and February 28, 2000.

**Carried**

## **RESIDENTIAL SCHOOLS – STEERING GROUP UPDATE REPORT (GC-135 – GC-148)**

David Iverson introduced Cynthia Gunn, Brian Thorpe and David MacDonald as members of this group and that together they would be providing information on residential schools to the Executive of the General Council. The Residential Schools Steering group had met face to face, for the first time, in December of 1999. The group met again during the first week of April and another meeting was scheduled for the 1<sup>st</sup> full week of June.

### **Legal Action/Claims**

Cynthia Gunn updated the Executive of the General Council on the current status of the claims. They now stand at approximately 450 claims which is up by about 150 since the last update at the last meeting of the Executive of the General Council. Out of this number, approximately 165 are coming out of Alberta, 155 from Manitoba, 45 from Saskatchewan and about 100 from British Columbia. The reasons for these being approximate figures are because there has been word that a number of the plaintiffs were elderly and have died since commencing their actions and, secondly, some of the claims, especially in Alberta, have been against all four churches and have not named the residential schools involved. The claims relating to sexual abuse continue to be only a fraction of the claims. A majority of the claims relate to cultural loss and these, except for those dealing with physical abuse as well, have to date not been recognized by the legal system and therefore they would not be compensated for through the legal system. The terms of claims remain confidential. The Federal government is being aggressive in the trials and have named Conferences in the litigation.

### **Alternate Dispute Resolution (ADR) Pilots**

David Iverson updated the General Council Executive on the Alternative Dispute Resolution Pilots. The Federal government's goal was to have 12 distinct pilots by the end of June 2000. By their count they are currently at 10 and ½. The areas that United Church is active in right now are Edmonton residential schools and in Hazelton in British Columbia (identifying claimants who went to residential schools in Edmonton but now reside in Hazelton). The Steering Group felt that dealing with the claims that are already identified rather than be looking for those that we don't know about, but may be there, is a better way to identify where to have the ADR pilots. The pilots are moving along slowly and but this is because of the nature of the process.

The total number of claims currently stand at about 8,000 and it is the expectation of the Federal government that this will rise to about 15,000.

### **Talks with the Government**

David MacDonald updated the Executive of the General Council on the current status of talks between the Federal government and the churches.

The level of communication up until six months ago was very low, but now the talks have improved and increased. The government is in the process of establishing a caucus committee to deal with long term resolutions to the Residential Schools. There is a different perception now, that is growing, about how the government is going to come to terms with this. It is now being recognized by the government that there is a difference in the financial ability of the churches to deal with this as compared to the government's financial ability. The government is now having very real conversations with the churches relating to the question of "What will happen when some churches go bankrupt?"

The four churches (Catholic, Anglican, Presbyterian and United Church) felt that they needed some kind of broader discussion among Canadians about the issues relating to the legacy of Residential Schools. As a result, they came up with a document that deals with this called "First Nations, Canada and Church Organizations: Towards Resolution of Residential Schools Issue (a working paper, April 10, 2000). This paper suggests an approach for dealing with residential schools issues.

### **Communication Strategy**

Brian Thorpe updated the Executive of the General Council on the planned communications strategy. The handout "Communication Strategy" and "Different Church Structures – Different Messages", explained in detail what this would involve. Both he and Mary-Frances Denis would be responsible for this. Web-site software that will allow back and forth receiving of information and will get information out much more quickly and efficiently to more people will be used. There will be production of educational material, resources that people can read and a production of a magazine similar to MANDATE is being looked at. Ecumenical resources – a collaboration of the United Church, Presbyterian and Anglican churches is planned. Mary-Frances Denis would be dealing with media. The issues of why people are hearing different messages about the financial aspects of the residential schools are also being addressed.

Some time was taken for table group discussion, clarification, feedback and suggestions.

## **RESIDENTIAL SCHOOLS – FINANCIAL INFORMATION**

### **Motion: Michael Scott/ Virginia Coleman**

THAT the Executive of the General Council have the discussion on Financial issues related to residential schools in camera.

**Carried**

### **Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council conclude the session held in camera.

**Carried**

## **DIVISION OF COMMUNICATION ACCOUNTABILITY REPORT (COMM-1– COMM-31)**

Randy Mackenzie, the chair of this Division, gave a brief overview of the Division of Communication accountability report and asked the members of the Executive of the General Council to take the time to read and review this document. The members were advised that the implications and further discussion of the information in this report would be addressed later on in the meeting to give members time to review all the information.

## **PLANNING AND PRIORITIES REPORT (GC-131 – GC-134)**

Peter Wesley, a member of this group, explained the results of the last meeting of the General Council Executive planning and priorities exercise and the comments made by the Divisions with regard to the use of the guidelines and criteria and whether they were used and found to be useful. The general feeling was that they were used and were moderately useful.

Marion Best summarized the work of the Planning and Priorities group to date. She invited the members of the Executive to take some time in table groups to address the current overwhelming dilemma facing the church in trying to do the work it needs to do, but with not enough human and financial resources to do it.

It was felt that the dilemma the church is in may be a result of some larger picture issues e.g. Is part of the problem that we re-articulate/revise budgets without doing the same with the mandates? What is it that builds trust? How can we ensure that trust exists on both sides (the Executive of the General Council and General Council/Executive Secretaries – maybe a resurrection of the overview committee that used to exist would help? What can we do to make the church a healthy place to work? Maybe we need the General Council Secretaries to debate in front of the Executive of the General Council about their priorities as they see them?

### **Motion: Teresa Moysey/Peter Wesley**

THAT the Executive of the General Council approve that:

- 1) The Budget Steering Group and Planning & Priorities continue to work and meet until the April 2001 meeting of the Executive.
- 2) The Planning and Priorities group facilitate the transition to a proposed single group, which would assist the General Council Executive with planning, priority setting and budgeting.
- 3) Ongoing training and support needs to be given to the units through Planning and Priorities group in developing objectives and outcomes and tools for program evaluation.

### **Motion to postpone: Randy Mackenzie/Ross Barlett**

THAT the Executive of the General Council postpone this motion, definitely, to be dealt with later on in the meeting.

**Carried**

## **THEOLOGICAL REFLECTION**

Alf Dumont spoke about issues of trust. Trust building did not take place from the beginning between the Aboriginal peoples and the Europeans. As a result there has been mistrust from the beginning and this is what makes healing so difficult. We must see that cultural and spiritual loss for the Aboriginal people go hand in hand and that land rights and claims and cultural loss must be addressed nation by nation.

Maitland Evans talked about his visit to Ghana and the dungeons in a fort where the slaves were kept before being transported onto ships and a chapel right above all this suffering. He explained how this experience moved him and gave him a sense of connection and spirituality.

The Executive broke for supper and a triennium celebration to honour those members of the Executive of the General Council for whom this is the last meeting.

## **SATURDAY APRIL 29, 2000**

Opening worship was led by Kay Cho on the theme of Han, healing and the renewal of Easter.



## **CHANGES IN THE STRUCTURE OF THE UNITED CHURCH OF CANADA**

### **Working Group on the Changing Church Report (GC-48 – GC-107)**

Michael Bourgeois gave a brief overview of the group's report.

### **Internal Structures Task Group Report (R GC-108 – R GC-122)**

Virginia Coleman gave a brief overview of the report and highlighted the changes in the replacement Internal Structures Task Group report.

