

## **THE UNITED CHURCH OF CANADA**

### **MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES**

**October 29 – November 1, 2004**

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Friday, October 29 to 3:30 p.m. on Monday, November 1, 2004 at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Peter Short, presided.

#### **ATTENDANCE**

##### **Voting Members**

Marion Best, Jim Blanchard, Lynn Boothroyd, Anne-Marie Carmoy, Marion Carr, Rhonda Clarke-Gauthier, Cindy Desilets, Dwaine Dornan, Diane Dwarka, David Giuliano, Fannie Hudson, Linsell Hurd, Jim Jackson, Donald Koots, Heather Leffler, Jennifer Llewellyn, Stephen Mabee, Mary-Beth Moriarity, Marion Pardy, Lorna Pawis, Barbara Rafuse, Paul Reed, Allan Seal, Dong-Chun Seo, Peter Short, Allan Sinclair, Jim Sinclair, Michelle Slater, Norma Soble, Walter Sowa, Paul Stott, George Takashima, Martha ter Kuile, Susan Tough, Stephane Vermette, Kent Ward, Wanda West, David Woodall.

##### **Corresponding Members**

David Allen, Lesley Anderson, Bill Bartlett, Debra Bowman, Omega Bula, Wendy Bulloch, Bob Campbell, Virginia Coleman, Brian Cornelius, Ian Fraser, Catherine Gaw, Doug Goodwin, Bruce Gregersen, Carol Hancock, Cheryl Jourdain, Anne Kline, William Kunder, Sharon Larade, Lynn Maki, Reta Manuel, Fred Monteith, Lois O'Neill, Peter Scott.

##### **Regrets**

Michael Bourgeois, Doug Einaron, Dorothy Hemingway, Scott Parsons, Jordan Thompson.

#### **FRIDAY OCTOBER 29, 2004**

The Moderator welcomed the Executive with the reminder that for every presence in this room, there are presences in other places who make it possible for us to be here. The Moderator invited everyone to recollect and be thankful for all who make this meeting possible. This was followed by prayer.

#### **ACKNOWLEDGEMENTS**

The Moderator noted people who will be arriving later in the meeting. Rev. Dr. Lesley Anderson, Global Partner from the Caribbean Conference of Churches and Jennifer Llewellyn, Chair of the Permanent Committee on Governance Planning & Budgeting Processes (GovCom) will both arrive Friday evening.

The Moderator noted those who are unable to be with us, especially Jordan Thompson who has had a tragic death in his family.

The Moderator introduced new persons to this Executive and thanked them for coming: Rhonda Clarke-Gauthier, Linsell Hurd, Allan Seal, Wanda West, Cheryl Jourdain, Reta Manuel, Anne Kline, and Terence McKague.

#### **CONSTITUTING OF THE EXECUTIVE**

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 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."

### **WORDS FROM THE CHAIR OF THE BUSINESS COMMITTEE**

Kent Ward made announcements throughout the meeting.

### **WORSHIP**

The music team, Mark MacLean, Lloyd MacLean, and Bruce Harding, led worship and music throughout the meeting. The opening worship included table group time for introductions and each table shared one pastoral moment as part of the prayer petitions and intercessions from the people.

### **OPENING MOTIONS**

**Motion: Jim Sinclair/Kent Ward**

**2004-10-29-164**

#### **Corresponding Members**

That the corresponding members of the Executive of the General Council for this meeting be Sharon Larade (Chief Archivist), Reta Manuel (NWO), Lois O'Neill (Observer), Debra Bowman (Chair, GC-A&P), the General Council Ministers, the Conference Executive Secretaries Speaker and those attending in their place, Lesley Anderson (Praesidium, Caribbean Conference of Churches, Global Partner), Terence McKague (Permanent Committee on Governance Planning and Budget Processes), Anne Kline (alternate for Chair, Permanent Committee on Finance), and other persons attending the meeting as resource to the Executive.

#### **Administrative Staff**

That the administrative staff for this meeting be Robin Chen, Sarah Cooper, Merjean Enriquez, Alison Jordan, Megan Long, Joan MacGillivray, Janet McDonald, and Nada Milosavljevic and that the minute secretary for this meeting be Joan MacGillivray.

#### **Reference and Counsel**

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.

#### **Agenda**

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

#### **Approval of Minutes of the Executive of General Council**

That the Executive of General Council approve the minutes of the Executive of General Council meeting held on April 23 -26, 2004.

#### **Receiving Minutes of the Sub-Executive of General Council**

That the Executive of General Council receive, for information, the minutes of the meetings of the Sub-Executive of General Council held June 24, 2004, July 21, 2004, and October 12, 2004.

**Carried**

### **Correspondence**

**Motion: Jim Sinclair/Kent Ward**

**2004-10-29-165**

That the Executive of General Council refer the following correspondence received to Sessional Committee 2 for consideration:

<b>FROM</b>	<b>DATE</b>	<b>REGARDING</b>	<b>SUGGESTED ACTION</b>
1. Peter Wyatt, Principal, Emmanuel College Jean Stairs, Principal, Vancouver School of Theology Ken Macqueen, Principal, Queen's Theological College CORR - 3-4	May 18, 2004	Downward shift in enrolment statistics for 2004-05 within three UCC campus-based theological schools	Recommend that this be referred to the Faith Formation and Education Unit for action
2. Rainbow Pastoral Charge CORR - 5 Response from Cecile Fausak, President, Alberta & Northwest Conference Response from Jim Sinclair CORR - 6-8	May 28, 2004 July 22, 2004 Sept. 7, 2004	Support of the request from Bissell Memorial United Church re Action of General Council on Same Sex Marriage	For information
3. Catherine Gaw, CES, Maritime Conference CORR – 9	June 7, 2004	Resolution from annual meeting Allocation of surplus monies toward the process of truth-telling and/or the United Church Healing Fund	Recommend that this be referred to the Residential Schools Steering Committee, and the General Council Minister, Resources for Mission & Ministry
4. Peter Scott, London Conference CORR - 10	June 14, 2004	Resolution from annual meeting to challenge the Government of Canada to increase funding to allow youth to gain an understanding of the international world	Recommend that this be referred to Faith, Formation and Education Unit
5. Peter Scott, London Conference CORR - 11	June 14, 2004	Resolution from annual meeting to identify camping as a top priority for increased funding	Recommend that this be referred to the General Council Minister, Programs for Mission & Ministry
6. Bob Campbell, Saskatchewan Conference CORR - 12	July 20, 2004	Resolution from annual meeting to continue to urge government of Canada to recognize same-sex marriage	Recommend that this be referred to the Justice, Global and Ecumenical Relations Unit
7. Arlyce Schiebout, President, Montreal & Ottawa Conference CORR - 13-14	September 7, 2004	Resolution from annual meeting to explain and advocate the United Church's position on same-sex marriage to the government	Recommend that this be referred to the Justice, Global and Ecumenical Relations Unit
8. Bob Campbell, Saskatchewan Conference CORR - 15-16	July 20, 2004	Resolution from annual meeting Genetically Modified Organisms	Recommend that this be referred to the Justice, Global and Ecumenical Relations Unit

