

THE UNITED CHURCH OF CANADA

MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES June 10-12, 2001

The Special meeting of the Executive of the General Council of The United Church of Canada was held from 2:00 p.m. on Sunday, June 10, 2001 to 4:10 p.m. on Tuesday June 12, 2001, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Marion Parady, presided.

ATTENDANCE OF THE MEMBERS OF THE EXECUTIVE

Voting Members

Steve Adams, Jim Balfour, Ross Bartlett, Marion Best, Hazel Bigby, Michael Bourgeois, Bonnie Burnett, Steven Chambers, Kathryn Chenier, Richard Choe, Virginia Coleman, Jeff Cook, Gerald Doré, Sheila Duffin, Alf Dumont, Chris Ferguson, Alan Hall, Carol Hancock, Ron Holotuk, Gordon How, David Iverson, Jim Jackson, Elaine Jacobs, Jon Jessiman, Anne Kline (alternate), Kathy Koehler, Martha Ter Kuile, Stephen Mabee, Gwen Nicol-MacDonald, Joanna MacQuarrie, Lynn Maki, Harold Manuel, Teresa Moysey, Ruth Nicholls, Marion Parady, Bill Phipps, Barbara Rafuse, James Scott, Peter Short, Michelle Slater, Sheila Snelling, Norma Soble, Walter Sowa, Jack Spencer, Karen Ptolemy-Stam, Keith Stuckless, Anne Shirley Sutherland, Peter Wesley, David Woodall, Peter Wyatt.

Corresponding Members

David Allen, Jim Blanchard, Debra Bowman, Wendy Bulloch, Roslyn Campbell, Roger Coll, Dianne Cooper, David Estey, Bruce Faurschou, Catherine Gaw, Bonnie Greene, Allan Hall, Sharon Larade, John Lougheed, Gordon MacDermid, Elsie Manley-Casimir, Jim Pickering, George Rodgers, Peter Scott, Clarence Sellars, Jim Sinclair, Dale Wiggins.

Regrets

Grafton Antone, Doug Einarson, Faith March-MacCuish, Dong-Chun Seo, Claire Borel-Christen (voting members) Richard Chambers, Murray Lapp, (corresponding members), Sharon Rose Joy Ruiz-Duremdes (global partner).

SUNDAY – JUNE 10, 2001

CONSTITUTING THE MEETING OF THE EXECUTIVE

The Moderator constituted the meeting with the following words:

"In the Name of Jesus Christ the Sovereign head of the Church, and by the authority vested in me by the 37th 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, chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 37ième (trente septième) 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

Marion Parady welcomed the members of the Executive and visitors. She thanked the administrative staff and others who helped to organize this meeting. She made the following announcements:

Regrets

- Grafton Antone, representative of the All Native Circle Conference
- Claire Borel-Christen, representative of the Francophone Constituency
- Richard Chambers, Programme Director, Division of Mission in Canada
- Doug Einarson, Chair, Division of Finance
- Murray Lapp, Chair, Budget Steering Group
- Faith March-MacCuish, ordered representative, Newfoundland & Labrador Conference

- Dong Chun Seo, member at large
- Sharon Rose Joy Ruiz-Duremdes, global partner

Introductions

- Alan Hall, Chair, Human Resources Committee
- Anne Kline, alternate representative, Division of Finance
- Members of the Directions Committee:
 - Ruth Wright (Chair)
 - Anthony Bailey
 - Kelly Shapiro
 - Betsy Anderson
 - Bonnie Greene
 - Chris Ferguson
 - Virginia Coleman

Acknowledgement

- David Estey was honoured at the annual Military Chaplains' retreat this week as he retired (again) from a position of leadership in the chaplaincy branch. David has been Colonel Commandant of the branch since 1997. This is a position of support, encouragement and advice to the Chaplain General, the minister of national defence and the branch. It has been clear that his further work in this regard has been deeply appreciated. In his speeches over the few days and his sermon at the induction service, he made particular mention of how gratifying it is to be asked by the Chaplaincy Branch, and his church, to work at various tasks in retirement. David was presented with a "Peacemakers Medal" (one of those that he had never received!) and, in particular, his time in Vietnam was mentioned.

TABLE GROUP TIME

Table groups were given time to acquaint/re-acquaint themselves with each other and to take this opportunity to select one person that would be the recorder for fairly detailed notes for each table group throughout this meeting.

OPENING WORSHIP

Opening Worship was held in the chapel and led by the Moderator.