### **The Executive of the General Council Membership Task Group Report (GC-123 – GC-125)**

Virginia Coleman went on to give a brief overview of the Executive of the General Council Membership task group report and the proposal for three different membership structures depending on the decision the 37<sup>th</sup> General Council made about the new structure of the church. This task group still had some concerns about the large membership in the second model, under section 2 of the report, but were unable to find a way to solve this. The group felt that if this is what the membership ended up as being that the meetings of the Executive would need to happen in a different way.

Some table group time was taken to discuss the three reports, raise any questions or concerns and to answer the following questions:

1. What parts of the report are unclear?
2. What parts of the recommendations do you disagree with and why?
3. What parts of the recommendations do you agree with and why?

Gerald Dore asked that more time be given to this because he felt that the discussion on inclusivity that needed to take place has not happened. He felt that with the changes proposed in the reports the presence of the francophones will diminish. He hoped that the Consistoire Laurentien would be included in the report of the Working Group on the Changing Church report to General Council and that staff support to the francophone ministries would be provided.

### **Recognition of the Consistoire Laurentien**

#### **Motion: Jon Jessiman/Bill Jones**

THAT the Executive of the General Council ask the Working Group on the Changing Church to reconsider, in Appendix 2, appropriate recognition of the Consistoire Laurentien in the draft presented to 37<sup>th</sup> General Council.

#### **Motion to Amend: Claire Borel-Christen/Randy Mackenzie**

Insert "need of the francophone constituency currently functioning under the" after "recognition of the"

**Carried**

#### **Motion as Amended:**

THAT the Executive of the General Council ask the Working Group on the Changing Church to reconsider, in Appendix 2, appropriate recognition of the need of the need of the francophone constituency currently functioning under the Consistoire Laurentien in the draft presented to the 37<sup>th</sup> General Council.

**Carried**

Comments, suggestions and responses to the three questions were given to the representatives of the Working Group on the Changing Church to be considered in their final report to the 37<sup>th</sup> General Council.

### **Correspondence from the Observer Board of Directors (INFO-27 – INFO-28)**

#### **Motion: Karen Ptolemy-Stam/Joanna MacQuarrie**

THAT the Executive of the General Council Executive refer the correspondence from the Observer Board of Directors regarding the representation on the Executive of the General Council to the Working Group on the Changing Church.

**Carried**

**Petition from Lorne Taylor-Walsh (INFO-37 – INFO-38)**

**Motion: Jon Jessiman/Randy Mackenzie**

THAT the Executive of the General Council receive the petition from Lorne Taylor-Walsh and that no further action be taken.

**Carried**

It was felt that more discussion needed to take place regarding the composition of the membership of the Executive of the General Council as it stands now. It was agreed to defer this discussion to later time in the meeting.

**CHURCH DEVELOPMENT FINANCE TASK GROUP (DMC-3 – DMC-36)**

Lynn Maki, the Chair of the Division of Mission in Canada, introduced the resource people who would be addressing this item. Brian Hunter gave the Executive of the General Council an overview of the final report of this group. Susan Easterbrook explained the general questions and answers and the reasons for why we need to establish a Foundation for The United Church of Canada. John Perigoe addressed the more detailed questions and answers and reasons for a Foundation for The United Church of Canada.

There was a discussion on the implications of the foundation for The United Church of Canada relating to the following issues:

- Is the foundation going to be seen as a way to hide money away in view of the litigation settlements and current residential schools trials? This group felt that the foundation is a way to do mission and that it would be used to attract new money or donations and would not be used for existing funds.
- Currently money is being donated already, how would be it be determined where the money would go – M&S fund or the Foundation?
- Which new money are we talking about that is not already going to other areas eg. Healing Fund, the M&S fund, etc? Stewardship has some data that there are people committed to the United Church of Canada and willing to contribute funds, but have questions about how the money is being managed and this is what the Foundation would address.
- If the Executive agreed to establish this Foundation and later wished to dissolve it would they be able to do this? It would be a separate legal entity and the rules and regulations for this would have to be reviewed by the legal counsel.

Some time was given for table group discussion with regard to establishing a Foundation.

The Executive of the General Council broke for lunch after grace led by John Yeo.

**CHURCH DEVELOPMENT FINANCE TASK GROUP (Cont...)**

**Establishment of a Foundation**

**Motion: David Iverson/Lynn Maki**

THAT the Executive of the General Council establish a Foundation within the United Church and appoint an interdivisional committee (of 6 people) to recommend an implementation programme. The costs of the committee to be an allocation of \$10,000 from the 2000 Project Fund.

**Defeated**

**Motion: Kathy Koehler/Jack Spencer**

THAT the Executive of the General Council approve, in principle, the establishment of a Foundation within the United Church of Canada and appoint an interdivisional committee mandated to recommend a detailed plan for such a foundation to the April 2001 meeting of the Executive of the General Council.

**Defeated**

**Motion: Marion Best/Karen Ptolemy-Stam**

THAT the Executive of the General Council appoint an interdivisional committee to further explore the proposal for the establishment of a Foundation and to recommend a detailed plan for such a Foundation to the April 2001 meeting of the Executive of the General Council.

**Carried**

It was clarified by Anne Shirley Sutherland that the selection of the members for this committee would be done using the usual process i.e. the Human Resources Committee through its nominating functions.

## **BAPTISMAL FORMULA**

### **Judicial Committee Baptismal Formula Decision (GC-18A)**

Virginia Coleman addressed the portion of her report relating to the decision of the Judicial committee made with respect to the baptismal formula: No alternative formulae to the trinitarian formula may be used. For any alteration to the trinitarian formula to take place a remit would have to be sent out first to test the will of the church and enacted.

### **Division of Communication Resource “Celebrate God’s Presence” (DMC-40 – DMC-47)**

#### **Motion: Lynn Maki/David Iverson**

THAT the General Council Executive approve the traditional trinitarian formula and optional blessings as the text to be included in *Celebrate God’s Presence*, and approve publication of the section: “The Covenant of Baptism”.

**Carried**

### **Interchurch Interfaith Relations Committee Recommendations (GC-19 – GC-30)**

#### **Motion: Peter Wyatt/Bernice Luce**

THAT the Executive of the General Council receive the following recommendations:

THAT the Executive of the General Council affirm that at present the formula for use in baptism is the historic formula of Matthew 28.19, “in the name of the Father, and of the Son, and of the Holy Spirit”;

THAT the Executive of the General Council endorse the continued search for an inclusive alternative formula that meets criteria set out in “Confessing the Triune God in Baptism”;

THAT the Executive of the General Council commend to the Division of Mission in Canada the proposal that its Committee on A Book of Services consult “Confessing the Triune God in Baptism” for examples of augmentation of the classic formula, with a view to possible inclusion in “Celebrate God’s Presence”;

#### **Motion to amend: Bob Anderson/Paul Dillman**

THAT the Executive of the General Council delete the second paragraph from the motion to receive:

THAT the Executive of the General Council endorse the continued search for an inclusive alternative formula that meets criteria set out in “Confessing the Triune God in Baptism”.

**Carried**

#### **Motion as amended:**

THAT the Executive of the General Council receive the following recommendations:

THAT the Executive of the General Council affirm that at present the formula for use in baptism is the historic formula of Matthew 28.19, “in the name of the Father, and of the Son, and of the Holy Spirit”;

THAT the Executive of the General Council commend to the Division of Mission in Canada the proposal that its Committee on A Book of Services consult “Confessing the Triune God in Baptism” for examples of augmentation of the classic formula, with a view to possible inclusion in “Celebrate God’s Presence”;

**Carried**

#### **Motion: Peter Wyatt/Bob Anderson**

THAT the Executive of the General Council endorse the continued search for an inclusive alternative formula that meets criteria set out in “Confessing the Triune God in Baptism”.

