

THE UNITED CHURCH OF CANADA

MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES

October 30 – November 3, 2003

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Thursday, October 30, 2003 to noon on Monday, November 3, 2003 at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Peter Short, presided.

ATTENDANCE

Voting Members

Jim Balfour, Marion Best, Jim Blanchard, Lynn Boothroyd, Anne-Marie Carmoy, Marion Carr, Cindy Desilets, Dwaine Dornan, Diane Dwarka, Doug Einarson, David Giuliano, Dorothy Hemingway, Fannie Hudson, Jim Jackson, Donald Koots, Heather Leffler, Jennifer Llewellyn, Stephen Mabee, Maggie McLeod, Mary-Beth Moriarity, Tony Newell, Marion Pardy, Lorna Pawis, Barbara Rafuse, Paul Reed, Dong-Chun Seo, Peter Short, Allan Sinclair, Jim Sinclair, Michelle Slater, Norma Soble, Paul Stott, Walter Sowa, Kathy Suteau, George Takashima, Martha Ter Kuile, Jordan Thompson, Susan Tough, Stephane Vermette, David Woodall.

Corresponding Members

David Allen, Bill Bartlett, Omega Bula, Wendy Bulloch, Bob Campbell, Brian Cornelius, Ian Fraser, Catherine Gaw, Doug Goodwin, Bruce Gregersen, Carol Hancock, Leighton Hopkins, Sharon Larade, Lynn Maki, Fred Monteith, Vicki Obedkoff, Lois O'Neill, Inez Penney, Bill Rogers, Peter Scott, Molefe Tsele.

Regrets

Michael Bourgeois, Chair of the Committee on Theology and Faith; Virginia Coleman, Executive Secretary for the Conference of Manitoba and Northwestern Ontario.

THURSDAY – OCTOBER 30, 2003

OPENING WORSHIP/WELCOME/GATHERING

The Moderator welcomed the members of the Executive of the General Council. He invited everyone to bring their gifts to this meeting and to capture the vision of The United Church of Canada.

Lloyd MacLean and Mark MacLean led in worshipful singing throughout the meeting.

For this Formation Day of this first Executive meeting of the triennium, there was time to get to know one another, theological reflection, worship, and education. Reports back and sharing are included as part of Appendix A.

The day concluded with dinner and a social time including square dancing.

FRIDAY – OCTOBER 31, 2003

The morning began with music by Lloyd MacLean and Mark MacLean.

ANNOUNCEMENTS

Martha ter Kuile made some housekeeping announcements. She also gave information on how the response sheets for input to the Sessional Committees should be used.

CONSTITUTING OF THE EXECUTIVE

The Moderator welcomed everyone to the meeting including those that had just arrived. Mindful of the day before, the Moderator asked remembrance of those for whom we are concerned about at home, and also for Michelle Slater who was ill that day.

Carol Hancock asked the Executive to hold in their prayers Conference Executive Secretaries/Speaker - Virginia Coleman, Anne Miller, and Doug Goodwin. Virginia Coleman was unable to be here because of a number of family needs. Anne Miller is very ill and Doug Goodwin was to arrive that night after the funeral of his father-in-law.

After a time of silence 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 38th 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 38ième (trente huitième) Conseil général, je déclare ouvert, par la présente, l'executif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

INTRODUCTIONS

Bruce Gregersen introduced and welcomed our Global Partner, Rev. Dr. Molefe Tsele, General Secretary of the South African Council of Churches.

Carol Hancock introduced and welcomed Leighton Hopkins, one of the Leading Elders from the All Native Circle Conference. She also welcomed Bill Rogers, President of Manitou Conference, who was attending in the absence of the Acting Executive Secretary, Bob Jackson.

The Moderator welcomed the members of the press - Muriel Duncan, of The United Church Observer, and David Fines, of Aujourd'hui Credo.

The General Secretary introduced the people at the Business table and staff at the staff support table.

Bob Campbell, Friend in Court, briefly explained his role at this Executive.

Time was spent in table groups getting to know one another.

PROCEDURAL MOTIONS

Corresponding Members

Motion: Jim Sinclair/Martha ter Kuile

2003-10-31-002.PRO

That the corresponding members of the Executive of the General Council for this meeting be Sharon Larade (Chief Archivist), Inez Penney, (Network of Women's Ministries), Lois O'Neill (The United Church Observer), the General Council Ministers, the Conference Executive Secretaries and those attending in their place, Molefe Tsele (Global Partner), and other persons attending the meeting as resource to the Executive.

Carried

Administrative Staff

Motion: Jim Sinclair/Martha ter Kuile

2003-10-31-003.PRO

That the administrative staff for this meeting be Bob Johnstone, Robin Chen, Wendy Gichuru, Joan Kendjel, Joan MacGillivray and Isabela Simon and that the minute secretary for this meeting be Joan MacGillivray.

Carried

Reference and Counsel**Motion: Jim Sinclair/Martha ter Kuile****2003-10-31-004.PRO**

That the following persons be the Reference and Counsel Committee for this meeting of the Executive of the General Council: Lynn Boothroyd, Jim Jackson and David Woodall.

Carried**Agenda****Motion: Jim Sinclair/Martha ter Kuile****2003-10-31-005.PRO**

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 made on the recommendation of the Business Committee.

Carried

It was noted that Table group check in each morning will be assumed without needing to change the agenda.

Approving Minutes of meetings of the Sub-Executive of General Council**Motion: Jim Sinclair/Martha ter Kuile****2003-10-31-006.PRO**

That the Executive of the General Council approve the minutes of the Sub-Executive of the General Council meetings held on July 29, 2003 and August 1, 2003.

Carried**Receiving Minutes of meetings of the Sub-Executive of General Council****Motion: Jim Sinclair/Martha ter Kuile****2003-10-31-007.PRO**

That the Executive of the General Council receive, for information, the minutes of the Sub-Executive of the General Council meetings held on April 25-28, 2003; May 13, 2003; May 30, 2003; June 23, 2003; and October 15, 2003.

Carried**Correspondence***Omnibus Motion***Motion: Jim Sinclair/Martha ter Kuile****2003-10-31-008**

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

FROM	DATE	REGARDING	SUGGESTED ACTION
1. Saskatchewan Conference CORR 1-2	October 6, 2003	Government Action in Support of Farmers affected by BSE	For Action: Refer to Sessional Committee 3
2. Interim GCO Personnel Minister CORR 3	October 7, 2003	Resignation	Receive for Information
3. Saskatchewan Conference CORR 4	October 7, 2003	Funding for United Church Camps	For Action: Refer to Sessional Committee 3
4. The UCC Foundation CORR 5	October 9, 2003	Expression of thanks and appreciation to the Executive of the General Council	Receive for Information

5. London Conference CORR 6	October 7, 2003	Commissions at GC39 be given meeting space that permits table group discussion and appropriate technical support	For Action: Refer to Sessional Committee 3
6. Maritime Conference CORR 7-8	October 16, 2003	Public forums on Residential Schools	For Action: Refer to Sessional Committee 1
7. Fort Massey United Church CORR 9	October 15, 2003	Policy on gambling and the negative impact of VLTs	For Action: Sessional Committee 3 Refer to Justice, Global and Ecumenical Relations Unit (JGER)
8. Worship Consultation Planning Team CORR 10-14	October 22, 2003	To create a working group to animate and resource the whole church in worship	For Action: Sessional Committee 3 Refer to Permanent Committee on Programs for Mission and Ministry (PC-PMM)
9. Bob Wallace, Secretary, Education and Ministry Vocations, Faith formation and Education (FFE) CORR 15	October 28, 2003	Request for waiver of requirement to return to Theological School following an Internship	For Action: Refer to Sessional Committee 3
10. Committee on Archives & History CORR 16	October 29, 2003	Annual Meeting of the Archives Network	Receive for Information
11. Betsy Anderson, Faith Formation and Education CORR 17	October 29, 2003	Approval of the GCE for appointments to theological school of governors	For Action: Refer to Sessional Committee 1

Carried

NOTICE OF MOTION

Motion: Lorna Pawis/Stephen Mabee

2003-10-31-009

That the Executive of the General Council refer the following notice of motion from GC38 (2003) to Sessional Committee 1:

Whereas the Royal Commission on Aboriginal Peoples (RCAP) called for a public inquiry into Residential Schools; and

Whereas General Council has previously encouraged the implementation of the RCAP; and

Whereas George Erasmus of the Aboriginal Healing Foundation challenged the 38th General Council to initiate such an inquiry;

Therefore be it resolved

That 38th General Council requests:

1. The Residential Schools Steering Committee, All Native Circle Conference, and the British Columbia Native Ministry Council to partner in considering and planning a public inquiry into the origins, purposes and effects of Residential School policies and practices as they relate to Aboriginal peoples and Canadian society; and

2. That The United Church of Canada invites ecumenical and Aboriginal partners and organizations, such as the Assembly of First Nations, to partner in this inquiry; and
3. That The United Church of Canada requests the Government of Canada to support and participate in this inquiry.

Carried

DECLARATIONS OF INTEREST

The General Secretary reviewed the declarations of interest practice and recommended that such declarations be made as appropriate throughout the agenda.

PROPOSAL PROCESS

The General Secretary reviewed the proposal process. The intention was that proposals were to be gathered and moved in an omnibus motion to the appropriate sessional committees for consideration and later action.

Marion Pardy, Past Moderator, assumed the chair for the Moderator's Accountability Report.

MODERATOR'S ACCOUNTABILITY REPORT (DR 4-5)

The Moderator presented his report and likened his experience of being Moderator to learning a new language. "It takes time and it is important to encourage one another."

The Moderator talked about his activities since he wrote his report. He returned home to Wilmot United Church for a celebration service and to say good-bye. He talked about his involvement with the press and media and their perception, care and compassion for the church. He has also been writing pastoral letters, letters about the direct giving program in the Stewardship network, and to introduce KAIROS materials. Meetings included attending the four Permanent Committee meetings in September.

The Moderator talked about the privilege of meeting former Moderator A.B.B. Moore and Marguerite Fiddler. He noted that Marguerite has met and known every Moderator since George Pidgeon in 1925. He also had lunch with former Moderator Bill Phipps. At the end of September, at the invitation of B.C. Conference, the Moderator went to British Columbia to visit people as they were picking up the pieces in the aftermath of the forest fires. He talked about the leadership of the minister in Barriere B.C., Rev. Karen Medland, and the strength of these communities. He also mentioned the record 15 minute conference call of the Sub Executive on October 15, 2003.

The Moderator's Advisory Committee (MAC) has helped the Moderator to identify one particular emphasis for his time as Moderator. This will be to ask questions about leadership and to begin to provide opportunities for people in ministry to be together, to look at their lives, and to begin to walk a road toward vitality and faith. This is in response to Ministry and Employment Policies and Services (MEPS) staff and the Emergency Assistance Plan (EAP) people identifying that leadership in the church is in a time of profound change and crisis. The Moderator noted that 60% of people in ministry are experiencing serious conflict with congregations and are having difficulty balancing family and work life. As well, 80% feel that they have no peer support. The spiritual, mental, and emotional health of our leaders is in crisis.

Another emphasis of the Moderator will be to identify places where the Gospel is happening again in our communities. This is the work that the Moderator will be involved in, and his priority. This will also be the focus of his visits, rather than spending time on ceremonial occasions such as church anniversaries.

After an opportunity for comments and questions the report was passed on to Sessional Committee 3.

The Moderator resumed the chair.

SENIOR LEADERSHIP TEAM AND GENERAL SECRETARY'S ACCOUNTABILITY REPORT (DR 20)

The General Secretary talked about who he is in the role now, as permanent General Secretary. He stated his instinct is still that of a pastoral minister and is part of who he is. He talked about the times he

and his family can all be together. He also mentioned his Monday reflections and the value he receives from the responses they elicit.

