

# THE UNITED CHURCH OF CANADA

## MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL MINUTES

March 25, 2002  
(Teleconference Call)

The Sub-Executive of the General Council of The United Church of Canada met from 1:10 p.m. to 2:15 p.m. on Monday, March 25, 2002 at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Marion Pardy, presided.

### ATTENDANCE

#### Voting Members

Hazel Bigby, Claire Borel-Christen, Virginia Coleman, Sheila Duffin, Joanna MacQuarrie, Bill Phipps, Marion Pardy (Chair), Sheila Snelling, Jack Spencer, Peter Wesley, Ron Holotuk, Jon Jessiman

#### Corresponding Members

David Iverson

#### Regrets

Lynn Maki, Karen Ptolemy-Stam (voting)

### 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/Ron Holotuk** **2002-03-25-0311.PRO**

That Dave Iverson be made a corresponding member for this meeting of the Sub-Executive.

**Carried**

#### Minute Secretary

**Motion: Virginia Coleman/Peter Wesley** **2002-03-25-0312.PRO**

That Melinda Moore be the minute secretary for this meeting of the Sub-Executive.

**Carried**

### APPOINTMENT OF SPEAKER, ALL NATIVE CIRCLE CONFERENCE

**Motion: Virginia Coleman/Jack Spencer** **2002-03-25-0313**

That the Rev. L. Thomas Little be named as the Speaker for the All Native Circle Conference.

**Carried**

Virginia Coleman also noted that the search yielded a candidate for a second vacancy at the office for All Native Circle Conference.

### SIGNING AUTHORITY UNDER THE SEAL OF THE UNITED CHURCH OF CANADA

**Motion: Virginia Coleman/Ron Holotuk** **2002-03-25-0314**

That the name of Mary May be added to the list of additional signers under the seal of The United Church of Canada.

**Carried**

## **STAFFING UPDATES**

Anne Shirley is taking compensating time and may be away until 1 May, 2002.

Fred Monteith returned to his position in Hamilton Conference as of March 15.

### **Ministries in French**

There have been two meetings. There was good turnout at both meetings. Chris Ferguson and David Iverson were present from General Council. The formation of the unit is progressing. On April 10, work will be done on the job description for the Executive Minister. It is hoped that there will be a proposal for the job description and the work of the unit for the Executive of the General Council at end of April. The meetings have included consultation with representatives from Aujourd'hui Credo, COPERMIF and the Consistoire Laurentien.

Virginia named those Executive Ministers who have been appointed.

On April 17<sup>th</sup>, Richard Choe will be re-interviewed for the position of General Council Minister, Racial Justice.

The General Council Minister, Regional Relations search has closed and short listed candidates. The interviews are scheduled for April 2-3.

Dilys Watanabe and Joan McConnell will be leaving the employ of the General Council in the next few weeks.

Brian Thorpe and Laura Balas are contracted until June 30, 2002.

Some of the units will need unit-wide committees. The consultation group (General Council Ministers and the Executive Ministers/Officers) are examining potential mandates and developing proposals for those committees which are thought to be required. Work is ongoing on "delegated authority".

On April 4<sup>th</sup> there will be a meeting which will discuss the roles and responsibilities of the General Secretary, the General Council Ministers, the Executive Ministers/Officers and the Moderator.

Virginia then outlined the change in responsibilities for Dave Iverson and herself in light of Anne Shirley's absence.

The budget process and resources planning will be steered by Dave. Dave will also take on supervision of Juliet Huntly (Acting Executive Minister in Resource Production and Distribution) and Steve Adams (Executive Officer, Financial Services).

Virginia will supervise David Barnes (Interim Executive Minister, Ministry and Employment Policies and Services) and Peter Tebbutt (Executive Officer, Information Technology Services).

Virginia will lead in Executive of the General Council planning and with the Governance Project Team.

Pastoral Relations and Human Resources are staffed by David Barnes. Virginia invited members of the Sub-Executive to suggest names of potential candidates for the Executive Minister of MEPS and for the General Council Minister, Resources for Mission and Ministry.

Virginia reported that she and Dave will be receiving coaching from Laura Marco and an associate to better enable them to undertake their new roles. She is also negotiating with the EAP to provide workshops for staff.

## **General Comments**

People are working quite well together in most places. Some staff are still having difficulty. The feeling/atmosphere is problematic but we are living through the change dynamics that happen in most organizations. There are some things that still need to happen: clarification regarding the role and relationship aspects of the General Secretary/General Council Ministers/Executive Ministers. At the level of the work, people are forging ahead. There has been slower progress in the area of bringing the Senior Leadership Team and the Executive Ministers together in the same way. There are relational as well as other issues that are slowing that progress.

## **Work that won't be done**

Virginia and Dave reported on work which cannot be done at this time due to the vacancies in the Senior Leadership Team. These include: the emphasis on the "bigger picture and theological reflection"; longer range planning, partly because of the absence of the perspectives which those positions will bring to the planning.

## **THE EXECUTIVE OF THE GENERAL COUNCIL AGENDA ITEMS**

Transition report and Listening Team

Xenotransplantation      Economic adjustment

Student debt              Committees of the Executive of the General Council: Elected Members Task Group

Governance                      Pension governance  
Accountability                Foundation task group

**Motion: Virginia Coleman/Jon Jessiman**

**2002-03-25-0315**

That the Sub-Executive of the General Council receive for information the report from the General Secretary.

**Carried**

Members of the Sub-Executive expressed concern for the well-being of Virginia and Dave during this time. Appreciation was also expressed for the work that they are carrying out on behalf of the Sub-Executive.

**LISTENING TEAM UPDATE**

Bill reported that the team has met by conference call. Administrative support is being provide through the General Council Support & Services unit. Martha and Walter will be at "3250" on March 25<sup>th</sup>. The full group will be in the week of April 8. A Letter of invitation has been sent to all staff. The Team will be meeting with members of the Human Resources Committee on Monday the 8<sup>th</sup>. They will meet with staff beginning at 11 a.m. on Monday and will be available until 8 p.m. each day. It is hoped that there will be a gathering for all the staff on Thursday afternoon to indicate the direction of the report. The team will meet with HRC members again on Friday morning, if necessary. Friday morning will be spent blocking out their recommendations. The team plans to report to the General Council Executive.

Virginia expressed some awkwardness about hearing the Listening Team report for the first time during the meeting of the Executive of the General Council. Bill responded that the report's direction will be given to the staff on the Thursday. Concern was raised that the public release of the full report could lead to significant lobbying of the General Council Executive. The conundrum is that if some people see the report beforehand then it could seem to taint the report. The main concern is that the Listening Team needs to be seen to be totally impartial. Bill acknowledged there could be an argument made that the Moderator would need to see the report ahead.

Dave recommended that any concerns directly related to any one staff person need to be raised with that staff person prior to the report going to the General Council Executive.

Bill suggested that the report be a handout on Friday morning for discussion later in the meeting.

The lack of trust will lead to greater anxiety if there is a suggestion of veto by those who see it. If it were clear that those who receive it are getting it for process development purposes or for their information only, then that could reduce the anxiety.

The process by which the General Council Executive deals with this report was named as crucial a number of times throughout the discussion.

It was discussed that the Sub-Executive is open to a conference call early in the week of April 15<sup>th</sup> to discuss how to release the report and to whom. Marion noted she will be on a conference visit in British Columbia at that time. It was agreed that, if necessary, the Sub-Executive will meet to receive the report.

**ADJOURNMENT**

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

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**Moderator, Marion Parody**

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**General Secretary, K. Virginia Coleman**