9. Bob Campbell, Saskatchewan Conference CORR - 17-18	July 26, 2004	Resolution from annual meeting to continue the campaign against HIV/AIDS beyond 2004	Recommend that this be referred to the Justice, Global and Ecumenical Relations Unit
10. Mildred Harper CORR - 19	July 6, 2004	Thanks for remembrance for Bud Harper	For information
11. Allan Barnes Response from Jim Sinclair CORR - 20-22	August 17, 2004 Sept. 14, 2004	Funding idea for theological schools	Recommend that this be referred to General Council Minister, Resources for Mission & Ministry
12. Peter Wyatt, Principal Emmanuel College CORR - 25-26	October 12, 2004	Permission to approach the Conferences of Toronto, Hamilton, London, Bay of Quinte, and Manitu for a capital campaign to endow chairs	For action of the Executive of the General Council
13. Virginia Coleman Manitoba and Northwestern Ontario Conference CORR - 27	October 22, 2004	Timeline for setting budgets	Recommend that this be referred to the General Council Minister, Resources for Mission & Ministry

**Carried**

### Receiving Reports

**Motion: Jim Sinclair/Kent Ward**

**2004-10-29-166**

That the Executive of the General Council receive the following reports:

- Moderator's Report (English and French), *DR 7-13*
- Report of the Moderator's Advisory Committee, *DR 14*
- WCC Executive Meeting in Seoul, Korea, *DR 1-4*
- Report of the Residential Schools Steering Committee, *DR 19-22D*
- Report of the General Secretary and General Council Ministers, *DR 28-37*
- Report of the General Secretary's Supervision Committee, *DR 5-6*
- Pension Board Accountability report, *DR15-18*
- Report of the Committee on Archives and History *DR 23-27*
- Report of the Auditor, *DR 42-67*
- Report of the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS), *MEPS 1-10*
- Report of the Permanent Committee on Programs for Mission and Ministry (PC-PMM) and attached appendices 1-8, *PMM 1-100*
- Report of the Permanent Committee on Finance (PC-FIN), *FIN 1-12*
- Report of the Permanent Committee on Governance, Planning and Budgeting Processes (GovCom) *GOVCOM 1-9*
- Report of the Agenda and Planning Committee, GC39, *DR 38-41*

**Carried**

### Referral to Sessional Committees

**Motion: Jim Sinclair/Kent Ward**

**2004-10-29-167**

That the Executive of the General Council refer business as outlined on page INFO 2 (below) and that we assign the Residential Schools Report, Proposals 19 and 20, and the Nominations Committee Report, when it is received, to Sessional Committee 3.

## Carried

### **Sessional Committee 1 (SC1)**

1. PC-FIN Report – Proposal 18 (2005 Budget)
2. Audit Committee – Proposals 15 & 16
3. Report of the General Secretary/Senior Leadership Team
4. Report of the Moderator
5. Report of the Agenda & Planning Committee

### **Sessional Committee 3 (SC3)**

1. PC-MEPS Report – Proposals 7, 8, 9
2. PC-PMM – Proposal 10
3. Archives Committee Report – Proposals 1&2

### **Sessional Committee 2 (SC2)**

1. PC-GovCom Report – Proposals 3 - 6
2. PC-PMM – Proposals 11-14
3. Correspondence

## **DECLARATIONS OF INTEREST**

The General Secretary reviewed the Declarations of Interest guidelines that are in the Handbook on page INFO 18.

## **PROPOSAL PROCESS**

The General Secretary reviewed the Proposal Process on page INFO 7 of the Handbook.

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

## **MODERATOR'S REPORT (DR 7-13)**

The Moderator's work to the whole church has been reported through *The United Church Observer* as well as his report in the Workbook (DR 7–13).

The Moderator talked about his most important work as being the encouragement of the United Church in the life of the Spirit rather than in the Spiritual life. Through a parable in Mark, the Moderator reminded us that not everything we do succeeds and that we all need encouragement to keep going. He talked about encouragement from the Spirit by our stories, recognizing ourselves in the stories, and learning to live by the Spirit within powers greater than us. The mission of the Moderator is to encourage both the church and its people.

The Moderator noted that he has visited six Conferences to date and has conducted retreats for 475 people in ministry. Next month he will be visiting Newfoundland and Labrador Conference, with visits to navy personnel in Halifax in December, British Columbia Conference in January, Maritime Conference in February, and Hamilton Conference in April. The Moderator will also visit our partners in Africa in March. The Moderator thanked the Conference Executive Secretaries for the assistance they have given during his visits and the hospitality he has received everywhere.

After time for questions and comments, the report was forwarded to Sessional Committee 1.

The Moderator resumed the chair.

## **GENERAL SECRETARY'S/SENIOR LEADERSHIP TEAM REPORT (DR 5–6)**

The General Secretary reported and talked about encouragement with practical applications, especially where the Body of Christ has taken risks. Further conversations will be framed by the exciting interface that is happening between the Conferences and the General Council Office.

## **Sale of (former) Wesley United Church Property (DR 22E) Proposal 19**

The General Secretary, General Council presented the following proposal:

That the consent of the Executive of the General Council be granted for the sale of the property located at 1315 7<sup>th</sup> Street SW, Calgary, Alberta, legally described as Plan A1, Block 92, Lots 21 to 25 inclusive, for a

sale price of not less than \$1,000,001.00, and that the proceeds be made available through the Property and Church Development Society of Calgary Presbytery for use for new ministry developments.

Don Koots declared an interest in this proposal.

**Motion: Jim Blanchard/Stephen Mabee**

**2004-10-29-168**

That the consent of the Executive of the General Council be granted for the sale of the property located at 1315 7<sup>th</sup> Street SW, Calgary, Alberta, legally described as Plan A1, Block 92, Lots 21 to 25 inclusive, for a sale price of not less than \$1,000,001.00, and that the proceeds be made available through the Property and Church Development Society of Calgary Presbytery for use for new ministry developments.

**Carried**

The General Secretary updated the Executive on the job categorization process that was directed to the General Secretary in April 2002 by the Executive. A Job Evaluation Steering Committee, with representation from all the Units and staff, was established to put forward a proposal and an outside expert, Hay Consultants, was chosen. Hay Consultants has experience with denominational bodies in the United States and non-profit and commercial systems in Canada and North America. On June 15 all employees, except the General Secretary and the Moderator, received a letter about their category and salary. For many this was a difficult time and 57 people signed a letter asking for a meeting to talk about the job categorization process, the appeal process, and general questions. An in-house meeting was held on October 25, 2004 for interested staff to address concerns with the assistance of a facilitator, Andrew Reesor-McDowell. A planning team made up of Glenn Smith, Claudia Kutchukian, Suzette Mungal, Choice Okoro, and Deborah Marshall worked with the SLT on this meeting. The meeting was respectful and no one was blindsided by the comments and concerns. In the significant moments of tension and conflict we are building a solid foundation towards a lasting and creative relationship. The General Secretary invited the Executive to continue to pray for all of us.

The General Secretary expressed appreciation to Jim Blanchard, Chair of the Permanent Committee on Ministry and Employment Policies and Services (PC MEPS) for attending the staff meeting as a listener and link to the Executive. The Senior Leadership Team will be pursuing with the Permanent Committee on MEPS further discussion about the level at which Executive salaries are determined by the Sub-Executive and also policies on the internal equity of salary levels.