The General Secretary talked about the number of technical questions he receives by virtue of the office. A lot of what he does is to direct people to places where they can receive immediate assistance. He noted that the number of Opinions and Rulings have lessened as a result of the excellent work happening through dispersed staff across the country. The General Secretary thanked the people in the field who are listening and being attentive to the people they are assisting. He also talked about the Alternate Dispute Resolution (ADR) process and how facilitators are often used informally to great advantage.

The General Secretary also noted pleasure at the efforts made around supervision including a second supervision training program for members of the Senior Leadership Team and Executive Ministers/Officers. A pattern has now been established so that everyone doing supervision is under supervision. The General Secretary Supervision Committee (GSSC) is in the process of being set up with Walter Sowa as the chair.

The General Secretary talked about the ruling on same-sex marriages and the pain some have experienced. He noted that notice of appeal has been given and the Judicial Committee will make the decision whether the appeal meets the requirements for a hearing. He noted that a variety of things are unfolding, including some very creative responses, as the whole church and its congregations deal with the actions of the 38th General Council. The General Secretary noted with appreciation calls he has received giving different perspectives and the work of many who are advocating the direction of the Council.

The General Secretary noted that it is difficult to report on staff morale including conveying areas where there is satisfaction and difficulties. A staff satisfaction survey is being developed to look objectively at morale, to give the Executive a more objective understanding so that they can be confident in their role around staff.

The General Secretary concluded his report with a quote from Sang Chul Lee when he was Moderator. "The Moderator has no power but a lot of authority." It is the same with the church; it has no power but a lot of authority.

The General Secretary introduced the members of the Senior Leadership Team who each gave a brief description of their contributions to the whole.

Carol Hancock, General Council Minister, Regional Relations, talked about her role of "care of the whole" in her work with Conferences, the General Council Offices and the Executive. In her work with the Senior Leadership Team she works to integrate the work of the regions with the work of the whole church. One example, is the farm crisis in the prairies and the importance of being able to respond by connecting the different parts of the church to allow the parts to work constructively together.

Ian Fraser, General Council Minister, Resources for Mission and Ministry, talked about his oversight for the infrastructure that supports mission and programming within the United Church.

Omega Bula, General Council Minister, Racial Justice, talked about where the church has been and where it needs to go in racial justice work. She talked about the history of a racist church working towards building right relations and the vision statement adopted at the Executive of the General Council for Future Directions. She also talked about travelling toward a place where change is possible with a voice for all. The first Racial Justice Advisory Group meeting is scheduled for January, 2004.

Bruce Gregersen, General Council Minister, Programs for Mission and Ministry, talked about taking time to learn the possibilities and expectations of a new position, including dreaming of new possibilities with this first opportunity to fully integrate the program work of the church. He talked about the new vision of whom we are as a church developing through the Permanent Committee for Programs. That vision is

now in its formation stage. He also honoured the teams within the program areas, resource development, and financial stewardship areas that are all inter-linked.

Vicki Obedkoff, General Council Minister, Planning Processes, talked about her first five days on the job and her role in the care of the meeting life of the church. She also talked about the need for whole systems planning to look at who we will be in 25 years. She noted these processes will involve everyone.

After an opportunity for questions and comments this report was referred to Sessional Committee 3.

WORSHIP

The Moderator and General Secretary led in a Covenanting Service. Covenantal relationships were entered into with the Executive of the General Council; Fred Monteith and Bill Bartlett, Conference Executive Secretaries; and the General Council Ministers, Omega Bula, Ian Fraser, Bruce Gregersen, Carol Hancock, and Vicki Obedkoff. The Moderator's reflection was entitled "Some Enchanted Evening".

INFORMING THE EXECUTIVE ABOUT LIFE IN CONFERENCES

Carol Hancock introduced table group time to look at how the Executive can be best informed about the life in the Conferences including how to do future planning? She also asked table groups to look at an effective method of telling the stories of the church at work to give a face and vision to the reality of the church.

Reports back from table groups included these brainstorming ideas:

- Appreciate the opportunity for individual sharing that went on at Formation Day; able to follow up with individuals
- Time on the agenda for 2 or 3 regions to report at each meeting
- Newsprint on the walls, that people could put up interests and questions with time for people to browse
- Sharing by Conference or all Conferences at social evening
- Steady flow of communication by email
- Info on Conference web site
- Panel of Conference Executive Secretaries responding to questions including reporting by the Conferences
- Resource table for Conferences to leave information for picking up
- Sharing more than good news, also sense of the regions and include in report of General Council Minister, Regional Relations.
- Have one page of printed highlights from each Conference
- Conferences responsible for grace which could include intercessions
- Photos and displays from across the country - display area for each Conference or several at each
- Important to have written material as well as a creative presentation
- Presentations include engagement and response rather than passive receiving of information
- Allow to feel the flavour and what is unique from every Conference

Other ideas were handed in and are included in Appendix B.

APPOINTMENT

Speaker, All Native Circle

Carol Hancock gave information on the search process and a biography of Steve McDougall. She also noted that the Conference Executive met and supports the recommendation of the Search Committee.

Motion: Lorna Pawis/Alan Sinclair

2003-10-31-010

That the Executive of the General Council approve the appointment of Steve McDougall (L) (ANC) to the position of Speaker, All Native Circle Conference, effective date to be negotiated as suitable to all parties.

Carried

The Moderator led a prayer for Steve McDougall and his family as he moves into this new role.

ANNOUNCEMENTS

Martha ter Kuile made announcements and gave information on the tours of the building and Berkeley studios.

IN MEMORIAM GIFTS

We gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues and insurance proceeds to The United Church of Canada from September 2002 – September 2003. These names will be read with each grace before a meal.

Mission and Service Fund

Florence D. Anderson
E. Louise Ayslworth
Herbert Aubrey Bayne
B. May Beveridge
Caroline Bradley Rigney
Dorothy M. Carson
Dorothy Crossley
Edith R. Dilworth
A. Douglas C. Earle
Eva E. Goodger
Jones A. Griffin

Walter G. Anderson
Margaret I. Armstrong
Betty Ethel Beal
C. Arthur Blair
John W. Brown
Marie H. Cole
Lorna Davis
E. Lenore Duncan
Marion G. Ewing
A. Charlotte Grant
Ethel C. Hall

Donald F. Archibald
Audrey F. Bartlett
Evelyn Beech
Lela Booth
Margery E. Bury
Robert Ray Corman
Ruth Eunice Dayman
Margaret Dunning
William A. Gibb
L. Jones Greville
C. Hammill

Grace by the table group was followed by lunch.

WORLD COUNCIL OF CHURCHES REPORT (DR 1 – 3)

Marion Best drew attention to the three programs highlighted in the report, and the brochure, available for pickup, about the Decade Against Violence which will be the focus of the World Council of Churches for 2004.

To illustrate the work of the World Council of Churches (WCC), Marion Best told the story of the resurrection of the church in Albania and the contribution of the United Church through its participation in the World Council of Churches. Albania's history after World War II was a communist regime that wiped out and banned all religion. When religious expression was again possible, in 1991 the WCC helped to re-establish the Greek Orthodox Church which was the historical church in Albania. The Bible Society is working to provide a more modern Bible and money is being put into youth programs for the rebuilding of the church in order to re-establish a moral fibre that has been lost in the country. She also talked about how rituals, while the understanding had been lost, helped to carry remnants of religion so that the people knew who they were. She talked about how this is just one example of how we are connected throughout the world through the WCC and also through our own global partnerships.

After an opportunity for questions and comments this report was referred to Sessional Committee 2.

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY ACCOUNTABILITY REPORT (PC – PMM)

Diane Dwarka, chair of the PC-PMM, introduced her report by talking about how she became chair of the Committee. The first chair, Wayne Soble, had stepped down to allow more diversity among the chairs of the Permanent Committees. She noted with caution that when we speak about diversity and ensuring it, that we are promoting diversity for the right reason. She talked about being accepted for who she is and for her abilities rather than as a "visible or invisible minority".

Diane Dwarka talked about the work of the Permanent Committee. At its second meeting there was both a new chair and a new General Council Minister, Bruce Gregersen. While the Committee is still in formation it is encouraging integration and cohesion in program work. She talked about one of the challenges for program life in the church, with the transition to the new structure the number of elected and appointed members working in program work has been reduced.

Bruce Gregersen talked about how work comes to the Program Committee and the need to look at strategic directions with an understanding of the missiological life of the General Council Offices. Units are looking at their goals and objectives for work to happen in a cohesive way between units. The Program Committee is also looking at ways to identify the critical questions to assist the Executive of the General Council to direct the work in new directions and areas.

After questions and comments the report was referred to Sessional Committee 4 for action and analysis.

PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES ACCOUNTABILITY REPORT (PC – MEPS)

Jim Blanchard, chair of the PC-MEPS, acknowledged the contribution of the late Marilyn Roberts to the employees and volunteers of the United Church.

Jim Blanchard talked about the work of the PC-MEPS to develop processes, procedures, roles and relationships of how the Committee and staff will do the work. Most of the work will be done through task groups and steering committees rather than in an ongoing unit committee, with all members appointed through the MEPS process honouring the nomination procedures of the Executive.

He highlighted the work referred from General Council and its Executive. Two major pieces of work are the Compensation Review and the Isolation in Ministry Project.

After an opportunity for comments and questions the report was referred to Sessional Committee 2 for detailed discussion.

During the break the members of the Executive toured the General Council Offices and Berkeley Studios.

DECLARATIONS OF INTEREST

The Moderator talked about Declarations of Interest and asked the members of the Executive to think about where they are invested, either emotionally or financially, and to declare, either to self or publicly areas of interest.

RESOURCES OF THE UNITED CHURCH

Ian Fraser gave a PowerPoint presentation to explore and understand how the finances of the United Church and how the staff in the General Council Office and regionally are organized to carry out the mission of the church. First, he looked at who we are, then how we use the talents of people as well as their financial gifts. Also included was an overview of the revenue and expense sides of our budget.

Responses to questions included:

We have statistics from the Year Book that includes the information provided from across the country by Pastoral Charges, Presbyteries and Conferences. The Support to Local Ministries Unit is also working on a data base using Statistics Canada figures to show average age and ethnicity regionally for people who are self-declared members of the United Church as shown on census data.

In response to a question on raising money by allocation rather than donation, it was noted that revenue generation and funding the work of the church has been through gratitude rather than taxation. Also with increased fixed costs, we may need to think about different ways for revenue generation. Elsie Manley-Casimir noted that the Funding Task Group was one of the items that was not followed through in the restructuring process.

APPRECIATION

Jim Sinclair expressed appreciation to Elsie Manley-Casimir who is retiring to be a full time grandmother in British Columbia, and presented her with flowers. Elsie talked about the Revenue Generation Program and thanked the Executive for the work it will be doing to keep the Mission and Service Fund alive, vibrant, and positive.

THE UNITED CHURCH OBSERVER BOARD OF DIRECTORS

Appointments

Lois O'Neill reviewed the United Church Observer Board of Director's recommended list. If approved by the Executive it will go to the Observer Publications Inc. meeting for members' approval.

The eight returning board members are: Gordon Conlin, Hamilton Conference; Sheila Duffin, London Conference; Don Genge, Bay of Quinte Conference; Lois O'Neill, Toronto Conference; Bill Rogers, Manitou Conference; Michael Shewburg, London Conference; and Barbara Walkden, Toronto Conference. Editor, Muriel Duncan is an ex officio member.