**Carried**

**Motion: Peter Wyatt/Richard Choe**

THAT the Executive of the General Council send a letter to all pastoral charges and ministry personnel, clarifying authorized baptismal practice in The United Church of Canada; and that the cost of the production and distribution of this letter, \$3000, be allocated from the 2000 Project Fund.

**Carried.**

**Motion: Peter Wyatt/Richard Choe**

And that the report of RC/UC Dialogue, "Confessing the Triune God in Baptism" be made available, on request, on the basis of cost recovery.

**Carried**

**DIVISION OF COMMUNICATION ACCOUNTABILITY REPORT (Cont...)**

Randy Mackenzie explained that the purpose of this report was to provide information to the Executive of the General Council about what is currently taking place in the Division.

Some time was given for discussion within table groups about the report. There were expressions of concern as to how the Division is doing during this difficult time and regarding the health of Linda Slough. Relating to the deficit and budget cuts some clarification was requested and suggestions for some other ways things could be done to help deal with the situation.

**Receiving the Division of Communication Accountability Report****Motion: Randy Mackenzie/Steven Chambers**

THAT the Executive of the General Council receive, for information, the Division of Communication Accountability report.

**Carried**

On behalf of the Executive of the General Council, Bill Phipps expressed their appreciation of the hard work being done by the staff of the Division of Communication during very difficult times.

**Correspondence from Saskatchewan Conference Sub-Executive (INFO-31 – INFO-32)**

Bill Wall explained the intent of the letter was to raise some of the concerns already raised by the Executive of the General Council relating to the budget cuts. He wished to know if the Executive of the General Council would be willing to consider whether or not it will live with the decisions made with regard to the cuts made in Division of Communication or whether they would consider reviewing them.

It was felt that further discussion needed to take place on this issue and it was agreed by the Executive of the General Council that this would be dealt with after the Distribution of Assets report.

**DISTRIBUTION OF ASSETS FROM CONGREGATIONS THAT CEASE TO EXIST (DMC-37 – DMC-38)**

Lynn Maki introduced this report, highlighting the definition of "ceasing to exist". Amy Downs and John Perigoe acted as resource for any questions and requests for clarification.

**Motion: Lynn Maki/David Iverson**

THAT the Executive of the General Council forward the following Resolution to the 37<sup>th</sup> General Council:

**WHEREAS** ambiguity has been reported by some Presbyteries and Conferences as to the appropriate role of each Court (s. 268b and s. 334b of *The Manual*) in the disposition of assets of Congregations which cease to exist,

**THEREFORE BE IT RESOLVED** that the 37<sup>th</sup> General Council clarify that Conference has authority respecting the disposition of assets for Congregations which cease to exist; and that *The Manual* be revised to reflect this clarification.

**BE IT FURTHER RESOLVED** that the 37<sup>th</sup> General Council direct the Division of Finance to revise the Congregational Board of Trustees Handbook (1986) in consultation with Division of Mission in Canada in order to:

- a) clarify procedures regarding the disposition of assets and make the revised handbook widely available; and
- b) indicate the financial needs of the wider church and mechanisms available for channelling funds thereto.

**Carried**

### **Correspondence from Saskatchewan Conference Sub-Executive (Cont...)**

Bill Wall and Teresa Moysey requested that the Executive of the General Council entertain the proposal of opening up the budget for the Division of Communication and restoring some of the money removed from AVEL and Resource centres in the Division of Communication budget (a total of about \$60,000).

It was felt that it would not be a wise decision to reopen the 2000 budget, especially when we are already some months into it. It was felt that if this was agreed to it would have far-reaching implications that would in the end not benefit anyone. To test the will of the Executive of the General Council, the following motion was moved:

**Motion: Patty Evans/Bernice Luce**

THAT the Executive of the General Council receive the letter from Saskatchewan Conference Sub-Executive concerning the General Council Division of Communication budget cuts and take no further action.

**Carried**

### **REVENUE GENERATION PROGRAM THREE YEAR REPORT – 1997-1999 (FIN-2 – FIN-8)**

Elsie Manley-Casimir gave the Executive of the General Council an overview of this report and an opportunity to ask questions. The division believes that with more effort put into revenue generation we can make a difference. With this in mind, it was felt that it is important to recognize that this is an integral part of the budget and plan for it in the budget by moving on the following two recommendations:

**Motion: Michael Scott/Steve Adams**

THAT the Executive of the General Council agree, in principle, that funds for annual Revenue Generation work be provided out of Unified Funding beginning in the budget year 2002.

**Carried**

**Motion: Michael Scott/Steve Adams**

THAT the Executive of the General Council direct the Division of Finance to report to the next meeting of Executive of the General Council, with supporting rationale, on the appropriate levels of funding for Revenue Generation work for the next 3 – 5 years.

**Carried**

### **THE RICHARD LINDSAY MORRISON BEQUEST**

#### **Division of Mission in Canada Report**

David Iverson introduced this item. He briefly went over the information, that had been made available to the executive earlier in the year, relating to Richard Morrison's biography and how the bequest came to the Division of Mission in Canada. He explained that the division understands that the church wants this money to be used wisely and many suggestions have been forthcoming. It is the intent of the division to consider all of these suggestions and do more work and formulate recommendations on the what should be done with this bequest in the long run and bring this to the fall Executive of the General Council meeting.

**Correspondence from Saskatchewan Conference Sub Executive (INFO-33)**

Bill Wall explained that the letter from Saskatchewan Conference Sub-Executive was sent to the Executive of the General Council in the hope that the Executive would establish who decides on what is done with the Morrison Bequest. It was felt by this Conference that this bequest should be made available to the whole church and that the Executive of the General Council should make the decision on how it should be used.

**Correspondence from London Conference – Petition from Elgin Presbytery (INFO-29 – INFO-30)**

Peter Scott explained that the petition had come from Elgin Presbytery because it was their hope that the Executive of the General Council would make a decision for this money to be used for Residential Schools entirely. It was felt that General Council has been sending out mixed messages relating to Residential schools and this would be a way to finally renew some of the trust that has been lost regarding the financial responsibility of General Council.

David Iverson asked the Executive of the General Council for some patience and to give the Division the time and the trust to make wise decisions related to this bequest. The division is open to hearing a broad range of suggestions, opinions and views and these would include the suggestions of the General Council Executive.

After what was recognized to be a very difficult discussion, the Executive of the General Council felt that this was a good time to stop, reflect and pray. It was agreed that this discussion would continue the following day.

**SUNDAY APRIL 30, 2000**

**THE RICHARD LINDSAY MORRISON BEQUEST (Cont...)**

**Motion: Ross Bartlett/BJ Klassen**

THAT the Executive of the General Council express its gratitude to God for the providential legacy of Richard Lindsay Morrison;

THAT the Executive of the GC express its confidence in the capacity of Division of Mission in Canada to gather the necessary expertise to plan for the use of this bequest

THAT the General Council Executive urge the Division of Mission in Canada to present a clear plan for the decision-making regarding these funds prior to the Conference Annual meetings;

THAT the General Council Executive refer to petition from Elgin Presbytery and the Saskatchewan Conference to the Division of Mission in Canada.

**Motion to amend: Jack Spencer/Don Smith**

To replace in the third statement “present” with “prepare”

To delete “prior” and add “such a plan to be shared with the Conferences Annual meetings”

To add in the last statement after Saskatchewan Conference “and the recommendations from the Division of Finance.”