**Board of Directors for The United Church Observer for 2004-2005**

The nine returning Board members are: Gordon Conlin, Hamilton Conference; Don Genge, Bay of Quinte Conference; Lois O'Neill, Toronto Conference; Bill Rogers, Manitou Conference; Michael Shewburg, London Conference; Barbara Walkden, Toronto Conference; Bill Phipps, Alberta and Northwest Conference; Sung Min Jung, Maritime Conference; and Teresa Moysey, Conference of Manitoba and Northwestern Ontario. Editor, Muriel Duncan is an ex officio member.

**Motion: Jim Sinclair/Kent Ward**

**2004-10-29-169**

That the Executive of the General Council approve Lynn Boothroyd, Montreal and Ottawa Conference as the new nominee to The United Church Observer Board of Directors.

**Carried**

**Appointment**

**Executive Minister, Justice Global and Ecumenical Relations Unit**

Bruce Gregersen shared information on the Search and Selection process for the Executive Minister of the Justice Global and Ecumenical Relations Unit (JGER).

Paul Stott declared an interest in this motion.

**Motion: Marion Best/Kent Ward**

**2004-10-29-170**

That the Executive of the General Council approve the appointment of Omega Chilufya Bula as the Executive Minister, Justice Global and Ecumenical Relations Unit.

**Carried**

**Motion: Jim Blanchard/Stephen Mabee**

**2004-10-29-171**

That the Executive of the General Council authorize the General Secretary, General Council to review and revise the job description for the position of General Council Minister, Racial Justice for consideration and approval by the Sub-Executive of the General Council, prior to the beginning of the search process for the position.

**Motion: Marion Parady/Paul Stott**

**2004-10-29-172**

To refer motion 2004-10-29-171 to the Business Table for appropriate wording.

**Carried**

The General Secretary concluded his report with questions and comments. The report was forwarded to Sessional Committee 1.

**WORLD COUNCIL OF CHURCHES (WCC) REPORT (DR 1–4)**

Marion Best reported on information since her written report. She talked about Korea's unification and what unification means in terms of more conversations and cooperation rather than imposing one government on another. Marion talked about the Reconfiguration of the Ecumenical Movement and the Consultation in December that she is attending with Jim Boyles, General Secretary of the Anglican Church of Canada. The hope for this Consultation is to clarify the roles for a global ecumenical body. Information on the Assembly, February 13–16, 2006 in Brazil, will be on the WCC website ([www.wcc-coe.org](http://www.wcc-coe.org)) by December 1. Marion noted that the Canadian churches will have an orientation event for anyone going to the assembly on October 21–23.

The most visible and major program of the WCC has been the Decade to Overcome Violence. This year the focus has been on the Power and Promise of Peace held in the United States. Marion shared the living letter she read on behalf of the Canadian member churches at the consultation (Appendix A).

**RESIDENTIAL SCHOOLS STEERING COMMITTEE (DR 19–22D)**

Jamie Scott introduced a film produced by the Aboriginal Healing Foundation in order to bring Aboriginal voices into this meeting. Jamie noted, it is necessary to hear these voices whenever making decisions about the Residential Schools process.

David MacDonald talked about the round table discussions that have taken place with representatives of the churches, Assembly of First Nations, other Aboriginal Groups, and the Government of Canada.

The National Day of Healing and Reconciliation is an opportunity to think about the experience of reconciliation and healing in terms of the various groups in need of reconciliation. Reconciliation month, May 26–June 21, is a time when congregations are encouraged to think about what they can do to move towards reconciliation.

Brian Thorpe talked about the government dispute resolution process and the tensions between an adversarial court system and an Aboriginal justice system. The new government dispute process is more positive and humane but is still restrictive in that it is based on case law for compensation. The United Church continues to push for a fairer process even though they are involved in the process.

Jamie Scott talked about the systemic wrong that has affected every Aboriginal person who attended residential schools as well as their nation and their descendants. Jamie used three separate cases to illustrate how each process is different and how the process often feels intrusive and adversarial.

The report and proposal 20 were referred to Sessional Committee 3.

The Music Team provided grace before meals throughout the meeting. The Moderator introduced Bob Burrows who will have a book signing for his book on the history of the health care system of the United Church, entitled *Healing in the Wilderness*.

**BUSINESS COMMITTEE**

The Friend in the Executive, Bob Campbell, reported.

Kent Ward, for the Business Committee, brought back the referred motion.

**Motion: Paul Reed/Kent Ward****2004-10-29-173**

That the comments from table groups and the motion 2004-10-29-171 re the job description for the General Council Minister, Racial Justice position be referred to Sessional Committee 2.

**Carried**

In response to a request, it was agreed that Correspondence #3 be referred to Sessional Committee 3.

3. Catherine Gaw, CES, Maritime Conference CORR – 9	June 7, 2004	Resolution from annual meeting Allocation of surplus monies toward the process of truth-telling and/or the United Church Healing Fund	Recommend that this be referred to the Residential Schools Steering Committee, and the General Council Minister, Resources for Mission & Ministry
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**PERMANENT COMMITTEE ON FINANCE (FIN 1-13)**

Anne Kline, a member of Permanent Committee on Finance (PC FIN), reviewed the accountability report of the Permanent Committee including its work on the oversight of the financial health of the church. Anne noted that the policy work forwarded by the Executive in April is still ongoing work and will return to the Executive at its April 2005 meeting. Anne noted that the accounts are in good shape and are tracking to meet the 2004 Budget.

Anne talked about the oversight of budget preparations and clarified how the budget process works. PC FIN believes that a \$1 million draw can be justified to support the 2005 Budget of \$57 million. Anne noted the work and struggles in the budget process and thanked all who have contributed to the process.

Anne also talked about the future of the church from a financial perspective. Currently 10% of the total income is being drawn from the Reserves on a yearly basis. This is an ongoing issue that PC FIN continues to struggle with as it continues to review the Reserve Policy. One option is to move from reliance on the Reserve for core funding and refocus it for new and strategic initiatives.

After table group time, there were no questions. The report was referred to Sessional Committee 1.

The Moderator introduced the people at the Business Table – Kent Ward, Paul Reed, Bob Campbell, and David Allen.

**PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES (PC MEPS) (MEPS 1-10)**

Jim Blanchard introduced the report of the PC MEPS. He noted that the Isolation in Ministry Committee met last week and that the Compensation Review Study is ongoing. The Designated Lay Ministry Task Group has had one meeting and the first major task is to find out what positions they are working with. He also noted the ongoing training for supervisory staff.

Another major topic is Communications and Jim introduced Alan Hall who will be the volunteer editor for a newsletter, *Connex*. The purpose is to ensure clear communication for both employees and employers across the church. The newsletter is being circulated in both English and French and will highlight major initiatives and policies already in place. Any suggestions or comments on the newsletter should be forwarded to Alan Hall.