Motion: David Guiliano/Marion Best

2003-10-31-011

That the Executive of the General Council approve the new nominees to The United Church Observer Board of Directors as follows:

- Bill Phipps, Alberta and Northwest Conference
- Sung Min Jung, Maritime Conference
- Teresa Moysey, Manitoba and Northwestern Ontario Conference.

Carried

PENSION ADMINISTRATION TASK GROUP

Jim Jackson introduced the members of the Pension Administration Task Group, and the report on the role of the Executive of the General Council as administrator of the Pension Plan.

A representative from Watson Wyatt Canada gave a PowerPoint presentation on the governance of the pension plan including its history and current status. She talked about the recommendation of the task group with a proposed model and advantages to this model.

After an opportunity for questions and responses, the Report was referred to Sessional Committee 2 for study and recommendation.

ANNOUNCEMENTS

Martha ter Kuile reviewed the response sheet process for Sessional Committees and made other announcements.

Grace was sung before dinner.

RESIDENTIAL SCHOOLS STEERING COMMITTEE REPORT (RSSC)

Lorna Pawis introduced three women from the Toronto Aboriginal community who sang a healing song. Jamie Scott introduced the road to healing and the legacy of the Residential Schools. He talked about the long journey just beginning and gave an overview of the work. He talked about the Building toward Right Relations Report which was received at the 38th General Council (2003) with the understanding that it would be coming to the Executive, including the six principles that the Residential Schools Steering Committee is using to guide their work. These six principles also establish the groundwork upon which all future decisions will be made.

Brian Thorpe and Laverne Jacobs introduced the six principles in the search for right relationships for discussion in table groups. Feedback from the table groups was given to Sessional Committee 1 to inform their work and recommendations.

David MacDonald talked about his role in assisting with relations and agreements with the federal government, including how to work with church partners and the government so that our principles are not compromised.

Again table groups discussed questions and concerns for ongoing conversations and understanding with the government. This feedback was referred to Sessional Committee 1.

Legal Officer, Cynthia Gunn talked about the Baxter Class Action and the legal position of The United Church of Canada. Table groups were invited to raise concerns and identify questions which were referred to Sessional Committee 1.

Global Partner, Molefe Tsele addressed the court to share information on a lawsuit in New York to hold companies liable, that profited from apartheid. He also talked about the difficult decision of the South African Council of Churches not to support this lawsuit. He told of the importance of a process for rebuilding that includes a public forum for people to share and to tell their stories. It is a powerful experience. It is important to preserve these memories so that people today and in the future will know what happened. He noted that the legal route is not enough. That would be an end, but there is still much work to be done. For Residential Schools, it is important that this process is shared with congregations and the nation with an opportunity for sharing reflectively including the courage to do the right thing for restorative justice.

The session concluded with a closing song, the “Humble Song” from the group of 4 women followed by a closing prayer by Leading Elder, Leighton Hopkins.

SATURDAY, NOVEMBER 1, 2003

THEOLOGICAL REFLECTION

The Moderator led theological reflection on “Have this mind in you that is yours in Christ Jesus”. He talked about Terry Fox and the difference between victory and winning. The reflection was based on Philippians 2:1-13 and included comments on the “Servant Christ” and the “Exalted Christ”.

PERMANENT COMMITTEE ON GOVERNANCE, PLANNING AND BUDGETING PROCESSES ACCOUNTABILITY REPORT (GOVCOM)

Jennifer Llewellyn, chair of GovCom, talked about the completed and ongoing work of the GovCom as well as proposals for this meeting.

The Formation Day on Thursday and the Executive Handbook are two pieces that the GovCom worked on. The Handbook is a work in progress and will be ongoing. She talked about the work from the special meeting of the Executive in January and the work assigned on the role of the Sub Executive. The GovCom has been unable to work on this until the work from the table groups is located. The previous Executive will be asked for their input and reflections on the role of the Sub Executive in order for the GovCom to do this piece of work. The GovCom is also working on a process for evaluation of all the programs of the General Council and its Executive. This work will be assisted by the General Council Minister, Planning Processes, Vicki Obedkoff who will staff this Committee. Jennifer Llewellyn also reviewed the items for action which are included in the report.

After an opportunity for questions and comments the report was referred to Sessional Committee 3 for study and recommendation.

PERMANENT COMMITTEE ON FINANCE ACCOUNTABILITY REPORT (PC-FIN)

Doug Einarson reviewed the report of the Permanent Committee including accountability and overview of the different funds. He talked about work from the General Council including the Healing Fund and the request to ask the Senior Leadership Team for analysis on the various campaign funds and how they interrelate and affect the Mission and Service Fund.

He also noted that the “to do” list is growing with “Mission and its Funding” and “Revenue Generation” added by General Council 38 (2003). This continues as a high priority with concerns on the long-term goals for fund raising and how they interrelate. Also the reserves and trusts need policy updates to reflect the current structure, including formalizing who is responsible for investments.

Using a PowerPoint presentation, Doug Einarson gave an overview of the budget process including the building of the draft 2004 budget. He talked about the goal to move to a multi-year budget process.

After time in table groups, questions on the Morrison Bequest and revenue generation were answered. This report was referred to Sessional Committee 1 for study and recommendations.

SESSIONAL COMMITTEES

Proposal 20 was introduced and turned into a motion.

Sessional Committee Re Assignments

Motion: Jim Sinclair/Stephen Mabee

2003-10-31-012

That the Executive of the General Council refer the items of business on REPLACEMENT INFO 4-4A to the Sessional Committees 1 through 5, as indicated on the above-mentioned pages, including the following:

- Residential Schools Steering Committee report on The Legacy of Hope Coalition/Aboriginal Healing Foundation and the attached Proposal 18 (DR 158-160) to Sessional Committee 1;
- Correspondence from Betsy Anderson, Faith Formation and Education Unit (FFE) re: Approval of Appointments to the United Theological College Board of Governors (CORR 17-20) to Sessional Committee 3; and
- Proposal 19 re: Audit Committee proposal on re-appointment of Deloitte & Touche LLP as auditors for The Accounts of The United Church of Canada and for The Pension Plan of The United Church of Canada for 2003 to Sessional Committee 1.

Carried

The Moderator introduced the Sessional Committee process and asked the Executive to move into the complexities of the proposals but to keep the vision. The Moderator led prayer for the members of the Sessional Committees and the work that they are doing.

He noted that all reports for information have now been received and will not require a formal motion to do so.

EVALUATION

Time was spent in table groups reviewing what has happened to this point and what is needed to work productively and faithfully.

IN MEMORIAM GIFTS

The precious names of those who have left bequests were read followed by grace and lunch.

Agnes M. Harland
Kingsley Joblin
Helen Langford
Norman R. Long
Dorothy Macintyre
Matilda McDonald
Ellen C. Motter
Robert Victor Osokin
Barbara Pinkney
J. George Russell
Edith M. Silver

Christina Isabelle Howe
Greville L. Jones
W. Gordon Little
Margaret Lowes
Eva MacPhail
Marion E. Medlyn
Marie Jean Myrick
Kathryn Patterson
Florence Price
Ada Madeline Scoates
Evelyn A.L. Soame

Mildred Audrey Jackson
Harry W. Kerley
Annie G. Lokier
William Kenneth MacIvride
Violet M. Magee
Ralph Mills
Phyllis M. Nelson
Jean Phillip
Jean Randall
Donald F. Scott

SESSIONAL COMMITTEES

After lunch the court moved into five Sessional Committees to consider the pieces of business referred to them.

Sessional Committee 1

1. PC-FIN Accountability Report, Proposals 6, 7, 8, 9, 10 (*FIN 1-43*)
2. Audit Committee – Financial Statements, Proposal 12 (*DR 97-127*)
3. Residential Schools Steering Committee Report s, Proposals 16, 17, 18 (*DR 144-160*)

4. Correspondence (*CORR 7-8*)
5. Notice of Motion from General Council 38 (2003)

Sessional Committee 2

1. PC-MEPS Accountability Report, Proposals 1, 2, 3 (*MEPS 1-7*)
2. Pension Administration Task Group, Proposal 11 (*DR 86-96*)
3. Pension Trustees Accountability Report, Proposal 15 (*DR 128-132*)
4. WCC Central Committee Report (*DR 1-3*)

Sessional Committee 3

1. PC-GovCom Accountability Report, Proposal 13 (*GovCom 1-4*)
2. Moderator's Advisory Committee Report (*DR 6*)
3. Moderator's Accountability Report (*DR 4-5*)
4. GS, GC/SLT Accountability Reports/Implementation Team of the Women of the UCC Report (*DR 20-49*)
5. Correspondence (*CORR 1-6, 9-16*)

Sessional Committee 4

1. PC-PMM Accountability Report, Proposals 4, 5 (*PMM 1-29*)
2. "The Weaving Project" Status Report (*DR 7-18*)
3. Weaving God's Gifts into The United Church of Canada, Appointments Review, Nominations (*DR 18A-W*)
4. Report of the Interim GCO Personnel Minister (*DR 19*)
5. Report on Unit-Wide Committees Advisory and Task Groups, Proposal 14 (*GovCom 5-7*)

Sessional Committee 5

1. The Manual Committee Resolutions (*DR 51-85E*)

SUNDAY, NOVEMBER 2, 2003

WORSHIP

Worship with Holy Communion was celebrated in the chapel. Rev. Dr. Molefe Tsele gave the sermon.

The Moderator remembered the Anglican Church and the consecration of Eugene Robinson as Bishop of New Hampshire in prayer. Time in table groups followed.

The General Secretary reviewed the proposal system that would be used throughout the Sessional Committee reports.

SESSIONAL COMMITTEE 2 REPORT

Susan Tough and Jim Jackson reported on the work of Sessional Committee 2. They thanked the Committee for their work.

Pension Administration Task Group Report (DR 86-95)

Motion: Susan Tough/Jim Jackson

2003-10-31-013

That the Executive of the General Council receive the report entitled "Review of the Role of the Executive of the General Council as Administrator of the Pension Plan" with thanks to the Task Group for their work.

Carried

Review of the Role of the Executive of the General Council as Administrator of the Pension Plan-Proposal 11 (DR 96)

After presentation of the proposal, discussion included ensuring time for education about the Executive's role, as administrator, with education as one piece of the whole.

Motion: Susan Tough/Jim Jackson**2003-10-31-014**

That the Executive of the General Council, having received the “Report Review of the Role of the Executive of the General Council as Administrator of the Pension Plan”, endorse the four principles of the Report:

1. The Administrator continues to be the Executive of the General Council.
2. **The role of the Executive of the General Council will focus on leadership and oversight, with technical details left to an expert delegate.**
3. The Executive of the General Council shall receive education with respect to issues and topics required for it to approve high-level and broad philosophies and objectives, and to discharge its oversight responsibilities.
4. The operational aspects of the Plan will be delegated to an expert body – a pension committee (the “committee”) that will replace the current Board of Trustees.

And refer the Report to the current Pension Trustees to be used as a guideline for implementation. The trustees will report back to the Executive of the General Council on its progress based on the implementation schedule as outlined in the “next steps” section of the report.

Carried**Accountability Report of the Pension Trustees (DR 128-131)****Motion: Susan Tough/Jim Jackson****2003-10-31-015**

That the Executive of the General Council receive the Accountability Report of the Pension Trustees with recognition of the high level of stress experienced by the Pension Trustees during the structural change, with appreciation for their work, and with particular thanks for the committed contribution of their chair, Doug Einarson.

Carried**Waiver of Pension Plan Trust Agreement, Paragraph 3.2 (DR 132) Proposal 15**

Susan Tough introduced this proposal including noting the struggles of the pension trustees and the need to care for the body.

Motion: Susan Tough/Jim Jackson**2003-10-31-016**

That the Executive of the General Council accept Doug Einarson’s immediate resignation from the Board of Trustees of the Pension Plan.