ANNOUNCEMENTS FROM THE BUSINESS COMMITTEE

Peter Short, chair of the Business Committee, informed the Executive of the facilities available on site and thanked the members of the Executive for their continued input and helpful suggestions for the meeting process. He explained that the proposal was for this meeting to be for one purpose only and that it be reserved exclusively for decision-making on the Restructuring of the General Council Offices.

OPENING PROCEDURAL MOTION

Motion: Virginia Coleman/Peter Short

2001-06-10-0193.PRO

Corresponding Members

That the corresponding members of the Executive of the General Council for this meeting be: John Loughheed, Sharon Larade, Michael Bourgeois, the Directors of departments, the Executive Secretaries of the Conferences, members of the Directions Committee and other persons attending the meeting as a resource to the Executive.

Administrative Staff

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.

Reference and Counsel

That the following persons be the reference and counsel committee for this meeting of the Executive of the General Council: Stephen Mabee, Joanna MacQuarrie and Jack Spencer.

Agenda

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.

Decision-making process

That the process for this meeting be one of open discussion based on the Directions Committee report and that formal motions not be a part of our process until the decision-making sessions on Tuesday, June 12, 2001.

Carried

EXPLANATION OF THE MEETING PROCESS

Marion Pardy explained that the decision-making process for this meeting would be a combination of table group discussions, clarification in plenary, caucus group discussions, sessional committees and finally decision-making using motions. All the information from the groups would be kept to be used by the Directions Committee towards future decision-making.

The question was asked: How and when will we see the whole?

Peter Short responded that this would happen through sessional committee reports and table group discussions. Peter also explained that the intention was to make this a flexible process and not make decisions about the process now; he further clarified that decision-making could happen in the following ways:

- The decisions made by the Directions Committee may be before the group in Plenary
- Sessional Committees may come forward with proposals
- The Listening Team may suggest a way for us to move forward
- Anything may happen and some good ideas may be generated as we go along or
- Any combination of these

EXPLANATION OF THE PROCESS FOR THEOLOGICAL REFLECTION

Michael Bourgeois explained that there have been four formal times reserved on the agenda for theological reflection, but that these may not be the only times that theological reflection would take place. Theological reflection will hopefully be taking place throughout the meeting. A theological form would be going out to the table groups to be filled out with the following three basic questions in mind:

- What are our theological values?
- How well does the proposed structure reflect those values?
- What changes to the proposed structure might our theological values suggest?

Michael would be using the responses on the forms to design what needs to be brought forward during the theological reflection times.

PRESENTATION OF THE DIRECTIONS COMMITTEE REPORT (PG1-34)

On behalf of the Directions Committee, Ruth Wright, chair, used a power point presentation to illustrate the information in the report. Time was given for table group discussion to test the reactions of the Executive to the information that was presented; members of the Directions Committee circulated during this time answering questions and providing clarification to table groups. Following this, more time was given to clarification in Plenary.

The meeting broke for supper with grace led by Jim Sinclair.

TABLE GROUP DISCUSSION

A focussed discussion on the Directions Committee report took place in table groups, with identification of strengths and reservations on the forms provided. Each table group was asked to pick one strength and one reservation to report back on, in plenary.

ANNOUNCEMENTS

Peter Short announced that Sessional convenors would be meeting with Anne Shirley Sutherland the following morning at 8:30 a.m. and the caucus meetings would be taking place at 10:00 a.m. He announced that the staff appreciation event would be taking place at 9:00 a.m. and was being led by Marion Pardy, Bill Phipps and Marion Best. He asked that the members of the Executive be here on time to host this event.

THEOLOGICAL REFLECTION

Michael framed his reflection around the meaning of salvation and redemption in addressing evil in today's world.

The meeting adjourned for the day with grace led by the Moderator.

MONDAY – JUNE 11, 2001

STAFF APPRECIATION EVENT

As agreed upon at their last meeting, the members of the Executive took the opportunity, over breakfast, to thank staff for all their hard work especially during this time of restructuring of the General Council offices. In appreciation of this, it was announced that the staff of the General Council office are being given an extra day off and this would be during or in conjunction with the Thanksgiving weekend on Friday, October 5, 2001.

CAUCUS GROUPS

In order share perspectives from a role point of view the members of the Executive broke into four caucus groups, Conference representatives, chairs of units and committee representatives, persons holding other specific representational roles and staff. The groups met for an hour to discuss the report of the Directions Committee; the Listening Team circulated among the groups during this time. The caucus groups reported on their discussions in Plenary.

THEOLOGICAL REFLECTION

Michael shared his reflections of the Executive's response to the Directions Committee report.