**Carried**

**Motion as amended:**

THAT the Executive of the General Council express its gratitude to God for the providential legacy of Richard Lindsay Morrison;

THAT the Executive of the GC express its confidence in the capacity of Division of Mission in Canada to gather the necessary expertise to plan for the use of this bequest

THAT the General Council Executive urge the Division of Mission in Canada to present a clear plan for the decision-making regarding these funds; such a plan to be shared with the Conference Annual meetings;

THAT the General Council Executive refer to the Division of Mission in Canada the petition from Elgin Presbytery, the Saskatchewan Conference and the recommendations from the Division of Finance.

**Carried**

## COVENANTING SERVICE

The Executive of the General Council participated in the covenanting service being held in chapel for Chris Ferguson, General Secretary, Division of World Outreach.

## BUDGET 2001

### Revenue Recommendations for 2001 (FIN-9)

Michael Scott, chair of the Division of Finance, explained the revenue recommendations being proposed by the Division of Finance. He explained that there were two recommendations from which the Executive of the General Council was being asked to decide on one. If revenue generation was approved then the revenue recommendation would be at 30,000,000 and if it was not then the revenue recommendation will be 29,650,000.

### Budget Steering Group Report (GC-35–GC-47)

Murray Lapp addressed the report of the Budget Steering Group. Some time was given for table group discussion and questions.

### Revenue Generation Recommendation

The Executive of the General Council was asked to discuss the two recommendations before them and decide on which one they would like to act. After some clarification regarding how this money would be used should it be directed to revenue generation, the second recommendation was moved:

#### **Motion: Jack Spencer/Kathy Koehler**

The Executive of the General Council approve that the Year 2001 revenue projection for the Mission and Service Fund be \$30,000,000 based on \$150,000 being directed to continue revenue generation work across the church.

**Carried**

### Revenue Expenditure Budget

#### **Motion: Ron Holotuk/Ruth Nicholls**

THAT the Executive of the General Council approve that the General Council Offices' expenditure budget for 2001 be set at \$45,749,000, and further that the Executive of the General Council apportion the Unified Fund as follows:

All Native Circle Conference .....	1,700,000
Division of Communication .....	1,683,000
Division of Finance.....	2,640,000
Division of Mission in Canada.....	6,745,000
Division of Ministry Personnel and Education.....	3,863,000
Division of World Outreach .....	6,850,000
Ethnic Ministries Council .....	740,000
General Council Office .....	6,841,000
Capital Equipment.....	300,000
Real Property .....	188,000
Savings* .....	<u>-250,000</u>
TOTAL	\$31,300,000

\* Savings have been identified in the following areas: \$150,000 in the consolidation of financial services and \$100,000 for reduced space costs. These are savings which will be realized across the organization and, therefore, are not attributable to a specific spending unit.

**Carried**

## OMNIBUS MOTION

### Receiving and Adopting Reports

#### **Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council:

- a) receive the following for information: Moderator's Accountability Report, Agenda and Planning Committee Report, World Council of Churches' Executive Committee Meeting Report, General Council Secretaries' Report, Ethnic Ministries Council Accountability Report, Division of Mission in Canada Accountability Report, Division of Finance Accountability Report, Division of World Outreach Accountability Report, Update on Financial Position – 1999 Report; and
- b) adopt as a whole the InterChurch InterFaith Relations Committee Report.

**Carried**

## PLANNING & PRIORITIES (Cont...)

### Dealing with the Postponed Motion

Teresa Moysey reminded the Executive of the General Council that the following recommendations had been put forward by this group in an effort to give some kind of ownership of the direction which our budgets reflect and the priorities which we as a church have.

#### **Motion: Teresa Moysey/Peter Wesley**

THAT the Executive of the General Council approve that:

- 1) The Budget Steering group and Planning & the Priorities group continue to work and meet until the April 2001 meeting of the Executive.
- 2) The Planning and Priorities group facilitate the transition to a proposed single group, which would assist the General Council Executive with planning, priority setting and budgeting.
- 3) Ongoing training and support needs to be given to the units through the Planning and Priorities group in developing objectives and outcomes and tools for program evaluation.

#### **Motion to amend: Mollie Williams/BJ Klassen**

To replace #3 with "Planning and Priorities group facilitate ongoing training and support among the units so that they may develop objectives and outcomes and tools for program evaluation which work toward achieving the priorities set by the Executive of the General Council."

**Defeated**

The Executive of the General Council agreed that each recommendation would be voted on separately.

#### **Motion: Teresa Moysey/Peter Wesley**

THAT the Executive of the General Council approve that the Budget Steering group and Planning and Priorities group continue to work and meet until the April 2001 meeting of the Executive.

**Carried**

#### **Motion: Teresa Moysey/Peter Wesley**

THAT the Executive of the General Council approve that the Planning and Priorities group facilitate the transition to a proposed single group, which would assist the General Council Executive with planning, priority setting and budgeting.

**Defeated**

#### **Motion: Bernice Luce/Bill Jones**

THAT the Executive of the General Council approve that the Planning and Priorities group bring a recommendation to the Executive of the General Council in the fall of 2000 outlining composition and terms of reference of a single group with responsibility for assisting the Executive of the General Council with planning, priority-setting and budgeting.

**Carried**



**Motion: Teresa Moysey/Peter Wesley**

THAT the Executive of the General Council approve that ongoing training and support needs to be given to the units through the Planning and Priorities group in developing objectives and outcomes and tools for program evaluation.

**Carried**

**MODERATOR'S CONSULTATION ON FAITH AND THE ECONOMY (Cont...)**

Bill Phipps acknowledged that the recommendations in this report would need some work and revision before being sent on to General Council. He asked that some table group time be taken to come up with suggestions to do this. These then would be the base used to revise the recommendations.

**Motion: Bill Phipps/Karen Ptolemy-Stam**

THAT the Executive of the General Council forward the Report of the Moderator's Consultation on Faith and the Economy, including the revised recommendations, to the 37th General Council.

**Carried**

**RESIDENTIAL SCHOOLS – FINANCIAL INFORMATION (Cont...)****United Church Residential Schools Fund**

Michael Scott reviewed with the Executive of the General Council the recommendations on establishing a United Church Residential Schools Fund (UCRSF) to hold any donations or bequests that may be forwarded to the United Church for this purpose.

**Motion: Michael Scott/Steve Adams**

THAT the Executive of the General Council:

1. Direct the Division of Finance to establish a United Church Residential Schools Fund (UCRSF), effective June 1, 2000. This fund is to be for the sole purpose of paying all settlements and related costs associated with the legacy of residential schools. The fund will be managed as part of the General Council pooled investments under the direction of the Division of Finance's Investment Committee.
2. Direct the Division of Finance to allocate to the UCRSF any donations or bequests received by The United Church of Canada which are stipulated to be used to help pay for the costs associated with the legacy of residential schools.
3. Allocate \$1 million annually from the United Church General Reserve Fund to the UCRSF; this allocation to be reviewed annually.
4. Direct that the freeze continue on the use of the United Church General Reserve Fund for any purpose other than supporting the UCRSF or to fund those costs currently projected, until such time as the stated minimum balance of \$5 million in the United Church General Reserve Fund is reached.
5. Direct the Division of Finance to review and update the policy on the future use of the United Church General Reserve Fund for discussion at the November 2000 meeting of the Executive of the General Council.
6. Direct the Division of Finance to develop a contingency plan for accessing divisional, conference and presbytery reserves and similar funds, should these be required to meet residential school financial obligations. The Division should report to the Executive of the General Council at its next meeting and subsequent meetings with any updates to the plan.