Carried

Susan Tough expressed profound thanks to Doug Einarson, on behalf of the Executive, for his work. She also noted that Doug has kindly agreed to act as a volunteer consultant to the pension trustees.

World Council Of Churches Report (DR 1-3)**Motion: Susan Tough/Jim Jackson****2003-10-31-017**

That the Executive of the General Council receive “The Report on the World Council of Churches August-September 2003 Central Committee Meeting” with thanks to Marion Best for her work.

Carried

It was noted that the Web Site address should be www.wcc-coe.org, it was incorrect in the report.

Group Insurance Plan Design Changes for Active Employees Proposal 1 (MEPS 5)

Sessional Committee 2 responded to questions from response sheets. If the surplus was used to offset premium costs, it would only be \$5 per person, it was noted that changes have a ripple effect especially in small pastoral charges. One of the proposed changes will offer concrete support to people in isolated ministries.

Motion: Susan Tough/Jim Jackson**2003-10-31-018**

That the Executive of the General Council approve the Group Insurance Plan design changes for Active Employees, as printed on MEPS 5 (see below).

Carried

Group Insurance Plan Design Changes for Active Employees

OPTIONS	COST
1. Member Life Insurance: <ul style="list-style-type: none"> • Increase to 100% of pensionable earnings 	\$ 94,000
2. Paramedical Practitioner: <ul style="list-style-type: none"> • Change from per visit maximum to \$500 per practitioner subject to deductibles and maximum 	\$167,000
3. Psychologist, psychiatrist and Masters in Social Work <ul style="list-style-type: none"> • 80% coinsurance & \$3,000 maximum for core plan • 80% coinsurance & \$5,000 maximum for optional plan 	\$179,000
4. Add AD&D coverage at 80% of pensionable earnings (core)	\$ 43,000
5. COB: <ul style="list-style-type: none"> • Include co-ordination of benefits for couples on health and dental benefits 	\$ 0
6. Dependent Life Insurance: <ul style="list-style-type: none"> • Increase to \$5,000 for spouse and each child 	\$ 20,000
7. STD for Lay Employees: 2 week waiting period	\$ 20,000
8. Increase orthotic maximum to \$250/year	\$ 42,000
9. Increase co-insurance for Out-of-Country coverage on core plan to 100%	\$ 22,000
TOTAL COST	\$587,000
10. 2.2% increase in Long Term Disability benefits to plan members who are receiving LTD benefits on December 31, 2003, with the increase to be effective January 1, 2004, and a corresponding increase in pension accrual for these individuals.	\$184,254

Group Insurance Plan Design Changes for Pensioners Proposal 2 (MEPS 6)

It was noted that everyone, ministry personnel who benefit directly from the plan and lay people who contribute to the Mission & Service Fund, could “declare interest” in these topics.

Motion: Susan Tough/Jim Jackson**2003-10-31-019**

That the Executive of the General Council approve the Group Insurance Plan design changes for Pensioners, as printed on MEPS 6 (see below).

Carried

Group Insurance Plan Design Changes for Pensioners

OPTIONS	COST
1. Required Pensioner H&D one-time “Opt Out”	\$275,000
2. Health Care Maximum: <ul style="list-style-type: none"> § \$3,000/year and \$50,000/lifetime 	\$ 37,000
3. Drug card for pensioners <ul style="list-style-type: none"> § Subject to \$5/prescription; \$150 deductible on all other health expenses 	\$217,000
4. Increase orthotic maximum to \$250/year	\$ 17,000
TOTAL COST	\$546,000

Group Insurance Plan Premium Changes Proposal 3 (MEPS 7)

It was flagged for the court that this work may more appropriately belong to the Permanent Committee on Ministry Employment and Personnel Services (PC-MEPS). As these rates are part of the cost recovery program they could be reported to the Executive of General Council for information.

Motion: Susan Tough/Jim Jackson**2003-10-31-020**

That the Executive of the General Council approve the Group Insurance Plan premium changes, as printed on MEPS 7 (see below).

Carried

Group Insurance Plan Premium Changes

EMPLOYER ASSESSMENT	2003	2004	Change (%)
Core Member Life Insurance	↓	↓	
Core Family Life Insurance	↓	↓	
Retiree Life Insurance	↓	↓	
Core Health and Dental (including ETA)	↓	↓	
Pensioner H&D Support	↓	↓	
<u>Employer Sub-Total</u>	3.62% of PE	3.65% of PE	+1% (e.g. \$40,000 PE = \$12 increase per month)
<i>PLUS, where applicable:</i>			
Employer Indemnity	.07% of PE	.07% of PE	no change
or Weekly Indemnity	.89% of PE	.87% of PE	- 2%
or Short Term Disability	.18% of PE	.17% of PE	- 6%
MEMBER ASSESSMENT			
Long Term Disability (all Members)	1.83% of PE	1.84% of PE	+ 0.5%
Pensioner H&D Support (all Members)	\$4.55	\$4.45	-2.2%
Optional Health & Dental, if selected (including ETA)			
- Single coverage	\$ 38.40	\$ 41.92	+ 9%
- Family coverage	\$109.27	\$119.51	+ 9%
Optional Life Insurance, if selected	rated by age, gender & smoking		no change
Optional AD&D, if selected			
- Single coverage	\$0.33/\$10,000	\$0.33/\$10,000	no change
- Family coverage	\$0.56/\$10,000	\$0.56/\$10,000	no change
PENSIONER ASSESSMENT			
Pensioners' Health & Dental			
- Single coverage	\$39.90	\$42.23	+5.5%
- Family coverage	\$80.47	\$85.18	+5.5%

- PE = monthly Pensionable Earnings
- Monthly Rates: Add 8% Retail Sales Tax to all premiums assessed for Ontario Members & Employers, and 9% Quebec Sales Tax to all premiums assessed for Quebec Members & Employers.
- Pension Contribution Rates: (no change) Member: 4% of PE Employer: 7% of PE
- Employee Assistance Program (EAP) Contribution Rate: (no change) Employer: \$8.00/ month/ Group Insurance Plan Member
- Restorative Care Plan Rate: (no change) (pastoral charges only)

Susan Tough thanked the members of Sessional Committee 2.

Peter Scott offered prayer for the members and the work of Sessional Committee 2.

SESSIONAL COMMITTEE 3 REPORT

Jim Balfour reported on the work of Sessional Committee 3 and thanked the members for their work.

CORRESPONDENCE (CORR 1-6, 9-20)

Jim Balfour reviewed the correspondence and the proposed decisions from the Sessional Committee. He talked about delegated authority and the reason why some correspondence came to the Executive. He noted the suggestion that the Worship Consultation correspondence be referred to the General Secretary, General Council since it is not the role of the Executive to make management decisions. The General Secretary reported that this would be discussed with the Senior Leadership Team, including

looking at operational capacities and referring it to the Permanent Committee when policy implications were evident, with accountability back to the Executive of the General Council.

Motion: Jim Balfour/Walter Sowa**2003-10-31-021**

That the Executive of the General Council receive and deal with the correspondence in the following manner:

Date	From	Disposition
October 6, 2003	Saskatchewan Conference (CORR 1-2)	Be received and referred to the General Secretary, General Council with concurrence
October 7, 2003	John W. Burton (CORR 3)	Be received with thanks for his work
October 7, 2003	Saskatchewan Conference (CORR 4)	Be received and referred to the General Secretary, General Council
October 9, 2003	The United Church of Canada Foundation (CORR 5)	Be received with acknowledgement of the thanks given
October 7, 2003	London Conference (CORR 6)	Be received and referred to the General Secretary, General Council
October 15, 2003	Fort Massey United Church (CORR 9)	Be received and referred to the General Secretary, General Council
October 22, 2003	Worship Consultation (CORR 10-14)	Be received and referred to the General Secretary, General Council and report back in April 2004
October 28, 2003	Bob Wallace, Faith Formation and Education Unit (FFE) (CORR 15)	That the Executive of the General Council grant Suzanne Edith Sykes an exception to the requirement to return to theological college following the completion of her internship.
October 29, 2003	Victoria University (CORR 16)	Be received and referred to the General Secretary, General Council
October 27, 2003	Betsy Anderson, Faith Formation and Education Unit (FFE) (CORR 17-20)	That the Executive of the General Council approve the appointment of Rev. Jane C. O. Aikman, Rev. Ronald K. Coughlin, Dr. James P. Vanstone, and Margaret Torrance to the United Theological College Board of Governors.

Carried

Senior Leadership Team and General Secretary's Accountability Report (DR 20)

The Sessional Committee gave their appreciation for the integration and cohesion of this report.

Motion: Jim Balfour/Walter Sowa**2003-10-31-022**

That the Executive of the General Council receive the General Secretary's Accountability Report and Reports of the members of the Senior Leadership Team.

Carried

Accountability Report to General Council - Proposal 13 (GovCom 1-4)**Motion: Jim Balfour/Walter Sowa****2003-10-31-023**

That the Executive of the General Council, through the Moderator, provide a formal accountability report of its work to the General Council.

Carried

Moderator's Accountability Report (DR 4-5)**Motion: Jim Balfour/Walter Sowa****2003-10-31-024**

That the Executive of the General Council receive the Moderator's Accountability Report.

Carried**Moderator's Advisory Committee Report (DR 6)****Motion: Jim Balfour/Walter Sowa****2003-10-31-025**

That the Executive of the General Council receive the Report of the Moderator's Advisory Committee.

Carried**Implementation Team of the Women of the United Church of Canada (DR 26-49)****Motion: Jim Balfour/Walter Sowa****2003-10-31-026**

That the Executive of the General Council receive the report of the Implementation Team of the Women of The United Church of Canada.

Carried

Jim Balfour thanked the members of Sessional Committee 3 for the preparation and work that went into the work of this Sessional Committee.

Maggie MacLeod offered a time of prayer for this Sessional Committee and their work.

Martha ter Kuile made some housekeeping announcements.

IN MEMORIAM GIFTS

Names of those who have bequeathed to the church were read and acknowledged, followed by grace.

Mission and Service Fund

Una H. Stanley
Enid K. Thornton
Marguerite Underwood
May H. Watt
Marian Irene Wilson

Anna Mary Stratton
Arthur F. Thrower
Mary Elizabeth Vincent
Alice A. Webster

Joan Marilyn Sutton
Arthur Toll
Reginald Watkins (DMC)
Anna L. Wilson

The United Church of Canada

William G. Fletcher
Douglas Mann Rodger

Roy Salter Jamieson
Sylvia Mae Robertson

Irene Parker
Thelma Stewart

Pension Fund

Frank Hay
Mary Elizabeth Vincent

Kenneth B. Palmer
Edith Ivy Wheeler

Edwin Campbell Scythes

United Church Women

Marie Kellough

Over lunch, the video of the highlights from General Council was shown.

SESSIONAL COMMITTEE 4 REPORT

Paul Stott thanked the Sessional Committee and reported on their work.

Continuing Education Funding Request - Proposal 4 (PMM 28)**Motion: Paul Stott/Barbara Rafuse****2003-10-31-027**

That the Executive of the General Council approve that:

1. The 2004 draft budget item of \$250,000 be maintained; with a maximum of \$100,000 to be used in grants and a maximum of \$150,000 to be used to test this proposed model, including funding for learning communities (as defined by the Continuing Education Project Team) as an experiment towards the shift.
1. The 2005 budget to be drafted to include a second year of testing with an interim report to the Executive of the General Council through the Permanent Committee on Programs for Mission and Ministry in April 2005 (to inform the 2006 budget) and a final report in April 2006.
3. The Executive of the General Council note that the proposal represents a shift of the funding structure to favour a learning communities model.