ANNOUNCEMENTS

Peter Short announced that those members of the Executive that felt the need to learn more about the budgeting process were invited to a workshop in room 2E over lunch. A synopsis of the budgeting process would also be sent out to the Executive ahead of time to help members to learn more about the this process; this would allow everyone to participate in making decisions on the budget at the next meeting without having to, at the same time, learn how the budgeting process worked.

The meeting broke for lunch with grace led by Carol Hancock.

SESSIONAL COMMITTEES MEET

The sessional committees met from 12:45 p.m. to 2:45 p.m. to consider the Directions Committee report and bring forward some recommendations.

SESSIONAL COMMITTEES REPORT BACK

The listening team reported on their observations during the various meetings. Some of the comments being made were:

- Why such a rush to implement
- Ethnic Ministries are being separated – why do they have to always explain who and what they are about
- Questions on power to make decisions
- Non-structural changes, where do they fit into this structure, can they go ahead without this structure being in place
- Questions of vision, authority
- We want staff to do the management function
- Questions of supervision and accountability

- Why no indication of savings eg. space and fewer people involved in governance
- Why are we here at all to do this
- Let's get on with it and some of the details will get worked out as we go along
- Need for clarification of each section, language is too complex to interpret to the rest of the church
- Questions of power
- No clarity on staff and financial implications
- More layers than less – maybe because we don't quite understand how it would actually look
- Organization needs shaking up and so lets do it and something will happen/necessary changes will happen
- Take back the comments made here and rework the document
- There needs to be harmony between the diagrams and better flow of the document
- Where is there room for flexibility

The Sessional Committees reported on their discussions.

THEOLOGICAL REFLECTION

Michael shared his reflection on the question of what do we understand when we talk about mission and vocation; we don't seem to have a clear idea of what God's mission is; whose responsibility is it to say who we are and who is the keeper of the vision? Do we need a clear sense of what God's mission is in order to restructure the organization? He asked the Executive to make some sense of the question – What is the mission for The United Church of Canada today?

TABLE GROUP TIME TO DISCUSS SESSIONAL COMMITTEE REPORTS

In light of the Sessional Committee reports, Listening Team's observations and the theological reflection, the table groups were asked to consider the following questions:

What concrete proposals would you offer; and/or

What process would you suggest so that we can begin decision-making tomorrow?

Table groups offered their reflections and some suggestions.

WORSHIP

Closing worship was led by Karen Ptolemy-Stam and Jeff Cook on the theme of shaping and restructuring; clay was one of the images used.

TUESDAY – JUNE 12, 2001

OPENING WORSHIP

John Loughheed, Ruth Nicholls and Roslyn Campbell led in the opening worship.

On behalf of The United Church of Canada, Carol Hancock was commissioned by the Moderator to represent the United Church at the World Methodist United and Uniting Council.

CLARIFICATION FROM THE DIRECTIONS COMMITTEE

Ruth Wright reminded the Executive of the Directions Committee's mandate. Debra Bowman summarized where the Executive was at with regard to the new model; what was understood, what needed further clarification and where concerns were raised. Ruth Wright took the time to go over the underlying principles and values of the new model, addressed some of the concerns with regard to the Programme Committee and the role of staff on that committee. Ruth and Virginia further clarified the role of the Programme Committee and Senior Leadership team. The members of the Directions Committee assured the court that all the concerns raised by the Executive would be taken into consideration in further work done by them on the Model.

TABLE GROUP DISCUSSION AND CLARIFICATION IN PLENARY

Table groups were given some time to reflect on the information provided so far and to have any other questions they might have clarified in Plenary.

THEOLOGICAL REFLECTION

Michael shared some snapshots from the ministry of Richard Roberts, former Moderator.

READY FOR DECISION OF APPROVING THE DIRECTIONS COMMITTEE MODEL

The members of the Executive were asked the question: Are you ready to go in the direction of the model proposed by the Directions Committee? They were asked to respond by Table groups.

In general the answer was "yes" from all table groups if the concerns raised in this meeting were taken into consideration.

DEALING WITH PROPOSALS

Moving towards Decision-making on the Directions Committee Report

Motion: Ron Holotuk/Stephen Mabee

2001-06-10-0194

That the Executive proceeds in the direction of the model proposed by the Directions Committee.

Motion to postpone: Ross Bartlett/David Woodall

That this motion be postponed definitely until after discussion of the proposals.