**Carried**

Murray Lapp advised the Executive of the General Council that a narrative to summarize the decisions that each division struggled with will be added as an appendix to these minutes.

**APPROVAL OF HOST CONFERENCE FOR THE 38<sup>TH</sup> GENERAL COUNCIL**

Anne Shirley Sutherland announced that invitations have been received from the Maritime Conference to host the 38th General Council. Invitations have been received from Halifax Presbytery, Chignecto Presbytery and Valley Presbytery. The decision as to the precise location has not yet been made.

**Motion: Anne Shirley Sutherland/Lorna Teed**

THAT the Executive of the General Council approve Maritime Conference as the Host Conference for the 38<sup>th</sup> General Council.

**Carried**

**HUMAN RESOURCES COMMITTEE (GC-126– GC-127)**

Paul Dillman addressed the Human Resources Committee report and moved the following motions:

**Appointments to the Committee on Sexism****Motion: Paul Dillman/Bernice Luce**

THAT the Executive of the General Council appoint Deborah Armstrong (L) (NF), Murdock McFarlane (O) (M&O) and Marilyn Harrison (L) (BC) to the Committee on Sexism.

**Carried**

**Appointments to the Education for Church Leadership Coordinating Committee****Motion: Paul Dillman/Bernice Luce**

THAT the Executive of the General Council appoint Susan Butler-Jones (O) (SK) and Marty Settle (L) (M&O) to the Education for Church Leadership Coordinating Committee.

**Carried**

**Approval of 2001 Travel Rate****Motion: Paul Dillman/Bernice Luce**

THAT the Executive of the General Council approve that the 2001 travel rate remain at 30 cents/km.

**Carried**

Paul Dillman explained that although the 2001 economic adjustment to salaries had been voted down at the last meeting, this would be coming back. The Executive of the General Council has approved the Human Resources policy which requires that salaries include an economic adjustment and since one was not approved for 2001 there will be a need to get caught up. It was also noted by Steve Adams that with no economic adjustment and with the increase in the cost of benefits, staff will actually be taking a pay cut in their take home pay in January 2001.

Paul Dillman raised the issue of stress levels of staff and that although morale is good due to increased communications with staff, as the budgets keep getting cut the amount of work that is expected from staff needs to be adjusted too.

He announced that screening procedures have been developed by the Human Resources Committee in conjunction with the Division of Mission in Canada.

**Composition of the Interim Sub-Executive of the General Council****Motion: Paul Dillman/Bernice Luce**

THAT the Executive of the General Council approve the following Interim Sub-Executive to serve from the rise of 37<sup>th</sup> General Council to the November meeting of the Executive of the General Council:

1 Business Committee member.....	Ron Holotuk		
1 Division Chairperson (by rotation) .....	Lynn Maki		
1 Rep. of the French constituency .....	Claire Borel-Christen		
1 Rep. of the Ethnic Ministries Council .....	Hazel Bigby		
7 Conf. Reps. from the 13 Conferences;	Sheila Snelling	L	M&O
at least 3 ordered and 3 lay	Jon Jessiman	L	BC
	Peter Wesley	O	HAM

	Jack Spencer	O	MAR
	Karen Ptolemy-Stam	O	BQ
	Sheila Duffin	L	LON
	Joanna MacQuarrie	O	ANW
Moderator.....	To be named		
Immediate Past Moderator.....	Bill Phipps		
General Secretary, General Council.....	Virginia Coleman		
Corresponding Members: .....	General Council Secretaries		

**Carried**

## THEOLOGICAL REFLECTION

Alf Dumont spoke about the need for each of us to go through our lives walking slowly and listening well in a journey that is continuous. Maitland Evans spoke about the concept of vulnerability and discerning it as a credible vantage point and about trust and the authentic meaning of essence.

The meeting broke for supper with grace led by Maitland Evans.

## GENERAL COUNCIL EXECUTIVE MEMBERSHIP TASK GROUP (Cont...)

### Change in composition of the Executive of the General Council

#### **Motion: Virginia Coleman/Lorna Teed**

THAT the Executive of the General Council forward to the 37<sup>th</sup> General Council the recommendation for composition of the Executive of the General Council to be as follows:

#### **Voting Members:**

- 3 Officers (Moderator, Immediate Past-Moderator, General Secretary of the General Council)
- 8 General Council Secretaries
- 26 members from Conferences (1 ordered, 1 lay from each of the 13 Conferences) elected by the Conferences
- 12 members at least one of whom shall be francophone (1 each from the Divisions/EMC for a total of 6; 6 members-at-large) elected by the General Council

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*49 voting members in total*

#### **Corresponding Members:**

The following would be eligible to be named as corresponding members by the Executive:

- Chairs of all General Council and General Council Executive Standing Committees
- Executive Secretaries of the 12 Conferences and the Speaker of ANCC
- Directors in the Divisions
- Chief Archivist
- Chairperson of The Observer Inc. Board (or their representative)
- Global Partner representative(s)
- Representative to the Central Committee of the WCC (when a member of the United Church)
- Representative to the Governing Board of the CCC (one of the United Church representatives)
- Resource persons, including staff

#### **Motion to amend: Gerald Dore/Claire Borel-Christen**

To replace "12 members at least **one** of whom shall be francophone (1 each from the Divisions/EMC for a total of 6; 6 members-at-large) elected by the General Council" with "12 members at least **two** of whom shall be francophone (1 each from the Divisions/EMC for a total of 6; 6 members-at-large) elected by the General Council.

**Carried**

After some discussion to clarify this motion, it was felt that the change in the membership was not significant enough to warrant such a move and that more clarification was needed.

#### **Motion to table: John Yeo/Harold Manual**

THAT the Executive of the General Council table this motion indefinitely.

**Carried**

It was agreed that some time would be taken in table groups to discuss section 2 of the report and that any comments and suggestions coming out of the discussions would be recorded on paper and forwarded to the Working Group on the Changing Church.

## **PRESBYTERY REQUESTS FOR ASSISTANCE WITH LEGAL BILLS (GC-18A, INFO-34 – INFO-36)**

### **Update on Legal Fund**

Virginia Coleman took this opportunity to update the Executive of the General Council on the status of the Legal Fund. All the information and details have not been received as yet and this is partly because this fund is quite complex to set up; however, work on this is still continuing.

### **Correspondence from Coronation Presbytery and Great Lakes Waterways Presbytery**

Virginia Coleman informed the Executive of the General Council of the two requests that had come through correspondence, for assistance with their legal bills. As there is no legal fund available, the Executive of the General Council needed to look at how they would deal with and respond to these kinds of requests.

It was felt that it is important that some kind of solutions be found especially with regard to Great Lakes Waterways Presbytery which has only 7 congregations and absolutely no finances to cover their legal bills. It was agreed that some of the members of the Executive of the General Council would take some time to identify some ways to deal with this and bring it back to the rest of the Executive of the General Council for discussion the following day.

#### **Motion: Teresa Moysey/Peter Wesley**

THAT the Executive of the General Council postpone dealing with the Coronation Presbytery and Great Lakes Waterways Presbytery correspondence, definitely, to the following day.

**Carried**

## **DIVISION OF MINISTRY PERSONNEL & EDUCATION ACCOUNTABILITY REPORT (MPE-1 – MPE-19)**

BJ Klassen, the chair of the Division, briefly went over the items that needed to be dealt with by the Executive of the General Council.