Carried

Delegation of Authority - Proposal 5 (PMM 29)

Motion: Paul Stott/Barbara Rafuse

2003-10-31-028

That the Executive of the General Council, based on the action of 38th General Council (2003) on Resolution 92 concerning The United Church of Canada's relationship to Educational Institutions, delegate authority in this resolution to the Faith Formation and Education (FFE) Unit Committee to act in accordance with established procedures, and that all final actions with regard to appointments be communicated to the Executive of the General Council or Sub-Executive for information.

Carried

Motion: Paul Stott/Barbara Rafuse

2003-10-31-029

That the Executive of the General Council request the Permanent Committee on Governance, Planning and Budgeting Processes (GovCom) to propose policies relating to the delegation of authority by the Executive of the General Council.

Carried

The "Weaving Project" Status Report (DR 7-18)

Motion: Paul Stott/Barbara Rafuse

2003-10-31-030

That the Executive of the General Council receive the report entitled "The Weaving Project".

Carried

Toward a New System for the Recruitment, Selection, Support and Recognition of Elected and Appointed Members (DR 15- 18P)

GCE Nominations Committee – Proposed Terms of Reference

Mandate

The GCE Nominations Committee exists to review nominations and recommend appointments to governance-level committees. To this end, the committee is mandated to:

- Reflect theologically on the basis for elected and appointed member participation in The United Church of Canada
- Discern who is equipped to serve, including developing and testing new processes for selecting individuals and for building effective groups, and to make recommendations for appointments to the General Council Executive
- Define diversity aspirations, monitor and report on progress annually to the General Council Executive
- Support and contribute to the continued development of the new approach to recruiting, selecting, supporting and recognizing elected and appointed members

Composition

The committee is structured to mirror the diversity of The United Church of Canada and to model the values articulated for those serving the national church by the General Council Executive. It is composed of fifteen members, not including the Chair, thirteen of whom have been elected to represent their

Conferences on the General Council Executive and assigned to this committee. Two members are appointed to bring a voice and perspective from the margins of the church to this committee.

Members have:

- a keen interest in keeping communication channels open with Conferences on governance-level nominations and appointments
- a commitment to exploring new ways to discern who God is calling and selecting to lead the national church at this time in its history

The Chair, in particular, is:

- the immediate past or a past Moderator of The United Church of Canada
- a skilled facilitator of small groups, and dialogue between and among members
- a discerning listener who invites members to make their optimal contribution
- a builder of shared conceptual frameworks among individuals rooted in different contexts, perspectives and disciplines
- a articulate and passionate advocate for the vision and theology of The United Church of Canada

Expectations

- This committee would meet immediately *before* each General Council Executive for no more than a day. It would report to the General Council Executive through its Chair.
- Members would be available for conference calls to address fast-breaking or urgent issues

The Sessional Committee made some changes to the original proposal out of a concern for cascading appointments. Questions and concerns were raised including ensuring Conference representation on the Nominating Committee. Time was spent in table groups to further review the changes and concerns. The commitment of time was a major worry and also the need to ensure broad representation on the Nominating Committee.

The Moderator gave options on how to move forward with this proposal. After a moment's silence, the Sessional Committee moved to the next proposal. This proposal was to be brought back later in the agenda.

Nominations (18Q-18W)

Motion: Paul Stott/Barbara Rafuse

2003-10-31-031

That the current Interim Sub-Executive continue until the Permanent Committee on Governance, Planning, and Budgeting Processes completes its work on the role of the Sub Executive, and its work is approved by the Executive of General Council.

That the Executive of General Council make the following appointments for a term of service from the 38th to 40th General Council:

Executive of the General Council Business Committee Chair: Kent Ward (O/TOR)

General Council 39 Planning Committee Chair: Debra Bowman (O/BC)

Permanent Committee on Ministry Employment and Personnel Services member: Kate Young (O/TOR)

Theology and Faith Committee Members (There are two vacancies)

Arlyce Schiebout (O/M&O)

Bill Richards (O/SK)

Racial Justice Advisory Group Members (four vacancies):

Julie Graham (L/TOR)

Karen Rolston (L/BC)

Wayne Soble (O/BQ)

Carried

Report on Unit Wide Committees, Advisory and Task Groups (GovCom 7)**Motion: Paul Stott/Barbara Rafuse****2003-10-31-032**

That the Executive of General Council adopt the report on Unit Wide Committees, Advisory and Task Groups (GovCom 5-7).

Carried**PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY ACCOUNTABILITY REPORT (PMM 1-3)**

The Sessional Committee introduced the following proposal -

That the Executive of the General Council concur with the PC-PMM's interpretation that its action is consistent with regard to Petition 48 regarding a Companion to Voices United.

There was discussion on this proposal including a concern that it is important that meetings of General Council have all the information needed in order to make an informed decision.

The Sessional Committee agreed to withdraw the above proposal and to ask the General Secretary for a Ruling. The Ruling was to come back later in the meeting.

Emergency Protocols**Motion: Paul Stott/Barbara Rafuse****2003-10-31-033**

That the Executive of the General Council direct the General Secretary, General Council to ensure that there is a broader base of participation in the working group addressing emergency protocols.

Carried**Report of the Interim General Council Office Personnel Minister (DR19)****Motion: Paul Stott/Barbara Rafuse****2003-10-31-034**

That the Executive of the General Council direct the Senior Leadership Team to continue to investigate the appropriate manner in which to fulfill the function of this position including consultation with Church House Staff and to report to the April 2004 meeting of the Executive.

Carried

The remainder of Sessional Committee 4's report was to be presented later in the agenda.

GLOBAL PARTNER

Molefe Tsele addressed the court before leaving to return to South Africa. He talked about the challenge of the Christian community in light of world-wide dramas, particularly those in Iraq. His prayer is that the church will have the courage to call upon public officials to speak in a different voice from the United States. He also talked about the difference that Canada can make in becoming a voice of Christianity in North America. The Moderator thanked Molefe and presented him with a copy of *Voices United* and other gifts.

SHARING IMPRESSIONS OF THIS FIRST EXECUTIVE MEETING

Michelle Slater invited the Executive into a time of reflection and sharing. Table groups were asked to discuss what Biblical character they might be related to at this point in the meeting.

SESSIONAL COMMITTEE 4 REPORT**Toward a New System for the Recruitment, Selection, Support and Recognition of Elected and Appointed members (DR 15-18P)****Motion: Paul Stott/Barbara Rafuse****2003-10-31-035**

That the Executive of the General Council adopt the terms of reference on DR-18K on an interim basis for this triennium with the exception that:

- **In circumstances where neither of the Conference Representatives to the Executive of the General Council undertakes the commitment of membership on the Nominations Committee, the Conference Representatives to the Nomination Committee be elected by the Conferences by whatever means the individual Conference deems fit**

- The two appointed members on the Nominations Committee be proposed by the Nominations Committee
- That the Nominations Committee review nominations and recommend appointments to all General Council level committees where the use of a nominations process is mandated or requested.

Amendment: Mary-Beth Moriarity/Jennifer Llewellyn

In the first point, remove the words “in circumstances where” and replace them with “**when**”.

Carried

Motion as amended

That the Executive of General Council adopt the terms of reference on DR-18K on an interim basis for this triennium with the exception that:

- When neither of the Conference Representatives to the Executive of the General Council undertakes the commitment of membership on the Nominations Committee, the Conference Representatives to the Nominations Committee be elected by the Conferences by whatever means the individual Conference deems fit
- The two appointed members on the Nominations Committee be proposed by the Nominations Committee
- The Nominations Committee review nominations and recommend appointments to all General Council level committees where the use of a nominations process is mandated or requested.

Motion as amended – Carried

Motion: Paul Stott/Barbara Rafuse**2003-10-31-036**

That the Executive of the General Council request that Permanent Committee on Governance, Planning and Budgeting Processes to review the nomination procedure with a report to the April 2006 meeting of the Executive of the General Council.

Carried

David Giuliano offered a prayer for the members of Sessional Committee 4 and their work.

SESSIONAL COMMITTEE 5 REPORT

Stephen Mabee presented the report of the Sessional Committee.

Manual Committee Memorandum (DR 51- 53)**Motion: Paul Reed/Mary-Beth Moriarity****2003-10-31-037**

That the Executive of the General Council take no action on Resolutions 49, 57, 59, 68 and 76, pending referrals proposed for Monday's agenda re: Business referred from the 38th General Council (2003) (DR 133-143).

Carried

Congregational Accountable Ministry (DR 56)

The proposal was presented with discussion and will be redrafted and brought back later in the agenda.

The Act of Covenanting with Theological Faculty (DR 54)**Motion: Mary-Beth Moriarity/Paul Reed****2003-10-31-038**

That the Executive of the General Council approve the changes to Sec. 352 (a) of *The Manual* as printed on page DR 54.

Carried

Congregation Representation at Presbytery (DR 55)**Motion: Paul Reed/ Mary-Beth Moriarity****2003-10-31-039**

That the Executive of the General Council issue a remit regarding Section 6.2.5 of the Basis of Union with the following wording:

- (1) one representative from each Congregation with 100 or fewer resident members;
- (2) two representatives from each Congregation with between 101 and 200 resident members;
- (3) three representatives from each Congregation with between 201 and 300 resident members; and
- (4) four representatives from each Congregation with 301 or more resident members.

Carried

Eligibility to Administer the Sacraments (DR 57-58)**Motion: Paul Reed/ Mary-Beth Moriarity****2003-10-31-040**

That the Executive of the General Council approve the changes to Section 343(j) (k), 353 and 427 (b) (c) (d) of *The Manual* as printed on page DR 57-58.

Carried**Faith Formation and Christian Education needs of the Pastoral Charge (DR 59)****Motion: Mary-Beth Moriarity/Paul Reed****2003-10-31-041**

That the Executive of the General Council delete Section 230-242 of *The Manual* and replace it with the wording of Section 242 as printed on DR 59.

Carried**Designated Lay Ministers (DR 85E)****Motion: Mary-Beth Moriarity/Paul Reed****2003-10-31-042**

That the Executive of the General Council approve the addition of the following definition of "Designated Lay Minister" to Section 001 of the By-Laws, with the elimination of the portion in parenthesis:

"Designated Lay Minister" means a lay member of the United Church ~~person~~ serving in paid accountable ministry in a Presbytery Recognized Ministry ~~(including congregational ministries, youth ministries, young adult ministries, Outreach Ministries, chaplaincies, educational ministries, and administrative ministries.)~~ This category subsumes the categories of ministry known as Lay Pastoral Ministers, Lay Pastoral Ministers-in-Training, and Staff Associates. It includes parish nurses. It does not include persons serving as Candidate Supply, Intern Supply, Student Intern, or Student Supply.

Carried**Proposals – The Manual (DR 85A - 85B)****Motion: Mary-Beth Moriarity/Paul Reed****2003-10-31-043**

That the Executive of the General Council approve the changes to Sections 001 and 505 as printed on page DR 85A and 85B and that a new section 099 as printed on DR 85B be added to the By-laws.

Carried**General Council Office Restructuring (DR 60-77)****Motion: Mary-Beth Moriarity/Paul Reed****2003-10-31-044**

That the Executive of the General Council approve the changes to *The Manual* printed on page DR 60-77 with the following additional changes:

DR 66 513 (e) and **DR 69** 524 (p) That the wording "Leader(s) of the General Council Working Unit(s)" be replaced with the wording "*Lead Staff of the General Council Working Unit(s)*";

DR 68 522 (e) change to read "*Executive Secretaries of the Conferences and the Speaker of the All Native Circle Conference*";

DR 68 524 (d) delete the word "on" and insert the words "*ninety days (90) following*";

Carried

The issue related to 524 (a) and recommendations to a Permanent Committee was to come back later in the agenda.