Jim Blanchard talked about the job reclassification project that PC MEPS has reported on at previous Executive meetings. PC MEPS does not have any concerns about the process and since they used existing Human Resources policies already adopted by the Executive, they did not see any policy issues

that needed the action of the Executive. PC MEPS also felt it was appropriate for them to make the recommendation to the Sub-Executive on the salary levels for the Moderator and General Secretary.

Jim reported on his role as an observer at the October 25 staff meeting. He noted that the manner in which the Senior Leadership Team and staff worked was honest and open. He feels that this is a significant time in the evolution of the structure and relationship of the SLT to staff, including staff better understanding the new structure. Jim urged the Executive, at this critical moment in the evolution of the new structure, to continue to let the relationship develop.

Jim thanked the members of the PC MEPS and the staff. He reviewed the three proposals from PC MEPS being referred to Sessional Committee 3. Questions and comments were made and referred to the Sessional Committee including a request that an organizational chart (Appendix B) be included as part of the Handbook.

The Moderator thanked staff for their work and noted the major piece of work done by Alison Jordan and Megan Long to produce the Work Book for the Executive. He also introduced the people working at the Staff Table - Merjean Enriquez, Sarah Cooper, Robin Chen, and Janet McDonald.

## **ANNOUNCEMENTS**

The Nominations Committee report was distributed.

### **Motion: Kent Ward/Jim Jackson**

**2004-10-29-174**

That the Executive of the General Council receive the report of the Nominations Committee.

**Carried**

### **PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY (PMM 1–110)**

Diane Dwarka introduced the report of the Permanent Committee on Programs for Mission and Ministry (PC PMM). Diane thanked the people who staff the various units that make up the PC PMM and Bruce Gregersen, Omega Bula, and Sarah Cooper. Diane also recognized the work of Chris Ferguson as he moves into his new position with the World Council of Churches. The Committee has spent a lot of time looking at congregational mission across the units and this work will come back to the Executive in April 2005.

### **Gender Justice Advisory Committee Relocation – PMM 78–81 and Proposal 12**

Bruce Gregersen and Susan Jackson reviewed the history and work of the Gender Justice Committee and its present inability to deal with systemic issues within our own lives and house. Bruce Gregersen and Richard Chambers from Justice Global and Ecumenical Relations Unit (JGER) have worked with the Committee to produce a new plan in order to help all the parts of the church to be more accountable.

### **Camp Accreditation – PMM 71–77 and Proposal 11**

Bev Oag gave an overview of the camp accreditation process that saw all 76 United Church camps visited this past summer. The feedback from both camps and accreditors regarding the process has been positive. This gave Conferences and presbyteries an opportunity to reconnect with their camps.

It was noted that the accreditation process will be part of Delegated Authority to the PC PMM. However, in order to receive approval in time for the 2005 camping season the Executive is asked for their approval to the accreditation.

Questions and concerns were forwarded to the Sessional Committee with other comments.

### **Remanding Process of the Healing Fund Council - PMM 82–100, Proposal 13**

Lorna Pawis, Allan Sinclair, and Laverne Jacobs reported on the history of the Healing Fund, stories of projects funded, and the work that is still to be done in order to allow people to live with self-confidence and independence.

**Motion: Diane Dwarka/Jim Blanchard****2004-10-29-175**

That the appreciation of the Executive of the General Council be extended to all members who have served on the Healing Fund Council from 1994 to 2004: Dorothy Russ, Jim White, Sophia Jamieson, Lorna Pawis, Rev. Janet Sigurdson, Maria Shepherd, Rev. Allan Sinclair, Rev. Esaias Beardy, Alvina Steinhauer, Brenda Steinhauer, Rev. Robert (Bob) Patton.

**Carried**

The Moderator presented certificates for the members of the Healing Fund Committee to be given out at their upcoming meeting. A moment of silence and prayer followed.

**Ministry-Based Ordination Program (MBOP) – PMM 27–70 and Proposal 10**

Betsy Anderson reviewed the 20 years of experience with ministry and community-based theological education and the experience of more than 100 graduates who are currently serving the United Church. She also reviewed the steps that led to the recommendation passed at the 38<sup>th</sup> General Council 2003 (Wolfville) and the proposal for the current Ministry-Based Ordination Program.

Stephane Vermette declared an interest in this proposal.

Questions, concerns, and comments were raised and responded to with additional comments forwarded to the Sessional Committee 3.

Steven Chambers, Executive Minister of the Faith Formation and Education Unit (FFE) thanked Betsy Anderson for her work on this her last day of work with the General Council Office.

Dr. Lesley Anderson, our global guest, arrived at the meeting and was welcomed by the Moderator.

**Covenanting for Justice in the Economy and the Earth (Accra Declaration) – PMM 101–105, and Proposal 14 PMM 110**

Bruce Gregersen and Omega Bula introduced this significant world statement from Accra, Ghana that came out of the struggle of a large number of Christians in the World Alliance of Reformed Churches. The United Church had an important role in the creation of this document through engagement in the process, including the contributions of both Omega and Chris Ferguson. Omega brought greetings from John Asling who is on secondment to the World Alliance of Reformed Churches as one of the people working and carrying out the work of the United Church throughout the world.

Diane highlighted other items in the PC PMM report that are for information including the National Curriculum Consultation and the Academic Appointments which are reported as required by the Delegated Authority policy. Will Kunder noted the appointments of Melody McKellar as the Keeper of the Circle at the Dr. Jessie Saulteaux Resource Centre and Brenda Laronde Simpson as the Director of the Francis Sandy Theological Centre. This is the first time that all three native theological schools are being led by Aboriginal people.

The discussion paper on revising Appendix 4 (PMM 8–22) will come back to the Executive for review before it is presented to GC39 (2006) in Thunder Bay.

Diane thanked all members of PC PMM and the staff that reported and worked on this report.

The Moderator welcomed Jennifer Llewellyn, chair of the Permanent Committee on Governance Planning and Budgeting Processes (GovCom) to the meeting.

**ANNOUNCEMENTS**

Announcements were made by Kent Ward and Bob Campbell.

The Moderator introduced staff throughout the meeting as they came to participate and observe the Executive.

## **STRATEGIC PLANNING**

Martha ter Kuile and Debra Bowman led the Executive through a process to look at what Strategic Planning is, including the education and theological reflection components. Martha gave an overview and history of Strategic Planning through this triennium, including the work of GovCom at its September meeting to develop a proposal on a Strategic Planning Process for this Executive (Appendix C).

Time was spent first in personal silence, then in table groups and sharing in the plenary on each of the following questions:

- How does God speak to you? What does it mean to hear the prompting of the Spirit?
- In your experience, how and when does God speak to the church today?
- What does “strategic” mean?

Responses from table groups are attached in Appendix D.

Debra Bowman talked about the direction needed by the Agenda and Planning Committee for General Council. Currently there is no policy or template on the decisions to be made at General Council and work that should come to General Council. Debra also asked what are the purpose and expected outcomes from General Council. GovCom has also reflected on these questions and have brought a proposal as part of their report.

Table Groups shared their expectations for General Council and reported back on what General Council should look like, and its purposes. Responses are included in Appendix E. A proposal from the Agenda and Planning Committee will come to the April 2005 Executive meeting.