### **Approval for Division of Ministry Personnel and Education Executive Structure (MPE-1 – MPE-2)**

#### **Motion: BJ Klassen/Steven Chambers**

THAT the Executive of the General Council approve the following formula for the Executive of the Division of Ministry Personnel and Education for 2000 and 2001, until any further request for changes are made.

Division Chair	1
Division General Secretary	1
Conference Representatives:	3
East (representing Newfoundland & Labrador, Maritime, Montreal & Ottawa, Bay of Quinte)	
Central (representing Toronto, Hamilton, London, Manitou)	
West (representing Manitoba & Northwestern Ontario, Saskatchewan, Alberta & Northwest, British Columbia, All Native Circle.)	
Standing Committee Representatives	5
Budget Forum facilitator	1
Member-At-Large	1
DMPE Executive Staff representative	1
TOTAL	13

**Carried**

**Revisions to the Sexual Abuse Policy (MPE-15 – MPE-16)**

**Motion: BJ Klassen/Steven Chambers**

THAT the Executive of the General Council approve the following changes to the policy on Sexual Abuse (Sexual Harassment, Pastoral Sexual Misconduct, Sexual Assault) and Child Abuse:

Page 2

Theological Statement:

First paragraph, last sentence: - change: current wording:

“They arise from unequal power relationships, usually based on age, gender, and/or position of authority.”  
to read:

“They arise from unequal power relationships, including but not limited to age, gender, race, sexual orientation, and/or position of authority.”

Page 7

Paragraph at top left beginning “It is not appropriate....”

Change last sentence to read: “Designated pastoral caregiver(s) shall not vote, speak, or attempt to influence a Presbytery/District (or other church court) on matters pertaining to the case.

Page 10

(a) Structure

First dot - change to read “...at least 5 persons....”

Fourth dot - change to read: “As possible the Team should be geographically, linguistically, and ethnically representative of the Conference and sensitive and open to issues of sexual orientation.”

In footnote 1, add sentence: “The size of the Team needs to be determined according to the Conference needs.”

Page 11

Responsibilities of the Conference Personnel Minister:

Add a fourth dot, which says:

“To be available for consultation with Consultant B to clarify procedures for the Response and to assist with understanding the roles of Officer of the Church Court and Consultant B.”

Page 15

4. Formal Complaint:

First sentence, after “...held by the Complainant until she/he is ready to proceed.” add: “This letter of complaint may become a formal hearing charge at a later point; it needs to be complete, since additional information cannot be added at that time.”

Page 16

Paragraph 2 begins with “The Officer of the Church Court who has been notified of the complaint shall contact the Conference Co-ordinating Committee on Sexual Abuse (Sexual Harassment, Pastoral Sexual Misconduct, Sexual Assault)...” Change rest of sentence after the close bracket to read: “and Child Abuse and ask for appointment of Consultant B to assist in the Response. The Conference Co-ordinating Committee needs to ensure that Consultant B has not had direct contact with the Complainant about the complaint or is not in a conflict of interest with the Respondent.”

Paragraph beginning “When an Officer of the Church Court has been notified...”, Change last sentence to read:

“The Officer of the Church Court shall then arrange and be present for the following two meetings, to be held immediately and in the order indicated. (Note: In the Clarification Meeting, the role of Consultant B is to educate and clarify and the Officer of the Church Court is to observe. In the Response Meeting, the Officer of the Church Court is responsible for the process while Consultant B records the Response.)”

Page 16

2. Response Meeting:

Delete present paragraph 2.

New paragraphs 2 and 3:

“The Officer of the Church Court will begin by reading aloud the signed complaint to the Respondent. A copy of the complaint is given to the Respondent.

“The Officer of the Church Court shall take the lead in this conversation with Consultant B asking questions of clarification if required, and making a written record of any conversation.”

Page 17

6. Negotiated Settlement/Resolution Option:

Change last sentence to read:

“Consultants involved in the case shall not vote, speak, or attempt to influence the courts of the church on matters pertaining to the case.”

Page 19

Paragraph beginning “It is not appropriate...” - Change last sentence: to read:

“Designated pastoral caregiver(s) shall not vote, speak, or attempt to influence the courts of the church on matters pertaining to the case.”

**Carried**

### **Authorization to Purchase Property – Dr. Jessie Saulteaux Resource Centre (MPE-17)**

#### **Motion: BJ Klassen/Steven Chambers**

THAT the Executive of the General Council approve the offer to purchase, by the Dr. Jessie Saulteaux Resource Centre from the Brokenhead Planning District, Rural Municipality of Brokenhead, Parcel One, Pt. Of NW 1/4 32-12-8 EPM in Manitoba, Title No. 1185511, for the sum of \$25,000.

**Carried**

### **Centre for Christian Studies By-law Change (MPE-18)**

#### **Motion: BJ Klassen/Steven Chambers**

THAT the Executive of the General Council approve the recommendation of the Division of Ministry Personnel and Education to approve the request of the Centre for Christian Studies, for the By-laws of the Centre for Christian Studies be changed to include in the category, “Friends of the Centre”, graduates of the Western Field Based Diaconal Program.

**Carried**

## **75<sup>th</sup> ANNIVERSARY ACTIVITY**

Mary-Frances Denis updated the Executive of the General Council on the current activities in various congregations with regard to the ribbon tying. She then took the Executive of the General Council through its own ribbon tying exercise.

The meeting ended for the day with a prayer led by Bill Phipps.

## **MONDAY, MAY 1, 2000**

The meeting opened with a prayer led by Bill Phipps and table group check-in.

## **LEADERSHIP IN THE NATIONAL CHURCH**

At the last meeting of the Executive of the General Council, a motion was moved requesting time on the agenda at the next meeting for decision and dialogue between the General Council Secretaries and the Executive of the General Council about leadership in the national church relating to expectations, roles and responsibilities of each group. Sy Eber, a consultant of long standing with the United Church, facilitated an exercise to do this and to start the Executive on a path to find solutions and decisions.

Sy Eber summarized that in his observations it appeared that the Executive of the General Council had difficulty projecting into the role of General Secretaries and the same was true of the General Secretaries.

There seemed to be a real difficulty among the two separate groups to see each other's perspective and and this may show that the two groups do not do this enough. Lack of trust and clarity was something that came up a great deal and seemed to one area of weakness. He also suggested that decision-making sometimes became difficult because of assumptions, perceptions and history coming in the way – the assumption that we have always done it this way and so it is OK to continue to do it this way. In his opinion these were areas that needed to be identified and worked on toward resolution.

## **DIVISION OF MINISTRY PERSONNEL AND EDUCATION (Cont...)**

### **Amalgamation of St. Andrew's and St. Stephen's Colleges (MPE-3 – MPE-14F)**

Betsy Anderson the resource person for this venture provided information to the Executive of the General Council.