Membership of Conference Interim Ministry Committee (DR- 78)**Motion: Paul Reed/Mary-Beth Moriarity****2003-10-31-045**

That the Executive of the General Council approve changes to Section 465.1 (a) as printed on DR 78.

Carried

Membership Requirements For Candidacy –Definition of “Active Member” (DR 79)**Motion: Paul Reed/Mary-Beth Moriarity****2003-10-31-046**

That the Executive of the General Council approve the changes to Section 022 (b) i and Section 026(e) i as printed on DR 79.

Carried**Ministry-based Education Internship Equivalence (DR 80)**

In discussion concerns were raised about the following proposal. It will come back onto the agenda at a later time.

That no change be made to Section 722 of the *Manual*, and that a new Section 722.1 read as follows:

722.1 Ministry-Based Training. As an alternative to Internship, each Candidate for ordained ministry in the ministry-based stream, shall, prior to ordination, satisfactorily complete the training program of the United Church according to the guidelines as set out by the General Council. The Presbytery Education and Students Committee shall have responsibility to determine whether the applicable training program is satisfactorily completed.

Women of The United Church of Canada - National Consultation of the UCW (DR 81- 85)**Motion: Paul Reed/Mary-Beth Moriarity****2003-10-31-047**

That the Executive of the General Council approve the changes to *The Manual* printed on DR 81-85 with the change of the name of the title to Women’s Ministries Network within the pastoral charge or congregation.

Carried**Notice Period for Congregational Meetings dealing with Pastoral Relationship (DR 85C-85D)****Motion: Stephen Mabee/Mary-Beth Moriarity****2003-10-31-048**

That Sections 047 and 112 of the By-Laws be revised as printed on DR 85C and DR 85D, with the following two changes and the appropriate re-numbering:

047 (a) i be removed

112 (a) i (as proposed by *The Manual* Committee) be removed

Carried

The remaining items from this Sessional Committee were to be brought back later in the agenda.

ANNOUNCEMENTS

Martha ter Kuile gave a few reminders and announcements. Grace before dinner was sung and said.

The Moderator read Psalm 46 to begin the evening.

SESSIONAL COMMITTEE 1 REPORT

David Woodall reported on the work of the Sessional Committee.

2002 Audited Financial Statements - Proposal 12 (DR 127)**Motion: David Woodall/Marion Carr****2003-10-31-049**

That the Executive of the General Council approve the audited financial statements comprising The Accounts of The United Church of Canada for presentation to the membership of the General Council (in the form of publication in the Yearbook).

And that the Executive of the General Council, as the Administrator of The Pension Plan of The United Church of Canada, receive the audited financial statements for the plan.

Carried

Re-Appointment of Deloitte & Touche LLP - Proposal 19

It was suggested that, in future, it would be helpful to have a statement about why this choice is more appropriate than another company, and also a note on the ethical practices of the company retained.

Motion: David Woodall/Marion Carr

2003-10-31-050

That the Executive of the General Council approve the re-appointment of Deloitte & Touche LLP as auditors for The Accounts of The United Church and for The Pension Plan of The United Church of Canada for 2003.

Carried

Building Toward Right Relations (DR 149-156)

The six principles in the search for right relationships are:

1. Anti-racism and Decolonization
2. Holistic Approach
3. Full Participation of Aboriginal People
4. Whole Community Involvement
5. Healing and Education
6. Building Right Relations

Principles in Search for Right Relationships - Proposal 17 (DR 156)

Motion: David Woodall/Marion Carr

2003-10-31-051

That having read the "Building Toward Right Relations" document, that the Executive of the General Council affirm and adopt the six principles identified in the document as the principles that will guide The United Church of Canada at this point in its work to repair the harm done by the Residential Schools system, in building right relations with Aboriginal people, and in any negotiations with government with respect to resolving the legacy of Indian Residential Schools, and that we refer the information from table groups to the Residential Schools Steering Committee for their consideration.

Carried

Motion: David Woodall/Marion Carr

2003-10-31-052

That the Executive of the General Council receive the document "Building Toward Right Relations" as a working document for information.

Carried

Justice and Reconciliation Fund (DR 157)

Motion: David Woodall/Marion Carr

2003-10-31-053

That the Executive of the General Council receive for information the Justice and Reconciliation Fund report, noting the lack of Aboriginal representation, and flagging concerns for future operations which include the lodging of the fund with a unit, finding a place in the regular budgeting process, and operating within the six principles contained in the "Building Toward Right Relations" document.

Carried

Letter of Support for the Aboriginal Healing Foundation - Proposal 18 (DR 160)

Motion: David Woodall/Marion Carr

2003-10-31-054

That the Executive of the General Council authorize that a letter be sent from The United Church of Canada to the Government of Canada supporting the renewal of the Aboriginal Healing Foundation.

Carried

Correspondence from Maritime Conference (CORR 7-8)

Motion: David Woodall/Marion Carr

2003-10-31-055

Having received the correspondence from Maritime Conference, and the notice of motion by Pawis/Mabee from this fall 2003 meeting of the Executive of the General Council, and recognizing that it is seven years since the release of the Report of the Royal Commission on Aboriginal Peoples, that a letter be written to

the Government of Canada urging them to act on the recommendation of the report calling for a public inquiry on Residential Schools and that this matter be referred to the General Secretary for action.

Carried

Motion: David Woodall/Marion Carr

2003-10-31-056

That the correspondence from Maritime Conference (CORR 7-8) and the notice of motion by Pawis/Mabee from this fall 2003 meeting of the Executive of the General Council be referred to the Residential Schools Steering Committee and ask it to establish a task group in consultation with the All Native Circle Conference, B. C. Native Ministries and Aboriginal communities not so represented to bring a proposal for the process of truth-telling to the April 2004 meeting of the Executive of the General Council.

Carried

Baxter Class Action - Proposal 16 (DR 148)

Motion: David Woodall/Marion Carr

2003-10-31-057

That the Executive of the General Council endorse the legal position on the Baxter Class Action lawsuit taken by the Residential Schools Steering Committee in September 2003, and that any further legal decisions and actions be guided by the six principles in the "Building Towards Right Relations" document, and that any subsequent modification of the legal position only occur when in the interests of the survivors of Residential Schools, and with the approval of the Executive or Sub-Executive of the General Council.

Carried

Motion: David Woodall/Marion Carr

2003-10-31-058

That the Executive of the General Council ask the Residential Schools Steering Committee to develop a plan and strategy for communicating this action to the Aboriginal community, to all congregations, and members of the Executive of the General Council.

Carried

Permanent Committee On Finance Accountability Report (FIN 1-43)

The Sessional Committee thanked the Permanent Committee for the clarity of their report.

Financial Provision for 3 Court Structure - Proposal 6 (FIN 39)

Motion: David Woodall/Marion Carr

2003-10-31-059

That the Executive of the General Council direct that the financing provision for the three-court structure be returned to The United Church of Canada Reserve.

Carried

Freezing of the United Church Reserve Fund - Proposal 7 (FIN 40)

Motion: David Woodall/Marion Carr

2003-10-31-060

That the Executive of the General Council direct the Permanent Committee on Finance to review the necessity of continuing the freeze on The United Church Reserve Fund and to make recommendations with respect to policies for the Reserve Fund to the April 2004 meeting of the Executive of the General Council.

Carried

Funding the Compensation Model Project - Proposal 8 (FIN 41)

Motion: David Woodall/Marion Carr

2003-10-31-061

That the Compensation Model Project be funded from The United Church of Canada Reserve Fund at \$150,000 per year for 2004, 2005 and 2006.

Carried

Learning Fund/Rowntree Fund - Proposal 9 (FIN 42)

Don Koots declared an interest in this proposal.

Motion: David Woodall/Marion Carr**2003-10-31-062**

That \$250,000 be released from The United Church of Canada Reserve Fund to finance the 2004 budget request for the Learning Fund.

Carried**2004 Operating Budget - Proposal 10 (FIN 43)**

There was discussion about the trust funds, with a concern about using the Morrison Bequest to support the Operating Budget. It was noted that the hope for the Morrison Bequest was to use it for exciting new things within the church and that some of the things in the Operating Budget are dreams from General Council.

The Sessional Committee thanked the Permanent Committee on Finance for the outcomes shown in the budget. It noted that Conferences need their grant information earlier in the year in order for them to do their planning.

Motion: David Woodall/Marion Carr**2003-10-31-063**

That the Executive of the General Council adopt the 2004 Budget as set out in Appendix C, pages FIN 11-38.

Carried**Review of Funds****Motion: David Woodall/Marion Carr****2003-10-31-064**

That the Executive of the General Council direct the Permanent Committee on Finance to complete the review of all trust and endowment funds, including the Morrison Bequest in particular, and to report back with recommended policy changes to the April 2004 Executive of the General Council.

Carried

Cindy Desilet offered prayer for the members and work of Sessional Committee 1.

SESSIONAL COMMITTEE 5**Congregational Accountable Ministry (DR 56)****Motion: Stephen Mabee/Mary-Beth Moriarity****2003-10-31-065**

That the Executive of the General Council amend the By-Laws as follows:

001 "Congregational Accountable Ministry" means any paid accountable ministry of ~~less fewer~~ than ~~fourteen (14)~~ eight (8) hours per week, exercised by a lay person within and for a Pastoral Charge, in the areas of education, outreach, pastoral care, worship, or service, for which the person is accountable to the Pastoral Charge through its Official Board or Church Board or Church Council.

And that no further changes be made to the By-laws to reflect these petitions because the remainder of petition 121 and 123 are in contradiction.

Carried**Motion: Stephen Mabee/Mary-Beth Moriarity****2003-10-31-066**

That the Executive of the General Council refer Petitions 121 and 123 from General Council 38 (2003) to General Council 39 (2006) for clarification, and the Permanent Committee on Ministry, Employment and Personnel Services be requested to provide background information.

Carried**General Council Office Restructuring 524 (a)****Motion: Paul Reed/Mary-Beth Moriarity****2003-10-31-067**

That in Section 524 (a) on DR 68 the phrase ~~or its Executive~~ be returned and that the first reference to "recommendations" be changed to **referrals**; and that **(and/or the General Secretary, General Council)** be added after Permanent Committees

Carried

Ministry-based Education Internship Equivalence (DR 80)

Concerns were raised around this proposal and it was to come back on the agenda the following day.

Motion: Stephen Mabee/Mary Beth Moriarity

2003-10-31-068

That wherever the words President of Conference are found in *The Manual*, the words **Leading Elders** also be included.

Carried

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY

The General Secretary, at the request of the court, reported on his Ruling on whether the Support to Local Ministries Unit might continue with its existing plan for the production of a Supplement to Voices United in light of the decision of the 38th General Council (2003) to defeat Petition 48.

“Petition 48 requested that the United Church immediately identify resources, fiscal and human, to develop and produce a companion to Voices United.

The Support to Local Ministries plan is outlined in a Letter of Intent dated July 15, 2003. The plan involves the creation of a joint venture between the United Church and Wood Lake Books to produce a Voices United Supplement. Under the joint venture, Wood Lake Books provides all financing required in order to develop the supplement. The United Church of Canada is to be reimbursed for any in-house staff expenses. The only resource required from The United Church of Canada for the project is staff time to provide creative input, and to give final approvals on selection and presentation matters.

When the Court defeated Petition 48, it made a decision not to take the specific action requested in Petition 48. That specific action was to immediately identify fiscal and human resources to develop and produce a companion to Voices United. In fact, a plan was already in place to develop a resource, and that plan does not require any of The United Church of Canada’s fiscal resources.

