

THE UNITED CHURCH OF CANADA

MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL MINUTES

March 7, 2002
(Teleconference Call)

The Sub-Executive of the General Council of The United Church of Canada met from 2:00 p.m. to 3:45 p.m. on Thursday, March 7, 2002 at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Marion Pardy, presided.

ATTENDANCE

Voting Members

Hazel Bigby, Virginia Coleman, Sheila Duffin, Ron Holotuk, Jon Jessiman, Joanna MacQuarrie, Lynn Maki, Marion Pardy (Chair), Sheila Snelling, Jack Spencer, Peter Wesley.

Corresponding Members

Fred Monteith.

Regrets

Claire Borel-Christen, David Iverson, Bill Phipps, Karen Ptolemy-Stam.

CONSTITUTING THE MEETING

The Moderator constituted the meeting with the following words:

"In the Name of the Lord 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 Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Marion Pardy opened the meeting with a prayer.

OPENING PROCEDURAL MOTIONS

Corresponding Members

Motion: Virginia Coleman/Lynn Maki

2002-03-07-0304.PRO

That Fred Monteith be made a corresponding member for this meeting of the Sub-Executive.

Carried

Minute Secretary

Motion: Virginia Coleman/Lynn Maki

2002-03-07-0305.PRO

That Sheila Dewart be the minute secretary for this meeting of the Sub-Executive.

Carried

APPOINTMENT OF EXECUTIVE SECRETARY, MONTREAL AND OTTAWA CONFERENCE

Virginia Coleman and Sheila Snelling reported on the Search and Selection process with a recommendation for the position of Conference Executive Secretary, Montreal and Ottawa Conference. The Executive of Montreal and Ottawa concurred with the recommendation from the Search Committee.

Motion: Virginia Coleman/Sheila Snelling

2002-03-07-0306

That the Rev. Donald MacLean be appointed to the position of Conference Executive Secretary with Montreal and Ottawa Conference, effective September 1, 2002.

Carried

UPDATES ON STAFF AT 3250 BLOOR STREET

Marion Pardy gave the background and read the Report of the Listening Team, on behalf of Bill Phipps who was unable to be available.

Questions and discussion on the report included the Ad Hoc Staff Group. The Listening Team recognized that this is only one group of staff and to create trust and fairness for all staff the Listening Team made the recommendations in the report. It was felt that "staff echo listeners" on the Listening

Team could inhibit the participation of some staff members. Staff will be given the opportunity to have a support person with them when they meet with the Team. Other comments included the staff retreat which was a positive experience for most staff and was helpful in terms of large group building. Also the Listening Team does not know if they will need to utilize consultants but wanted the Sub-Executive to be aware of this possibility. The mandate of the Listening Team is to listen and review the Human Resources procedures with a report back and recommendations.

Hazel Bigby asked that the motions be considered seriatim.

Motion: Lynn Maki/Jack Spencer

2002-03-07-0307

That the Sub-Executive affirm the chairperson of the Listening Team as established by the Moderator and the membership of the Listening Team as established.

Carried

Motion: Lynn Maki/Sheila Duffin

2002-03-07-0308

That the Sub-Executive affirm the timeline of meeting with interested staff during the week of April 9, the exception being that 2 members of the Listening Team be available for a day in March to meet with those who desire to meet with them from:

- a) Book Room Staff
- b) Those travelling during the week of April 9 and not available at that time.

Carried

Discussion on this motion included the challenge facing the Listening Team to ensure everyone has an opportunity to be heard.

Motion: Lynn Maki/Sheila Duffin

2002-03-07-0309

That the Sub-Executive affirm the decision of the Listening Team to, if necessary, utilize external consultants to assist the Listening Team in their deliberations i.e. persons with expertise in organizational behaviour, design change processes, legal, etc.

Carried

Motion: Joanna MacQuarrie /Sheila Duffin

2002-03-07-0310

That, depending on time, the Listening Team have the option of initially reporting to the Executive of the General Council instead of the Sub-Executive.

Carried

Marion thanked the Sub-Executive for affirming the work of the Listening Team. The Listening Team recognizes the importance of their mandate including the concerns expressed by staff and they will proceed with prayerful thought, concern for fairness to all staff, and a commitment for the well being of staff at 3250 Bloor Street West.

PENSION RUMOURS

Virginia Coleman reported on rumours circulating about the development of the new technological systems that deal with pension information. The Pension Trustees have known about these problems with the technological system and have been monitoring them. Deloitte and Touche have done a quality assessment on the system and developed a plan for moving forward including identifying the current hardware and software that can move into the new system. The Pension Trustees will be making a formal statement to provide background including that the pension plan administration costs are well below industry norms; that the pension plan continues to be managed and administered in an economic manner; and is financially sound. A synopsis will be sent to the Executive.

ADJOURNMENT

Marion Parady declared the meeting of the Sub-Executive adjourned.

Moderator, Marion Parady

General Secretary, K. Virginia Coleman