Martha shared the work of GovCom on Strategic Planning with a presentation on discerning, planning, and implementation. Comments and questions were responded to for clarification and referred to Sessional Committee 2.

The Moderator adjourned the meeting for the evening with prayer.

## **SATURDAY OCTOBER 30, 2004**

The Observer Corporation Annual General Meeting took place prior to the Executive beginning on Saturday morning. The Moderator presented a plaque to The United Church Observer to honour its 175<sup>th</sup> anniversary as part of the worship at the conclusion of The Observer Corporation meeting.

The Moderator welcomed everyone to the Executive this morning and invited people to connect in table groups.

## **ANNOUNCEMENTS**

Kent Ward made additions to the agenda.

### **Motion: Kent Ward/Stephen Mabee**

**2004-10-29-176**

To receive the letter from the Settlement Committee of London Conference and refer it to Sessional Committee 3.

**Carried**

### **Motion: Kent Ward/Stephen Mabee**

**2004-10-29-177**

To refer the report of the Permanent Committee on Programs for Mission and Ministry to Sessional Committee 3.

**Carried**

## **PERMANENT COMMITTEE ON GOVERNANCE, PLANNING AND BUDGETING PROCESSES (GovCom) (GOVCOM 1–9)**

Jennifer Llewellyn introduced the members of the Executive who are also on GovCom and thanked Martha ter Kuile, Debra Bowman, and Ian Fraser for the work done on yesterday’s presentation to give

the Executive time to pause, discern, and reflect on some of the things GovCom has been working on. Jennifer also asked the Executive for its input on the role of the Sub-Executive and to give this input to GovCom.

Jennifer reviewed what has happened with the strategic planning piece since the last Executive meeting and talked about the special meeting with GovCom, the Senior Leadership Team, and the chairs from the Permanent Committees. She reviewed the timeline for the process that begins with General Council doing its work of discernment and vision setting. She also noted that a strategic plan is different from an operational plan.

Jennifer talked about the proposal as a guide to inform when it is appropriate to delegate authority. She also noted that it is not appropriate to delegate certain items which are stated in the *Manual* as the responsibility of the Executive. The GovCom is also suggesting that the *Manual* Committee revisit the reconsideration of motions to ensure that the Executive is able to reconsider decisions when they have delegated their authority.

**Motion: Jennifer Llewellyn/Martha ter Kuile**

**2004-10-29-178**

To refer the proposals referred to the Permanent Committee on Governance, Planning and Budgeting Processes at the April 2004 meeting of the Executive of the General Council to Sessional Committee 2 for consideration along with the proposal on the policy for delegated authority.

Proposal 2 – April 2004 – Appointments to World Ecumenical, Interfaith and other bodies

Proposal 3 – April 2004 – Duty of Care Program

Proposal 5 – April 2004 - Internships

Proposal 5 – November 2003 – Delegation of Authority Request

**Carried**

Questions and comments were forwarded to Sessional Committee 2 after responses for clarification.

Jennifer advised the Executive of the General Council of her intention to resign as the Chair of GovCom. The Moderator expressed the indebtedness of the Executive to Jennifer and noted her skills, expertise, passion, and life-long commitment to the United Church. He thanked Jennifer for the shared vision of a new church, a new heaven, and a new earth.

**GLOBAL PARTNER**

The Moderator welcomed Rev. Dr. Lesley Anderson, our global partner from the Caribbean Conference of Churches.

Lesley brought greetings in the name of Jesus and talked about the experience of the hurricanes in the Caribbean region. He talked about the experiences of fear and trauma in the midst of the darkest moments and how throughout the suffering and sorrow, God was with us.

Lesley talked about the need for water, food, clothing, and building supplies including prayers and funds for reconstruction. He said that if the United Church could fund one project, he suggested the United Theological College of West Indies. Lesley thanked the Executive and looks forward to continuing solidarity during reconstruction.

**NOMINATIONS COMMITTEE REPORT**

Marion Parly introduced the members of the Nominations Committee and thanked them for their work. She shared the process for Spiritual discernment that the Nominations Committee uses in its decision-making.

Janet McDonald shared the statistics and categories to show the work of the Nominations Committee and how this work is enabled by the work of the Executive, Conference Executive Secretaries and Speaker, and Committee members.

Questions and comments were referred to Sessional Committee 3 to inform its work.

## AUJOURD'HUI CREDO PRESENTATION

The Moderator recognized the contribution that Aujour'd'hui Credo makes to The United Church of Canada on this, its 50<sup>th</sup> Anniversary. The Moderator presented a plaque to David Fines for Aujour'd'hui Credo on behalf of the Executive.

## SESSIONAL COMMITTEES

Sessional Committees met for the remainder of the day followed by an optional gathering for voting members of the Executive.

## SUNDAY OCTOBER 31, 2004

### WORSHIP

Worship was celebrated by the Moderator and Lesley Anderson. Reflection honoured the members of our Church family who have left bequest gifts, annuity residues, and insurance proceeds to The United Church of Canada from May 2004 to October 2004.

#### Mission and Service

Esther Adams  
Elizabeth Addison  
John B. Alexander  
Thelma Noreen Atkinson  
Beverly Banting  
Bruce Adam Barr  
Anne Cameron  
Madeline Carter  
Charles David Cumming  
Marion Dewar  
Pearl Edwards  
John Forsyth  
Horace W. Galbraith  
Annie Gamble  
Mary Gardhouse  
Jean Graham  
Anna Viola Halfyard  
Mabel Hickman (*The United Church of Canada*)  
Pearce Johnston  
Harry Jolliffe  
Charles Kappelé  
Marjorie Laing  
Kathleen M. Leslie  
Grace Macewan  
Mary Kathleen MacIntosh  
Mary MacKenzie  
Beulah MacLaren  
Rebecca MacLeod  
Sloan McConnell  
Myrtle McDermet  
Marion Moodie  
Irene Moyer  
Clare Parsons  
Gladys Petrie  
Margaret Pockler  
Harold R. Redmond  
Norman Rae Reid  
Barbara R. Williams-Reid (*The United Church of Canada*)  
Isabella Rose

Marion Schweitzer  
Agnes Bessie Sleep  
Graham Smith  
May Stevenson  
Thelma Grace Stewart  
Norma Tanner  
Gladys Vandersen  
Lillian Vallance  
Inga Marie Weeks  
Elizabeth Warr  
Margaret Watts

#### The United Church of Canada

Margaret Isabel Armstrong  
Robert H. & Elizabeth Bauld  
Cecil George Booth  
Frank Brisbin  
Leslie Carmichael  
Dr. W.J. Copeman  
Herbert Crosby  
Gwendolyn Embree  
Ruth Ann Flood  
Mabel Geary  
Mabel Hickman  
Luella McCleary  
Ruth McNichol  
Edith Miek  
Vera Preston  
Alfreda Skenfield  
Margaret Smith

#### Division Of World Outreach

Mary Reece

#### Huntington University, Sudbury ON

Rev. Douglas Conlan  
Irene Racicot

Pearce William Education Conference Centre,  
Fingal, ON  
Sloan McConnell

Cheryl Jourdain was covenanted to her position as Speaker of the All Native Circle. Rhonda Clarke-Gauthier, Linsell Hurd, Allan Seal, Wanda West, and Reta Manuel were covenanted as members of the Executive of the General Council.