It is the Ruling of the General Secretary that the existing plan involving a joint venture with Wood Lake Books may proceed. It is not inconsistent with the defeat of Petition 48 at GC38 (2003).”

The evening closed with prayer and song.

MONDAY, NOVEMBER 3, 2003

After worshipful music the Moderator began the day with Scripture and prayer followed by time in table groups.

The Moderator noted that the Business Committee had reworked the agenda for the day.

THE SEAL OF THE UNITED CHURCH OF CANADA (DR 50)**Authorization of Signing Power and Seal Document**

Motion: Martha ter Kuile/Paul Reed

2003-10-31-069

That the Executive of the General Council adopt the Signing Power and Seal Document authorization as printed on DR50 as follows:

The Second General Council, meeting in June 1926, adopted By-Law Number 126 of The United Church of Canada with respect to the Seal of The United Church of Canada.

By due and valid process, By-Law 126 has since been renumbered to become Section 515 of *The Manual* and has been amended by the proper Courts of the Church to read as follows:

There shall be an Official Seal for The United Church of Canada. When it is required to affix the seal to any document, except where otherwise provided by any Act respecting The United Church of Canada, it shall be attested by the signatures of any two of the following officers: The Moderator of the General Council, the General Secretary of the General Council, the Secretaries of the General Council, the

Treasurer, the General Secretary of each Administrative Division appointed by the General Council (any one of whom shall for this purpose be entitled to temporary custody of the Seal and to affix the same), or by any one thereof, together with any one of six other persons to be appointed by the Executive of the General Council.

NOW, this is to certify that the following are the persons above-mentioned who are authorized to affix the Seal of the Church and to attest it to wit:

Moderator, The United Church of Canada	Peter Short
General Secretary, General Council	Jim Sinclair
General Council Minister, Programs for Mission and Ministry	Bruce Gregersen
General Council Minister, Resources for Mission and Ministry	Ian Fraser
General Council Minister, Racial Justice	Omega Bula
General Council Minister, Regional Relations	Carol Hancock
General Council Minister, Planning Processes	Vicki Obedkoff
Executive Officer, Financial Services	Ron Olsen

AND, the following six persons all appointed by the Executive of the General Council:

Cynthia Gunn; Kathy McDonald; Chris Ferguson; Mary May; Executive Minister, Ministry and Employment Policies and Services; Executive Minister, Resource Production and Distribution.

This authorization shall remain in full force and effect until written notice of revocation thereof shall have been filed by the Secretary.

Certified Correct: _____
Jim Sinclair
General Secretary, General Council

Dated: November , 2003.

Carried

DIGEST OF THE ACTIONS OF THE 38TH GENERAL COUNCIL, 2003

Jim Sinclair reviewed the digest of actions from the 38th General Council 2003 on DR 134-143. He noted that many of the decisions made by this Executive have been related to administration which will be streamlined and regularized with time to allow the work of this body to look at the whole mission of the church in a broad way. He also noted that this Digest of Actions will be used to continue to track the work from General Council.

A question was asked about work crossing between two units. It was noted that there is a protocol for this: the related General Council Ministers will determine which is the lead unit in order to move the work along in a timely way. Petitions referred to the Executive of the General Council would be directed by the Executive to the Senior Leadership Team for assignment.

Motion: Jim Sinclair/Stefan Vermette

2003-10-31-070

That this Executive of the General Council receive for information the list of work assigned as indicated on DR 134-143.

Carried

THE UNITED CHURCH OF CANADA FOUNDATION

President, Janet Gadeski gave an update on The United Church Foundation and the goal of the Board to develop a strategic plan for the next 3 years. The Foundation is a legal structure that is also a repository of living memories of our church.

Comments and questions from the Executive included -

Disappointment that 250 Founding Members had not yet been reached. It was noted that the deadline for matching gifts from the Morrison Bequest had been expanded.

Since all congregations are not English speaking, it would be helpful to have some of the information in French to introduce French-speaking congregations to the Foundation.

Janet Gadeski was thanked for her presentation and her leadership.

ANNOUNCEMENTS

Martha ter Kuile made some housekeeping announcements.

REPORT ON ST. ANDREWS COLLEGE

The General Secretary introduced Betsy Anderson and Steven Chambers who presented a report on the difficulties being experienced by St. Andrew's College. This was an opportunity for the Executive of the General Council to hear the story and to understand the facts.

The College's cash flow problems were discussed, especially as they relate to faculty and staff salaries. A task group looking at consolidation, with a commitment to both the regional church and to stewardship. A Consultant is assisting to develop scenarios which will be shared with Presbyteries, Conferences and the Theological schools.

SESSIONAL COMMITTEE 5

Ministry-based Education Internship Equivalence (DR- 80)

Betsy Anderson gave an update. A report will come to the Executive next year but, in order to legitimize the program, *The Manual* must acknowledge ministry-based training. The purpose is to bring *The Manual* up-to-date with what we are doing now and not what we will be doing in the future. It was noted that if the ministry-based program is approved, to be consistent, "training" should also be removed for campus-based education as well.

Motion: Stephen Mabee/Mary-Beth Moriarity

2003-10-31-071

That no change be made to Section 722 of the *Manual*, and that a new Section 722.1 be added to read as follows:

722.1 Ministry-Based Education Programs for Ordination. For those candidates in ministry based education programs for ordination, the practice of ministry component according to the guidelines as set out by the General Council replaces the requirement for internship. The Presbytery Education and Students Committee shall have responsibility to determine whether the applicable education for ordination program is satisfactorily completed.

Carried

George Takashima offered prayer for the work and people of Sessional Committee 5.

IMPLEMENTATION TEAM OF THE WOMEN OF THE UNITED CHURCH OF CANADA

Motion: Jim Balfour/Maggie McLeod

2003-10-31-072

That the General Secretary, General Council ensure that the implications and recommendations contained within the report of the Implementation Team of the Women of The United Church of Canada be considered by the appropriate General Council Unit.

Carried

WINDSOR ELMS, UNITED CHURCH SENIOR CITIZENS' HOME

Jim Sinclair noted the work of the Sub-Executive on October 15, 2003 which authorized the amount requested by Windsor Elms for a loan underwritten by the Province of Nova Scotia. Subsequently, Windsor Elms discovered that the bank required them to not only include the new line of credit but also the mortgage amount already being held on the home.

Motion: Jim Sinclair/Stephen Mabee**2003-10-31-073**

That the Executive of the General Council establish the borrowing limit for the Windsor Elms, United Church Senior Citizens' Home, Windsor, Nova Scotia, at \$620,028 for reasons of financing capital projects required in the Home.

Carried**PROCEDURAL MOTIONS**

It was noted that the two members-at-large on the Executive were to be filled by youth and young adult members. The one remaining member-at-large will be from this category.

Authorizing the Sub-Executive of the General Council**Motion: Jim Sinclair/Martha Ter Kuile****2003-10-31-074**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the April 2004 meeting of the Executive.

Carried**APPRECIATION**

Bob Johnstone will be concluding his work at the end of November. The General Secretary thanked Bob for the work he has done for us, the ways he has been, and the way he has cared for us all.

Vicki Obedkoff presented Bob with a gift and thanked him for making her first days at Church House easier.

COURTESIES

Cindy Desilet talked about our call to mindfulness, time of thinking about all the gifts we've received. She named and thanked the people, things, and moments of this Executive.

EVALUATION

Vicki Obedkoff asked people to fill out their evaluation forms and asked the following questions.

What helped your participation at this meeting and what would help your participation at future meetings?

- Early mailings are helpful but to do this reports are needed on time.
- Formation Day helpful in getting to meet people on a personal level without business
- It would have been helpful to have the sessional committee assignments before arriving at the meeting
- Music throughout sessions
- The balance in agenda between worship, study and business
- Microphones on the tables
- Those in second term who took the opportunity to help the first timers
- The caring, especially when someone was not well
- Ecumenical guest – helpful
- Ability of people at head table to sense the needs for quiet time

What is the significant message that you will share when you go back home?

- How spiritual reflection plays a role in making practical decisions, something that we don't spend enough time on locally
- Residential schools and 6 principles
- Working body that's not afraid to wrestle and do the hard work of governing
- People at top are real people who are concerned – and how important this is
- Face and body of the Executive is made up from those in the congregations and not some mysterious group that lives in Toronto
- Share with commissioners where the work has gone that was done last summer
- New buzzword – capacity
- Reference to being leading elders of the church and called to be elders

- Good news – budget has been allocated for an Executive Minister for French Ministries. Bad news – too little attention given to those who do not speak English.
- That the United Church of Canada values sharing stories

The members of the Executive wrote “living letters” as a reminder of what is important when they return home. The letters will be mailed as a reminder that the members are being sent forth to be living letters.

IN MEMORIAM GIFTS

After grace, the remaining precious names of those who have bequeathed to the church were read.

Division of World Outreach

Evelyn Thelma Adams
John W. Brown
Elizabeth Hargreaves
Mildred Audrey Jackson
Kenneth B. Palmer

Walter Gilray Anderson
Robert Ray Corman
Agnes M. Harland
Norman R. Long
Edith Ivy Wheeler

Emily Ashton (DMC)
Janice M. Goodison
Ruth E. Hartlin
Joyce Marion McManus

Division of Mission in Canada

Herbert Aubrey Bayne (DWO)
Vivienne Dodge
Ruth Pogue

Keela Chapman
Gracie E.M. Murphy
Margaret J. Turner

Robert B. Carson
Gwendolyn Overholt

Ministry Personnel and Education

Violet M. Magee (DMC, M&S)

Frederick H. Russel

Clara Sanderson (DMC,DWO,M&S)

World Development Relief

Evelyn Beech (M&S)

Ellen C. Motter

Archives

Frances Ellen Holmes

ADJOURNMENT

After a benediction, the Moderator declared the meeting of the Executive of the General Council adjourned.

Moderator, Peter Short

General Secretary, Jim Sinclair

Appendix A

INTRODUCTIONS

Vicki Obedkoff assisted with introductions of getting to know who we are by sharing the good news of hope and inspiration. Sharing included:

- After General Council there was an afternoon of talking about same-sex marriage in a church community. People were willing to travel on a journey of faith rather than prejudice. Another same-sex marriage conversation, in another community, recognized that this is where the church is now, and even though everyone is not in the same place, there is a willingness not to stir things up.
- A church in a small community in Northern Ontario burned down. The women in the community raised \$32,000 for a new church and the community is working towards rebuilding.
- The Women of the United Church of Canada are sponsoring a trip to Zambia and the delight of meeting people here who are also part of this trip.
- Breakfast club sponsored by the church with 25 volunteers from the church feeding 30 children each day.
- The youngest person at General Council will be baptised in November after this meeting of the Executive.

Michelle Slater continued the conversation and invited members, in silence, to think about a best experience of working with a group of people toward a common goal. After sharing with neighbours the elements that energized this life-giving experience included: love, inclusion, ownership, hope, working with partners in community, holy, measurable, passion and commitment, time and conversation, training and on-going support, caring, compelling vision, honouring, risk and leadership, joy, tolerance, fulfillment, openness to the Spirit, education.

Michelle continued with two questions to ponder in silence and to share –

- What are you excited about and looking forward to about being a member of this GCE?
- What makes you nervous or apprehensive about this?

Report backs on what looking forward to included:

- Depth and variety of gifts
- This Orientation and that we are having it
- Those who are new can learn from those who are old
- Excited and nervous about same thing; for example change in the church
- Learning and getting bigger picture as a whole and being able to share with people back home
- New staff new structures
- Excited about meeting people from across the church and hearing things similar and differences
- Being here at Church House and getting opportunity to know CH and the people here – putting face to name

Things people are nervous about included:

- The work load
- Lack of knowledge
- Being overwhelming
- That we may get scared and back away from where God is calling
- Get caught in administrative details and lose sight of vision

Michelle invited everyone to think of a word or phrase about a gift or quality that will contribute to the life of this Executive and a warning of what we need to look out for.