Carried

Looking to the Future Section of the Directions Committee Report

Motion: Peter Short/Jamie Scott

2001-06-10-0195

That the Executive of the General Council refer section 2, "Looking to the Future", of the "Redesigning How We Work Together" report to the Directions Committee for revision taking into account the concerns of Sessional Committee #1, table groups and caucus groups.

Carried

The meeting broke for lunch with grace led by Teresa Moysey.

Restructuring of the General Council Offices

The following proposal was considered by the Executive of the General Council:

That the Executive of the General Council approves the restructuring of the General Council offices into 4 programme and 5 administrative units as outlined in the report.

Some of the comments made were:

- Would like to see an organizational chart and barring this would not support 4 and 5, but instead would propose 4 programme units and 1 administrative unit
- Why is 4 and 5 the magic number; we do not have any other models before us to make a decision
- There is not enough here to clarify this structure to allow me to vote
- We need to have a more simple structure
- Concern was raised about a huge Personnel Unit with no senior leadership
- Would agree to the structure as 4 and 5 looks manageable and captures the various areas of the United Church
- Why are we clumping the different units under administrative and program if they are not different
- Concern about Human Resources being just another Administrative Unit

Motion: Jeff Cook/Kathy Chenier

2001-06-10-0196

That the Executive of the General Council approve the restructuring of the General Council offices from Divisions into working units which fulfill programme and administrative responsibilities of the General Council's life and work.

Motion to Amend: Carol Hancock/Bill Phipps

That the Executive of the General Council approve the restructuring of the General Council offices from Divisions into working units which fulfill programme and administrative responsibilities of the General Council's life and work; **and the Directions Committee bring back that re-design to the November meeting of the Executive.**

Defeated

Motion to Amend: Michelle Slater/Walter Sowa

That the Executive of the General Council approve the restructuring of the General Council offices from Divisions into working units which fulfill programme and administrative responsibilities of the General Council's life and work; **and direct the Directions Committee in consultation with the General Council Secretaries, to proceed with implementation and report to the November meeting of the Executive.**

Carried

Motion as Amended – Carried**Senior Leadership Structure**

The Executive debated the following proposal:

That the Executive of the General Council approve the "senior leadership" structure as outlined in the Directions Committee's report and supplementary explanation (transcription of notes) provided to the members of the Executive.

Some of the comments made were:

- Hopes that the concerns about the programme committee will be addressed and that its not being approved with this proposal and if so then it should not be (this was confirmed)
- Dismay at there not being Theology, Faith and Ecumenism at the Senior level position
- Concerns were expressed with regard to the Senior management model; how does this proposal address these concerns?
- Concern was expressed that this model delegates to an administrative portfolio the Human Resources functions without having senior leadership
- Where does the Moderator fit in this model if not in the senior leadership
- Refer this to Directions Committee until more detail is available about the units
- Declaration of conflict of interest by the General Secretaries was made
- Without a clear structure of the units it is impossible to make a decision on this senior group – it was clarified at this point that the Senior management team is not allocated to a particular unit; they represent the work/programs
- Moderator needs to be acknowledged as a senior member of this team
- What are the implications for staff of not going forward with this proposal

Motion: Alan Hall/Jeff Cook**2001-06-10-0197**

That the Executive of the General Council approve the appointment of the General Council Secretaries and the Moderator as a senior transitional leadership team; and that the Directions Committee, considering its current findings and the concerns and perspectives raised in the discussion groups at this meeting, bring to the November Executive meeting a detailed proposal for a senior leadership structure.

Motion to Amend: David Woodall/Anne Kline

That the Executive of the General Council approve the appointment of the General Council Secretaries and the Moderator as a senior transitional leadership team; and that the Directions Committee, considering its current findings and the concerns and perspectives raised in the discussion groups at this meeting, bring to the November Executive meeting a detailed proposal for a senior leadership structure **and that the Executive of the General Council appoint three of its members to work with the Directions Committee in addressing the concerns identified by the Executive.**

Defeated

Motion – Defeated

Motion: Gerald Dore/Michelle Slater**2001-06-10-0198**

That the Executive of the General Council approve the "senior leadership" structure as outlined in the Directions Committee's report and supplementary explanation (transcription of notes) provided to the members of the Executive, with the addition of the Moderator as one of the senior leaders; subject to any revisions that may be necessitated by the work of the Directions Committee on the number and accountability relationships of the programme and administrative units.

Defeated

Appointment of three members from the Executive to the Directions Committee

Motion: Jamie Scott/Alan Hall

2001-06-10-0199

That the Executive of the General Council appoint three of its members to work with the Directions Committee in addressing the concerns identified by the Executive.