**WHEREAS** St. Andrew's College at the University of Saskatchewan and St. Stephen's College at the University of Alberta wish to amalgamate their respective operations and holdings; and

**WHEREAS** the Executive of the General Council, acting on behalf of the General Council of The United Church of Canada, is vested with certain governing powers over St. Andrew's College by virtue of *The St. Andrew's College Act*, a private act of the Province of Saskatchewan, and over St. Stephen's College by virtue of the *St. Stephen's College Act*, a private act of the Province of Alberta; and

**WHEREAS** the General Council has, by virtue of the *St. Stephen's College Act*, the power exercisable by resolution to declare from time to time the method of election of the Board of Management of St. Stephen's College and to make such regulations as the General Council may deem requisite with regard to the conduct of St. Stephen's College and the exercise by the Board of Management thereof of the powers granted to such Board of Management by virtue of the *St. Stephen's College Act*; and

**WHEREAS** the Division of Ministry Personnel and Education has reviewed the proposed amalgamation and believes the amalgamation of St. Andrew's College and St. Stephen's College to be in the best interest of both colleges and The United Church of Canada; and

**WHEREAS** According to the By-Laws made pursuant to *The United Church of Canada Act* the General Council has delegated certain powers, including the power to take the action herein; and

**WHEREAS** Sections 705b) and 705d) of *The Manual* require approval of the General Council or its Executive to amend charters of theological schools or the affiliation of any UCC related educational institutions;

#### **Motion: BJ Klassen/Steven Chambers**

1. THAT the Executive of the General Council consent to and hereby approve the transfer by St. Stephen's College to St. Andrew's College of all or any part of St. Stephen's College's right, title, interest and claim in and to such assets as may be held by St. Stephen's College, on such terms and subject to such conditions as may be contained in a transfer agreement (the "Transfer Agreement") between St. Stephen's College and St. Andrew's College, in such form as may be approved by the Board of Management of St. Stephen's College and the Board of Regents of St. Andrew's College, as may be evidenced by their respective execution thereof, and the Transfer Agreement so executed be and is the Transfer Agreement authorized by these resolutions.
2. That pursuant to Section 3 of the *St. Stephen's College Act*, the Executive of the General Council hereby declares and adopts the following method of election for the election of members to the Board of Management of St. Stephen's College:
  - a) each individual appointed to the Board of Regents for St. Andrew's College by the General Council pursuant to Section 10 of *The St. Andrew's College Act* shall be deemed by virtue of such appointment to have been duly elected to sit as a member of the Board of Management of St. Stephen's College, without further action by the General Council; and
  - b) the effective date of the election of an individual as a member of the Board of Management of St. Stephen's College shall be the effective date of such individual's appointment as a

member of the Board of Regents of St. Andrew's College.

3. That pursuant to Section 3 of the *St. Stephen's College Act*, the Executive of the General Council hereby declares and enacts the regulations attached as Appendix 1 to this motion as regulations in respect of the conduct of St. Stephen's College and the exercise by the Board of Management of St. Stephen's College of the powers granted to such Board of Management.
4. That the General Secretary of the General Council record this action in the minutes of proceedings of the Executive of the General Council and remit a copy to the secretary of St. Stephen's College and the secretary of St. Andrew's College.

**Carried**

## **NEW BUSINESS**

### **Availability of General Council Documentation**

#### **Motion: BJ Klassen/Steven Chambers**

THAT the Executive of the General Council clarify policy and rationale for the timing of circulation of General Council Reports to Commissioners and others.

Virginia Coleman explained that there was no policy in place but in fact it is polity. The rationale for the current practise of sending out reports to the Commissioners first after the divisions completed them existed because it made sense that this would be the next logical step in the process of preparing for General Council. She agreed that it would be helpful if the Executive of the General Council made a decision on whether reports should go to Commissioners first and then be available to other individuals, or whether as soon as the reports are completed by the divisions they should be available to the wider public.

#### **Motion to postpone: Don Smith/Randy Mackenzie**

THAT the Executive of the General Council postpone the motion on General Council Documentation definitely until the afternoon.

**Carried**

## **REQUEST FOR REVIEW OF PERSONNEL PROCESSES**

Virginia Coleman announced that she would be leaving the room while this discussion was taking place and David Iverson would take the General Secretary's chair. It was her feeling that this discussion could go in a number of directions, one of which could be to question decisions she had made and she felt without her presence it would give the Executive of the General Council would be able to discuss things more freely.

Bill Phipps alerted the Executive of the General Council that a settlement agreement exists between Linda and the church, which prevents discussion of any of the issues related to Linda Slough's termination of employment.

By way of introducing this issue, Randy Mackenzie explained that the Division of Communication Consulting Group had some concerns with regard to the process that takes place when employees are terminated and in this case in the termination of Linda Slough, the former General Secretary of the division. It was their hope that the Executive of the General Council would deal with their concerns.

### **The recommendation from the Division of Communication Consulting Group (Executive)**

Whereas General Council Personnel Policies describe a significant role for the employing unit in our church's personnel policies including a role in termination, e.g. the following sections:

"Termination can be a responsible way of dealing with employee situations in which the needs of the organization are not being met. Such situations exist when:



- the employee is not performing satisfactorily and has not demonstrated the capability to perform the functions laid out in the job description at a satisfactory or acceptable level;
- working relationships with other members of the employing unit are inadequate to a degree that they hinder the effectiveness of the unit;
- the position has been discontinued, etc.....”

“... When termination is for performance inadequacy or working relationship problems, documented effort must have been made to communicate the inadequacy, to specify the level of performance required, and to assist the employee in improving and achieving the desired level of performance.

In the case of an employee appointed by the Executive of General Council, termination will rest with the General Secretary of General Council, acting on the recommendation of the employing unit and in consultation with the Human Resources Office regarding the appropriateness of the action. Termination of other employees will rest with the employing unit in consultation with the Human Resources Office.... ”

And whereas neither the Division of Communication or the General Council Executive played a role in the recent process of termination of the General Secretary of the Division of Communication;

And whereas the elected members of the Division of Communication’s Consulting Group (Executive) take their responsibilities seriously and have serious concerns about the process by which this recent termination took place;

**Motion: Randy Mackenzie/Claire Borel-Christen**

Be it resolved that General Council Executive initiate an independent review of the process by which the General Secretary of the Division of Communication was terminated. This review will clarify the meaning and implications of the General Council’s Personnel Policies with regard to:

- definition and responsibilities of the employing unit;
- terms of employment of senior staff;
- performance reviews;
- termination procedures and benefits;
- role of supervisor in termination of senior staff;
- grievance or appeal processes

This review will clarify lines of authority and determine whether the General Council Personnel Policies were properly implemented in the case of this termination. It is expected that the results of such a review will assure the Division that pastoral care was provided for both the General Secretary of the Division of Communication and for the remaining staff of the Division. This resolution is presented with the belief that it is crucial that the church, including elected members and appointed staff, fully understand the meaning, implications and practice of General Council Personnel Policies.

The review panel will consist of three persons to include the Moderator and two additional individuals appointed by the Moderator. In the event that the Moderator is unwilling or unable to serve, the review group will consist of three persons appointed by the Moderator. These individuals will have experience in human resources management and knowledge of United Church personnel policies and procedures. The review panel will not include General Council staff (for the purposes of this review the Moderator will not be considered General Council staff). A written report of the results of this review will be presented to the General Council Executive.

**Discussion on the motion**

It was felt that this motion addressed two issues – one was to review of the process used in the termination of Linda Slough and the other is a clarification of the personnel policies with regard to when termination occurs – and these needed to be separated.

The Executive of the General Council agreed that seeing as they did not know what questions would violate the agreement between Linda Slough and the church that it would be preferable if Virginia Coleman was available to answer any questions that it was possible to answer. It was agreed that this discussion would continue after lunch and that Virginia Coleman would be present to answer questions related to the process used to terminate the employment of Linda Slough and Anne Shirley Sutherland would be present to clarify the Personnel policies.

The meeting broke for lunch with grace was led by Bill Jones, The Conferences held their caucuses over the lunch period.