Identified were the following gifts: ability to live with ambiguity, focus to get on with it, enthusiasm, compassion, insight, perseverance, ability to ask tough even impolite questions, being new – new perspective, outsider – not invested in ways of doing things, patience, analysis, passion, diversity and different backgrounds, strong passion for pastoral ministry.

Characteristics we need to look out for include: shutting down, stubbornness, cynicism, irritability, “been there done that”, so what, irritability, sarcasm, interrupting, lippy.

Martha ter Kuile, Business Committee Chair for this meeting, made some administrative announcements.

THEOLOGICAL REFLECTION

The Moderator reflected on Governance and Mission and presented the Biblical perspective, the “why” of governance, and a governing principle. He asked people to read his reflection and to discuss the following questions among themselves:

1. Can you think of an instance from your own experience when governance and mission lost touch with one another?
2. In your opinion what might be some key factors in helping to keep governance and mission in touch with one another?
3. What passages or stories from the Bible help you to think about the purpose of governance?
4. What metaphor might you choose in describing the place of governance in the mission of the church?
5. Do you know of examples of good and effective governance in organizations other than the church?
6. What changes in church and culture are putting pressure on our inherited structures of governance?

In report back, the following observations and gifts were noted -

- When a minister asked children what gifts they would bring, the smallest child said “I can give a hug when someone hurts”.
- When governance and mission lose touch and the focus becomes maintaining buildings rather than the mission of the church. Need to understand that mission goes beyond maintaining a building.
- If the community is strong/good, there will be an equal maintenance of both mission and governance.
- Difficult to understand different points of view between people who grew up in the church and those who have joined as adults.
- Governance is the map of territory through which travelled (the experience). This map is not the territory, only the way we have been.
- Colonial experience of disempowering people in terms of mission and governance and how important it is to engage in communities apart to learn among ourselves and from one another how share together empowered mission through community and governance that belongs to all
- Much of our governance is in response to difficulties and much of mission is in response to opportunity

Pat Gilmore, from the United Church Publishing House (UCPH), talked about United Church resources and the book display.

Marion Pardy, the Past Moderator, said grace.

GCE HISTORY SHARING

Jim Sinclair gave an overview of the work of the Executive for the past triennium including the commitment made at York University in August 2000 to re-order the General Council Offices with a strategic emphasis on racial justice and regional relationships. Other significant moments included being part of the healing for residential schools, to move from managing the liability and the transformation to mission of both healing and hope.

Jim talked about the two extra-ordinary meeting that took place in the triennium. One in June 2001 to look at mission in the 21st Century. The other one was in January 2003 as a result of the Commission on Leadership Report. Also in April 2003, the Executive meeting became a Sub-Executive meeting with the whole Executive involved through Committees working across the country by Conference. This was so that people did not have to come to Toronto in the heart of the SARS outbreak.

Jim Sinclair introduced a panel made up of Susan Tough, Jim Jackson, Walter Sowa, and Barbara Rafuse and asked each to give a snapshot of what it was like to be a member of the Executive of the General Council and their experience of serving on the Executive.

Jim Jackson talked about arriving on the first day to a large meeting room and not being clear about what he was walking into. He had no sense of who the Executive of the General Council was, and it took 2 years for it all to fall into place. It fell in place when the Executive went “in camera” to set up the Commission on Leadership. Jim talked about how, at that first meeting, the idea of orientation was raised and it happened for ½ hour on the 2nd day. But the big issue of unrest and mistrust remained in the background, unspoken. The Governance Project Team was a good experience and the result of their work is this orientation and the General Council Executive Handbook.

Barbara Rafuse talked about the whole first year as an orientation with language being the steepest learning curve. Someone commented at the 2nd meeting that she looked “less scared” and “more relaxed”. Because of her newness at these meetings, she didn’t realize that there were undercurrents and thought that this was just the way it was supposed to be. Barbara talked about being a member of the Listening Team and listening to the pain, frustrations, and disappointments. She heard how the Executive had not taken responsibility for its leadership role; however, many were unaware of what this role was. Barbara talked about the hopeful future for both the Executive and the national church.

Susan Tough talked about joining the Executive toward the end of the triennium as she was appointed to continue a term. She talked about the gift of building relationships across the church and her pride in being a member of the Executive. She talked about the hospitality she received and her appreciation to those who welcomed and challenged her.

Walter Sowa talked about his first Executive meeting. He knew there was a lot of work to be done and was eager to get on with it. With no orientation, they didn’t know what questions to ask. At his first meeting he felt bewildered, and remembered the words of Howard Brox about having “a tolerance for turbulence”. These words held true for the triennium.

Walter talked about the challenge of restructuring, which needed more time. He also talked about the sessional committees that worked well, with the leadership in committees bringing wisdom back to the whole Executive.

Questions from the Executive included:

What are the questions we should ask?

- Where do we expect to be in 3 years? It is the Executive that answers this question.
- Why are we dealing with this subject? Is this the group that should deal with this? (The screening process is now placed with the Senior Leadership Team)
- Is there a specific mandate that this Executive has that is unique to this Executive? Different? (The Permanent Committees are to help the Executive do their work – part of the mandate of the Executive is work done by the Permanent Committees to prepare the work to assist)
- Who decides what we should be dealing with? Are there guidelines to determine where decisions are made? (Guidelines in place and if done according to church policy no decision to be made)
- What is important for long term, future planning? (Executive needs to give thought to this in a coordinated way).
- What will this Executive do that others did not? (Only GCE has responsibility for governance – prior governance was the responsibility of the Divisions)

ROLES AND BOUNDARIES IN GOVERNANCE

Martha ter Kuile introduced the big picture with the image of a bridge joining each General Council with the GCE as the continuity between General Councils. She also gave images of the GCE as Spiritual Elders and of a bus following Jesus on the road to Galilee with the Executive as the mechanics with the responsibility to keep the bus rolling.

Martha summarized the responsibilities of the Executive of the General Council as follows:

- 1) Legal
 - As governing body
 - To legitimize the functioning of the United Church as an institution
 - Requirement in the Manual
- 2) Functional Role
 - Policymaking
 - Delegate
 - Oversight
- 3) Symbolic Role
 - Credibility to church members and ecumenical partners
 - Coherent entity

She also talked about the multiple accountability of the Executive. The Executive of the General Council is accountable to the General Council and also to the membership of the church, tradition and our partners.

The basic responsibilities as outlined include:

- 1) Discern and articulate emerging vision/identity;
- 2) Determine purpose, general goals and scope of activities of General Council Offices;
- 3) Make policy (or ensure adequate policies exist);
- 4) Monitor performance of General Council Offices (and put in place corrective measures if necessary);
- 5) Oversee/effective management of human and financial resources;
- 6) Serve as court of appeals; and
- 7) Self access.

It is the role of the Executive of the General Council to do these things with efficiency, effectiveness, and transparency.

WHAT THE CHURCH DOES: THE BIG PICTURE

Jim Sinclair encouraged the Executive to think of images of “what is church?” including pondering, praying, prophetic, proclamation, and the evangelical task. In table groups discussion was on the following:

- As an elected, Spiritual Elder, how do others see your role in the church?
- How does that image feel for you?
- What are the attributes of a “Spiritual Elder”?

Table Group responses included:

- When making group decisions, the Spirit moves among the group to lead to what hadn't been thought of at the beginning, it is important to create room for the Spirit to do the work of the Spirit in all our decision-making.
- When I wake in the morning I can't say that I will be a spiritual leader; but at night when I reflect on what took place I can say I did this and therefore am a spiritual leader.
- There is a difference in the way we share things and the image of grandparent and grandchild was given.

Other tools of the Executive of the General Council include:

- The Handbook
- The leaders and elders that remind the people of stories and help to validate people's ideas and assist making them concrete
- Digest of action from the 38th General Council – 2003 which is updated to show where each action is now.

Jim talked about the need to draw upon all our resources for decision-making, including stories and gifts, including spiritual gifts, and all the signs that lead to hope.

FROM HERE TO GENERAL COUNCIL 39 (2006)

Jim Sinclair reviewed the actions from the 38th General Council (2003) and the referrals to the Permanent Committees, Committee on Theology and Faith, and The Manual Committee. The document of actions is a reference to give information on where each petition and resolution is lodged. This can help Executive members in their role as interpreters of the work. This document will be updated throughout the triennium.

Jim noted the matters that will challenge us and open opportunities for a transforming church:

- Right Relations – how we are in our relations with aboriginal persons in the country and within our own denomination. Related to this is remandating the Healing Fund.
- Committee on Theology and Faith and the Statement of Faith will be a recommendation to the 39th General Council 2006. The Executive will receive updates throughout the triennium on this important piece of work.
- Budget and revenue generation will be conversations over the triennium. One such conversation may be to look at some kind of designated giving.
- Another item is for the Committee on Discipline to proceed with assisting the church with understanding our ethical practices and the ethical expectations of our members. There will be a recommendation for a policy to the 39th General Council.
- The Christian - Muslim document will be dispersed across the country for study, with a report to the 39th General Council.
- In our role as an employer, and who we are as a community, one critical piece for the triennium will be morale issues in the staff group across the country.
- A Strategic plan on what does the Lord require of us in shaping the need of the community for the witness of the United Church throughout Canada and the world, i.e. how do we care for congregations in areas of depopulation, as well as putting resources in the cities as they expand to accommodate the shifting population.
- Governance transition is still happening with policy changes and adjustments needed to work with the governance already in place.
- Care for, and nourishing of, our elected and appointed members with processes that are transparent and serve us in the right time and place.

NOMINATION PROCESS

Jim Sinclair introduced Pat Thompson and the major piece of work that has been done to assist with the task of nominations at the governance level.

Pat talked about how nominations and appointments are currently made, with a new approach to reflect the new organizational structure. The current process builds on the strengths of what was previously working well. It also surveyed the needs in the church and worked with a consulting group to look at values and outcomes. The first set of guiding principles informed our nominations that were approved by the 38th General Council 2003. She also talked about the lounge and a full-time staff position to show our commitment to this work.

To reach the goals, there is a renewed partnership with Conferences, providing detailed and timely information through multiple communication channels; and ensuring that groups are properly mandated with the right composition to give the right results in effective groups. Pat also talked about diversity; she noted that while diversity is highly valued; there is no consensus on what healthy diversity is.

Pat reviewed the committee work of the Executive of the General Council and opportunities for members of the Executive to participate in this work. Pat introduced Janet MacDonald who will be working on a contract as the Manager, Elected and Appointed members until a permanent position can be posted.

The appreciation of the Executive was given to Pat for her work to move the United Church along in the nominations process. A thank you of flowers was presented to Pat by Bob Johnstone.

LEARNINGS AND EVALUATION

Vicki Obedkoff closed the afternoon by harvesting our learnings and asked for anything that was surprising or exciting. Responses included:

- The General Council Executive Handbook is in print
- Conversation around being Spiritual elders
- Hearing the roles and responsibilities of the Executive
- Happy at the lack of tension
- Food is good

Concerns and puzzling items for the Executive included:

- Local arrangements – car-pooling?
- What's on Saturday night?

APPENDIX B**HOW CAN GCE BE BEST INFORMED ABOUT LIFE IN CONFERENCES**Hand written Input

- Informal sharing of something significant to each of us.
- What does life in the conference mean?
- What level do we [respect? represent?]
- Which direction does the info go?
- Sharing from conference to conference, what works for them.
- Better information sharing through the Observer, focus on individual conferences.
- Good news stories on website.
- Conference reports 3 good things and 1 struggle.