### **PENSION BOARD REPORT (DR 15)**

Jayne Casanova and Charlie Black from the United Church Pension Board presented items for information to inform the Executive of actions that will be before the April Executive meeting. Charlie's presentation included an update, history, and the nature of a defined benefit pension plan such as ours.

Jayne Casanova gave an overview on some of the sample beliefs and principles that provide a strategic direction for the pension plan. She also illustrated how the beliefs are used to formulate policy. The Pension Board will continue to work on these beliefs and principles and will bring a proposal for approval at the Spring Executive meeting.

### **SESSIONAL COMMITTEE ONE REPORT**

David Woodall presented the report of Sessional Committee 1 on behalf of the members of the Committee.

#### **Participants:**

- |                               |                   |                  |
|-------------------------------|-------------------|------------------|
| 1. David Woodall (chair)      | 9. Dong-Chun Seo  | 17. Kent Ward    |
| 2. Brian Cornelius (recorder) | 10. Marion Best   | 18. David Allen  |
| 3. Dwaine Dorman              | 11. Norma Soble   | 19. Paul Reed    |
| 4. Ian Fraser                 | 12. Donald Koots  | 20. Bob Campbell |
| 5. Marion Carr                | 13. Carol Hancock | 21. Debra Bowman |
| 6. Lorna Pawis                | 14. Jim Jackson   | 22. Peter Short  |
| 7. Bill Bartlett              | 15. Peter Scott   | 23. Jim Sinclair |
| 8. Rhonda Clarke-Gauthier     | 16. Anne Kline    |                  |

#### **Resource:**

1. Ron Olsen
2. Peter Tebbutt

### **AUDIT COMMITTEE**

#### **Audit Committee Charter (DR 45) Proposal 15**

#### **Motion: David Woodall/Kent Ward**

**2004-10-29-179**

That the Executive of the General Council approve the new audit committee charter, with the following editorial changes under the heading of "membership" (DR 42 in the Work Book) (Appendix F attached to the official copy of the minutes).

First focus point be changed to "The Audit Committee shall be composed of a minimum of five and a maximum of seven members, one of whom shall be the General Secretary... with four to six members..."

Second focus point be changed to "A majority of the appointees..."

Fourth focus point be changed to "The committee shall have access to counsel and other advisors at the committee's sole discretion."

#### **Carried**

#### **Audited Financial Statements of the Accounts of The United Church of Canada (DR 67) Proposal 16**

Whereas the Audit Committee has met with the auditors, Deloitte & Touche LLP, and  
Whereas the Audit Committee has reviewed the statement of financial position of the Accounts of The United Church of Canada as at December 31, 2003, and the statement of operations, the statement of changes in fund balances and the statement of cash flows for the year then ended, and  
Whereas the Audit Committee approved the financial statements at its meeting of May 19, 2004,

#### **Motion: David Woodall/Kent Ward**

**2004-10-29-180**

That the Executive of the General Council receive the audited financial statements dated April 30, 2004 for the Accounts of The United Church of Canada ending December 31, 2003.

**Carried**

**Appointment of Auditors for 2004 (DR 68) – Proposal 17**

Whereas the Audit Committee has met with Deloitte & Touche LLP to review the engagement letter for the audit of the Accounts of The United Church of Canada for the year ending December 31, 2004, and Whereas the Audit Committee has recommended approval of the engagement letter,

**Motion: David Woodall/Kent Ward**

**2004-10-29-181**

That the Executive of the General Council appoint Deloitte & Touche LLP to perform the audit of The Accounts of The United Church of Canada for the year ending December 31, 2004.

**Carried**

The Sessional Committee noted that the Audit Committee does review our auditor.

**PERMANENT COMMITTEE ON FINANCE (PC-FIN)**

The Sessional Committee noted that in 2001, the Executive was committed to addressing and taking responsibility for The United Church of Canada's involvement in the Residential School legacy. There was uncertainty about the impact of this responsibility on The United Church of Canada and the Executive instituted a freeze on the Reserve Fund. The Sessional Committee noted that at the present time, the situation has changed and we are not, in practical terms, continuing this freeze.

The Sessional Committee presented a proposal on the freeze on the United Church Reserve Fund followed by questions and a discussion.

**Motion: David Woodall/Kent Ward**

**2004-10-29-182**

That the Executive of the General Council lift the freeze on the United Church Reserve Fund.

**Carried**

**Policies and United Church Reserves**

The Sessional Committee presented a new proposal on policies and the United Church Reserve. It was also noted that it would be good to have an accounting of the funds within the Morrison Bequest.

**Motion: David Woodall/Kent Ward**

**2004-10-29-183**

That the Executive of the General Council direct the Permanent Committee on Finance (PC FIN), in conjunction with PC-FIN's present review of all reserves and funds held by the United Church, to

- (a) review current policies regarding the purpose and utilization of the United Church Reserve Fund, the Morrison Bequest, and the Mission & Service Operating Fund;
- (b) make recommendations regarding any revisions necessary for the development of comprehensive policies related to those and other funds; and
- (c) make an interim report to the April 2005 Executive of the General Council meeting.

**Carried**

**2005 Operating Budget - Proposal 18**

The Sessional Committee presented a new proposal. It was noted that the addition of \$500,000 would restore program areas and grants where reductions had been made in order to balance the budget. In response to other questions it was noted that the Sessional Committee looked at the theological premises that the Budget Forum used to inform their work. The image of the gift of manna and the trust that there will be manna for each day was used. Instead of limiting and cutting back when the reserves are healthy we must use the "manna" to encourage people to give in the future while continuing to be good stewards.

**Motion: David Woodall/Kent Ward**

**2004-10-29-184**

That the Executive of the General Council adopt a budget as set out in Appendix 2A-2E (Appendix G attached to official copy of Minutes) with an additional \$500,000 draw from The United Church Reserve (from \$1 million as outlined in Appendix 2A-2E to \$1.5 million), and direct the Senior Leadership Team to adjust budget expenditures accordingly.

**Carried**

**Referral of Direct Reports at General Council Executive**

The Sessional Committee presented a new proposal. There was discussion about referring it directly to a Permanent Committee which is a Committee of the Executive and therefore appropriate.

**Motion: David Woodall/Kent Ward****2004-10-29-185**

That the Executive of the General Council refer to the Permanent Committee on Governance, Budgeting and Planning Processes a request for direction on the purpose and/or necessity of referring Direct Reports to Sessional Committees.

**Carried****REPORT OF THE GENERAL SECRETARY/SENIOR LEADERSHIP TEAM (DR 28)**

An addendum was made to DR36, with the agreement of the Senior Leadership Team, under "Supervision Training": after the first sentence insert "Supervision training for the Conference Executive Secretaries and Speaker also continues."

A new proposal for referral to the General Secretary was discussed and there was concern that it was similar to a proposal from Sessional Committee 2. The proposal was deferred to the Business Committee.

**New Proposal – Referral to General Secretary**

That the General Council Executive direct the General Secretary to

- i) initiate a compilation of existing policy statements of the General Council, the General Council Executive, and General Council Units;
- ii) identify policy gaps and/or inadequacies;
- iii) recommend policies to fill those gaps and/or inadequacies;

and that the funding for this project come from the Project Fund of the General Council Executive to a maximum of \$25,000 in 2004.