## **Clarification of Personnel Policies and the Process used in the Termination of Linda Slough**

Anne Shirley Sutherland addressed the court with clarification of the personnel policy and actual practise. The policy is very unclear but the practises have been consistently followed. She explained the termination process and the steps that are taken once termination is determined. Virginia Coleman addressed questions from the Executive of the General Council relating to the termination of employment of Linda Slough.

**The motion on the floor was defeated.**

### **Motion: Marion Best/Lynn Maki**

THAT the Executive of the General Council initiate *an independent review* of the General Council's Personnel Policies with regard to:

- definition and responsibilities of the employing unit;
- terms of employment of senior staff;
- performance reviews;
- termination procedures and benefits;
- role of supervisor in termination of senior staff;
- grievance or appeal processes.

The review panel to be appointed by the Moderator will consist of two individuals with experience in Human Resource Management and knowledge of United Church personnel policies and procedures and would not include the Moderator. The Review Panel will not include General Council staff. A written report of the results of this review will be presented to the Executive of the General Council in the fall of 2000.

### **Amendment #1**

#### **Motion to amend: Patty Evans/Mollie Williams**

To delete "an independent review" and replace it with "a review by the Human Resources Committee" and delete the first two statements of the last paragraph.

**Carried**

### **Amendment #2**

#### **Motion to amend: David Iverson/Randy Mackenzie**

To replace the last statement of the last paragraph with "A written report of the results of this review will be presented to the Executive of the General Council in Spring, 2001, with a progress report to be made to the November, 2000 meeting of the Executive of the General Council."

**Carried**

#### **Motion as amended:**

THAT the Exec of the GC initiate a review *by the Human Resources Committee* of General Council's Personnel Policies with regard to:

- definition and responsibilities of the employing unit;
- terms of employment of senior staff;
- performance reviews;
- termination procedures and benefits;
- role of supervisor in termination of senior staff;
- grievance or appeal processes.

A written report of the results of this review will be presented to the Executive of the General Council in Spring, 2001, with a progress report to be made to the November, 2000 meeting of the Executive of the General Council.

**Carried**

## PROJECT FUND ALLOCATION TO THE WORKING GROUP ON THE CHANGING CHURCH

### **Motion: Virginia Coleman/Richard Choe**

That the Executive of General Council allocate \$5,000 from the Project Fund 2000 for the completion of the work of the Working Group on the Changing Church.

**Carried**

## FOLLOW-UP TO THE RECOGNITION OF CONSISTOIRE LAURENTIEN

### **Motion: Claire Christen-Borel/Teresa Moysey**

As a follow-up to the motion previously passed by this Executive, that the Executive of the General Council recommend to the Working Group Changing Church that Consistoire Laurentien be replaced by a non-territorial structural unit called Conseil des ministeres francophones/French Ministries Council with the same functions, support and funding as the Regional Councils. To these functions should be added those performed by COPERMIF, with the corresponding funding.

### **Motion to refer: Mollie Williams/Bernice Luce**

THAT the Executive of the General Council refer this issue to the Working Group on the Changing Church.

**Carried**

## PRESBYTERIES' REQUESTS FOR ASSISTANCE WITH LEGAL BILLS (Cont...)

David Iverson explained that some funds were available in the Division of Mission that could be used to enter into an agreement with Great Lakes Waterways Presbytery regarding the payment of the legal bill as presented in their correspondence to this Executive of the General Council and Division of Mission in Canada would ensure that this bill is paid. They are doing this recognizing that there are other needs and long term solutions need to be found. However, it was felt that this is a special situation in light of this Presbytery not having any funds available to them to make this payment. Coronation Presbytery, although short on funds, do have some options for paying their bills available to them and therefore would not be considered in the same situation as the Great Lakes Waterways Presbytery.

### **Motion: Lynn Maki/David Iverson**

THAT the Executive of the General Council refer the correspondence from Great Lakes Waterways Presbytery to the Division of Mission in Canada for action.

**Carried**

## HUMAN RESOURCES COMMITTEE (Cont...)

As the members of the Human Resources Committee cannot propose nominations for its own committee, the following motion was moved:

### **Commission to prepare Nominations for Human Resources Committee**

#### **Motion: Virginia Coleman/Randy Mackenzie**

THAT the Executive of General Council appoint a commission to prepare a list of nominations of members of the Human Resources Committee to be presented to the 37<sup>th</sup> General Council and that the membership of this commission be Barbara Bitzer, Jack Spencer, Ruth Nicholls.

**Carried**

## AVAILABILITY OF GENERAL COUNCIL DOCUMENTATION (MPE-19)

### **Reports prepared for General Council**

#### **Motion: Mollie Williams/Steve Adams**

THAT the Executive of the General Council direct:

1. that reports prepared for the meeting of General Council normally be made available prior to the annual meetings of Conference, to individuals and groups within the church, on request and at their cost;
2. that reports to General Council be posted on the General Council Website with appropriate information as to their status (i.e. who will approve and when); and further
3. that the Executive of the General Council ask the General Secretary to prepare a one page policy statement, to bring for approval, to the fall 2000 meeting of the Executive of the General Council, regarding the purpose of Petitions and Resolutions and their role in our church courts.

**Motion to refer: Bill Jones/Jack Spencer**

THAT the Executive of the General Council refer this issue to the General Council Secretaries.

**Carried**

**OMNIBUS MOTION**

**Receiving, Adopting and Referring Reports**

**Motion: Lorna Teed/Ron Holotuk**

THAT the Executive of the General Council

- a) receive for information:
  - Conference Executive Secretaries' Report
  - COPERMIF Report
  - Process for Developing Recommendations to Fund Spending Units' Deficits
- b) adopt as a whole:
  - the General Secretary's Report
  - the Ministry Personnel and Education Report
  - the Human Resources Committee Report
- c) refer the report on Voices United Loan to the Fall, 2000 meeting of the Executive of the General Council.

**Carried**

**FINAL APPROVAL FOR THE ALLOCATIONS FROM THE PROJECT FUND**

**Motion: Virginia Coleman/Ruth Nicholls**

THAT the Executive of the General Council allocate the following from the 2000 Project Fund:

Working Group on the Changing Church	\$5,000
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Letter to Pastoral Charges and Ministry Personnel regarding the authorized Baptism Formula	\$3,000
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**Carried**

**AUTHORIZATION OF THE SUB-EXECUTIVE**

**Routine and Emergent Business**

**Motion: Anne Shirley Sutherland/Lorna Teed**

THAT the Executive of the General Council authorize its Sub-Executive to deal with any routine and emergent business between now and General Council.

**Carried**

## EXPRESSIONS OF THANKS TO END THE TRIENIUM

### **Motion: Virginia Coleman/Lynn Maki**

THAT the Executive of the General Council express their thanks to the Moderator, Anne Shirley Sutherland, the Business Committee and to the Administrative staff – Melinda Moore, Mary Purdon, Isabela Simon and Alison Jordan.

### **Carried**

Virginia Coleman offered her personal thanks to all of the members of the General Council Executive, especially those who would not be returning, for their willingness to journey together at times in joy at times in pain at times with a great deal of struggle and at times with a great deal of laughter, but always with a sense of commitment to and love for The United Church of Canada.

On behalf of the Executive of the General Council, Bill Phipps expressed thanks to Virginia Coleman for her hard work, leadership and commitment.

The members of the Executive of the General Council were invited to a Communion Service in the chapel.

The meeting of the Executive of the General Council adjourned at 4:00 p.m.

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Moderator, Bill Phipps

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General Secretary, K. Virginia Coleman