Carried

It was clarified at this time that the nominations of the three members would be nominated by the Human Resources Committee and would then be approved by the Sub-Executive.

Motion: Jon Jessiman/Joanna MacQuarrie

That the Executive of the General Council extend the agenda for an extra 15 minutes.

Carried

Resolution on Financial Functions

Whereas it has proven difficult to maintain effective controllership of our financial resources when some aspects of the financial functions are housed within individual divisions; and

Whereas the Division of Finance houses the primary responsibility for the financial functions of the General Council offices and has developed expertise in both the legal and accounting requirements related to these functions; therefore, be it resolved:

Motion: Anne Kline/David Woodall

2001-06-10-0200

That the Executive of the General Council direct that the controllership of all the financial functions of the General Council offices be centralized within the Division of Finance (or the financial administration unit), beginning January 1, 2002.

Defeated

Funding for Conference Offices and Mission Grants

Whereas during implementation of the changes to the General Council we need to ensure that the other courts of the church continue to be considered and remain as unaffected as possible; and

Whereas the General Council change process needs to have time to be implemented; therefore:

Motion: Jon Jessiman/Jim Jackson

2001-06-10-0201

That the Executive of the General Council affirm that in the implementation of this plan for 2002, the funding for the conference offices and the mission support grants ought to be appropriately maintained in order to ensure the other courts continue and to give stability to the change process.

Defeated

Reconsidering Restructuring of the General Council Offices

Motion to Reconsider: Jack Spencer/Joanna MacQuarrie

2001-06-10-0202

That the Executive of the General Council reconsiders the following motion which it approved:

"That the Executive of the General Council approve the restructuring of the General Council offices from Divisions into working units which fulfill programme and administrative responsibilities of the General Council's life and work; and direct the Directions Committee in consultation with the General Council Secretaries, to proceed with implementation and report to the November meeting of the Executive."

Defeated

Senior Leadership Structure

Motion: Alan Hall/Gerald Dore

2001-06-10-0203

That the Executive of the General Council approve the redesign of the General Council senior leadership structure, in the direction outlined in section 4.3 of "Redesigning How We Work Together" and in light of feedback from the Executive of the General Council; and direct the Directions Committee, in consultation

with the General Council Secretaries, to proceed with implementation and report to the November meeting of the Executive.

Clarification of what the motion related to restructuring of the General Council Offices:

At this time it was made clear that neither the Executive nor the Directions Committee were clear about what had been approved so far and what the motion with regard to the restructuring of the General Council Offices really meant.

Anne Shirley Sutherland was asked to make an interpretation and she did so as follows (verbatim):

“In terms of other than the part about the units, everything else is referred back to the Directions Committee plus. In reference to the units – work will proceed in terms of moving those to new/other kinds of units on the design advice of the Directions Committee and following the processes we have put into place which would be some of the ones outlined in the implementation team i.e. in the normal hiring processes that would be carried out by managers and search committees – it would be following those processes and the usual personnel processes. In terms of identifying what those units would be we would put into place the usual processes we have had throughout the change process which had round tables of the Staff Change team, analysis groups and volunteer change team and we would continue to work in that method.”

Point of Order:

The point was made that the motion currently on the floor looked very much like one previously defeated. After consideration by Reference and Counsel, the motion was ruled out of order.

The Moderator asked the members of the Directions Committee if they were clear on what was being requested of them and they indicated that they were.

CLOSING PROCEDURAL MOTION

Virginia Coleman informed the court that it looked like the Sub-Executive would have to meet to deal with the issues around the sale of Cedar Glen. This business is time sensitive and would not be able to wait until the Executive meets in November.

Authorizing the Sub-executive of the General Council

Motion: Virginia Coleman/Peter Short

2001-06-10-0204

That the Executive of the General Council authorize its Sub-Executive to deal with the appointment of 3 of its members to work with the Directions Committee and any other emergent business which arises prior to the November, 2001 meeting of the Executive.

Carried

COURTESIES

Peter Short thanked all those members of the Executive who were so generous in giving of their time when volunteered into extra service or into leadership roles; he thanked the administrative staff, the General Secretary and the Moderator for all the hard work they put into this meeting.

CLOSING WORSHIP

Karen Ptolemy-Stam and Jim Balfour led worship and shared some creation stories from the bible.

ADJOURNMENT

The Moderator formally declared the meeting of the Executive of the General Council adjourned.

Moderator, Marion Pardy

General Secretary, K. Virginia Coleman