The Moderator invited the chairs of the Permanent Committees to join him for lunch.

Kent Ward brought the understanding from the Business Committee with wording suggestions that the proposal from Sessional Committee 1 differs enough from Sessional Committee 2's proposal that both proposals should come to the floor independently. The chairs of both Sessional Committees agreed with this decision.

**Motion: David Woodall/Kent Ward****2004-10-29-186**

That the Executive of the General Council direct the General Secretary, General Council to

- i) initiate a compilation of existing policy statements of the General Council, the General Council Executive, and General Council Units;
- ii) identify policy gaps and/or inadequacies;
- iii) recommend a process to fill those gaps and/or inadequacies;

and that the funding for this project come from the Project Fund of the Executive of the General Council to a maximum of \$25,000 in 2004.

**Carried****REPORT OF THE MODERATOR (DR 7)**

David Woodall made the following comment from Sessional Committee 1:

The committee noted that Section 510(h) of *The Manual* calls for a review of "the role and remuneration of the Moderator and the needs of the United Church in relation to the role of the Moderator" at least every ten years. The Moderator's advisory group is currently examining the role of the Moderator in relation to the needs of the church.

**REPORT OF THE AGENDA & PLANNING COMMITTEE (DR 38)**

It was noted that there were conversations in the Sessional Committee in response to the Agenda & Planning Committee’s question “what kind of Decisions need to be made at the General Council?” and these were noted by the Chair of the GC39 Agenda Planning Committee.

**Motion: David Woodall/Kent Ward** **2004-10-29-187**

That the Executive of the General Council direct the Agenda and Planning Committee to develop a proposal on the criteria for determining Agenda priorities of GC39 for the April 2005 meeting of Executive of the General Council.

**Carried**

Stephane Vermette offered a prayer and thanks for the work of Sessional Committee 1.

**SESSIONAL COMMITTEE 3**

David Giuliano presented the work of Sessional Committee 3.

**Participants:**

Cindy Desilets	Fred Monteith (recorder)
Diane Dwarka	Lynn Boothroyd
Lynn Maki	Lesley Anderson
Stephane Vermette	Cheryl Jourdain
Reta Manuel	Susan Tough
Martha ter Kuile	Jim Blanchard
Allan Seal	Sharon Larade
Catherine Gaw	Marion Pardy
Lorna Pawis	Omega Bula
David Giuliano (chair)	

**Resource:**

Janet McDonald  
 Cynthia Gunn  
 Jamie Scott  
 Laverne Jacobs  
 Michael Burke  
 Steven Chambers  
 Bob Wallace

**PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES (PC MEPS)**

**Amendment of Terms of Reference for Personnel Emergency Fund and Support and Advocacy Fund (MEPS 4) – Proposal 7**

It was noted that the Personnel Emergency Fund was established in 1970.

**Motion: David Giuliano/Kent Ward** **2004-10-29-188**

That the reference to membership of the committee be deleted from the Terms of Reference for the Personnel Emergency Fund and the Support and Advocacy Fund so that the membership and funds can be administered by the Financial Assistance Committee of the Permanent Committee on Ministry Employment Policies and Services.

**Carried**

**Plan Design Changes for the Active Employees Group Insurance Plan (MEPS 7) – Proposal 8A**

**Motion: David Giuliano/Kent Ward** **2004-10-29-189**

That the Executive of General Council approve the Group Insurance Plan design changes for Active Employees as set out in the chart below

OPTIONS	COST
1. In-province private hospital room on the Optional Plan Only	\$27,000
2. Paramedical Practitioner on the Optional Plan Only: Change from \$500 per practitioner to \$750 per practitioner subject to deductibles and maximum	\$59,000
3. Increase orthopaedic shoe reimbursement from 50% to 80% for optional plan	\$7,000
4. Add \$100/2-year vision care benefit; no deductible or co-insurance for	\$ 195,000

optional plan only	
5. Add child & adult orthodontics; (50% reimbursement); \$2,000/lifetime maximum per family member for optional plan only	\$ 64,000
6. Increase annual dental maximum from \$3,000 to \$3,500 for optional plan only	\$ 4,000
<b>TOTAL COST (Group Insurance Plan Surplus)</b>	<b><u>\$356,000</u></b>
2% increase in Long Term Disability benefits to plan members who are receiving LTD benefits on December 31, 2004, with the increase to be effective January 1, 2005, and a corresponding increase in pension accrual for these individuals.	
<b>TOTAL COST (LTD Update Reserve)</b>	<b><u>\$230,000</u></b>

Carried

**Group Insurance Plan Premium Changes (MEPS 8) - Proposal 8B**

**Motion: David Giuliano/Kent Ward**

**2004-10-29-190**

That the Executive of the General Council approve the Group Insurance Plan premium changes as set out in the chart below.

<b>EMPLOYER ASSESSMENT</b>	<b>2004</b>	<b>2005</b>	<b>Amount of Change</b>
Core Member Life Insurance	↓	↓	
Core Family Life Insurance	↓	↓	
Retiree Life Insurance	↓	↓	
Core Health and Dental (including ETA)	↓	↓	
Pensioner H&D Support	↓	↓	
Employer Sub-Total	3.65% of PE	4.48% of PE	+ .83% of annual **PE (e.g. \$40,000 PE = \$28 increase per month)
<i>PLUS, where applicable:</i> Employer Indemnity	.07% of PE	.09% of PE	+ .02% of annual PE
or Weekly Indemnity	.87% of PE	.96% of PE	+ .09% of annual PE
or Short Term Disability	.17% of PE	.28% of PE	+ .07% of annual PE
<b><u>MEMBER ASSESSMENT</u></b>			
Long Term Disability (all Members)	1.84% of PE	2.09% of PE	+ .25% of annual PE
Pensioner H&D Support (all Members)	\$4.45	\$4.45	no change
Optional Health & Dental, if selected (including ETA) - Single coverage - Family coverage	\$ 41.92 \$119.51	\$ 41.92 \$119.51	no change
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
<b><u>PENSIONER ASSESSMENT</u></b>			
Pensioners' Health & Dental			
- Single coverage	\$42.23	\$46.20	\$3.97 per month
- Family coverage	\$85.18	\$93.21	\$8.03 per month

\*\*PE = Annual Pensionable Earnings

- Employee Assistance Program (EAP) Contribution Rate: \$8.00 per month (no change)
- Restorative Care Plan Rate: (no change) 1% of PE

**Carried**

### **General Council Executive to Review Sexual Abuse Policy (MEPS 10) Proposal 9**

**Motion: David Giuliano/Kent Ward**

**2004-10-29-191**

- That the Ministry and Employment Policies and Services Permanent Committee, in consultation with the coordinating committees and the former members of the General Council Coordinating Committee, be authorized to propose revisions to the Sexual Abuse Policy of the United Church and report at the April 2005 meeting;
- The amendments to the Sexual Abuse Policy that were approved by the Executive of the General Council in April 2003 be stayed until the Executive of the General Council has an opportunity to consider and take action on the recommendations for revision of the Sexual Abuse Policy.

That the Response Forms received by Sessional Committee 3 be referred to the Permanent Committee for Ministry Employment Policy and Services.

**Carried**

### **RESIDENTIAL SCHOOLS STEERING COMMITTEE**

#### **Request from British Columbia Conference (DR 22F) Proposal 20**

The Sessional Committee noted that the use of resources like the video from the Healing Foundation has the potential to evoke painful emotional and spiritual responses for people in the room and that the Residential Schools Steering Committee and the Executive ensure that there is a plan for care and to support those people during such presentations. The Sessional Committee expressed concern for the pain that residential school claimants and other aboriginal persons experience in dispute resolution processes and acknowledged the need to carry the pain together and to walk together in solidarity and with care – just hearing the stories is not enough. The Sessional Committee discussed the importance of examining this work in terms of developing best practices while taking in the wisdom of aboriginal experience, and that these insights apply not only to relationships between aboriginal and non-aboriginal communities but within the diversity of cultural experiences and relationships in and beyond the church. A request was made that information be shared in a variety of formats and languages (e.g. Cree, Ojibway). It will be important for aboriginal and non-aboriginal people to work together on this translation work.

**Motion: David Giuliano/Kent Ward**

**2004-10-29-192**

That the Executive of General Council absolve British Columbia Conference of the pledge, made in November 1999, of \$500,000 to assist in the legal costs related to residential schools; and,

That the Executive of General Council affirm the ongoing healing in British Columbia Conference and direct the Residential Schools Steering Committee to invite the Conferences into a conversation in order to explore ways in which healing within their own boundaries may proceed.

**Carried**

### **PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY (PC-PMM)**

#### **Ministry-based Ordination Program (PMM 106) Proposal 10**

Sessional Committee 3 made the following proposal:

**Whereas** the 38<sup>th</sup> General Council passed Resolution 43 – “That the 38<sup>th</sup> General Council establish, as part of The United Church of Canada’s theological education network, ministry-based program(s) for ordination with appropriate consideration of the financial and missiological implications of the resolution, accessible from across Canada, and meeting the requirements of *The Manual*”, and

**Whereas** the Education for Church Leadership Coordinating Committee has solicited proposals for a ministry-based program from the schools through a Request for Proposal and consultation process; and

**Whereas** the Education for Church Leadership Coordinating Committee at their June 9, 2004 meeting recommended that GCE accept the proposal of The United Theological College/Le Séminaire Uni for a Ministry-Based Ordination Program,

**Therefore, be it resolved:**

That the General Council Executive accept the proposal of the United Theological College/Le Séminaire Uni for a Ministry-Based Ordination Program, and

That the General Council Executive direct the Permanent Committee Programs for Mission and Ministry to report to the Spring 2005 and Fall 2005 meetings of the General Council Executive providing complete details for the implementation plan of the Ministry-Based Ordination Program, and

That the response forms received by Sessional Committee 3, the Correspondence from London Conference Settlement Committee and from Peter Wyatt, Principal of Emmanuel College be referred to the Permanent Committee Programs for Mission and Ministry for their consideration.

The response forms to the Sessional Committee were summarized and shared. Concerns included perceived financial inequities and the potential to earn or not to earn pension credits. There were also questions regarding the ability of the courts of the church to find placements and recruit supervisors.

An order of the day was reached and this proposal was sent to the Business Committee for rescheduling.

**ELECTED AND APPOINTED MEMBER SERVICES**

Janet McDonald gave an overview and thumbnail sketch of the Elected and Appointed Member Services for the information of the Executive. Janet talked about the spiritual discernment the Nominations Committee uses in its decision-making in order to select church leadership in such a way that is informed by the Spirit, transparent, flexible, and accountable to the General Council.

Through playful presentations and sharing in table groups, the Executive learned the Nominations process and the partnership that includes people across the church. The importance of vocabulary was illustrated including the possibility of changing the terms of Elected and Appointed members to Voting members for clarity. The challenge of cascading appointments was also illustrated.

**PERMANENT COMMITTEE ON PROGRAMS FOR MISSION IN MINISTRY (PMM 4–6)**

**Congregational Mission and Transformation and Inviting Spirit Campaign**

Diane Dwarka introduced two pieces of work that will be coming for decision at the April 2005 Executive meeting. The goal of today’s presentation is to lift up the work of the units for the Executive; this work is larger than any one unit but shows the cohesiveness and integration of the program units work.

Jean Ward and Glenn Smith from Support to Local Ministries Unit talked about Congregational Mission and Transformation. All units were invited to participate in conversations and many connections, including challenges between their work were discovered. The PMM Report talks about first steps to take to form an Evangelism and Discipleship Advisory Group to encourage conversations and give leadership. The continued collaboration between units on a common vision of hope was praised.

Juliet Huntly from Resource Production Unit and Barbara Lloyd from Toronto Conference talked about the Inviting Spirit Campaign with examples of what other denominations have done. They shared the excitement and energy that is within the units as they work together to bring an integrated and

coordinated project that will work along side the Inviting Spirit Campaign. The purpose is to invite the community into the congregations and to give congregations what they need to be welcoming places. Units are looking at producing foundational resources that talk about who we are and what we do. The first initiative is a baptism resource available in multi-languages and multi-images.

Table Groups reflected on two questions and their responses are in Appendix H.

A Planning Group is beginning to lay out the project with more detail including a plan for research and testing within the Canadian context.

### **ANNOUNCEMENT**

Anne Marie Carmoy noted that October 31 is a special day, the day Martin Luther nailed his theses to the church door. In the Protestant Francophone community, this is a significant celebration in the congregations.

### **STRATEGIC PLANNING, DIRECTIONS AND GOALS**

The Moderator introduced an education time to change the tempo and begin to explore more deeply and discern the presence of God. Steve Willey and Fred Graham assisted in the presentation.

The Moderator talked about his Conference visits and retreats for ministry personnel. He noted that the retreats were both large and small but always fruitful. He noted the care, passion, and mission that people in the United Church bring to their work. When the Moderator asked ministry personnel about their purpose in ministry he heard about the passion for the work and also the hardships and broken dreams. The Moderator also heard about the presbyteries which are discouraged and mentioned that of the four courts of the church it is the presbytery that is in the most pain. The Moderator also wondered if Jesus has gone away because out of 475 people, not even ten people mentioned the name of Jesus when they talked about vitality of life and work.

Steve Willey talked about personal connections between the crisis in presbyteries and the presence of Jesus in our ministry and identified two questions to be discussed in table groups:

1. What are the connections between the presbytery crisis and the disappearance of the name of Jesus from our articulation of ministry?
2. If the crisis in our presbyteries is the symptom, rather than the disease, what is it trying to tell us about what is going on in our denominational life together as the body of Christ?

Report back from the table groups is in Appendix I.

The process continued with worship and a candle procession into the chapel followed by adjournment for the day.

### **MONDAY NOVEMBER 1, 2004**

### **WORSHIP**

Worship began with a prayer for solidarity. During table group time members reflected on "How are you feeling?" and shared pastoral moments from this meeting on "What will I take home?" to be shared in the prayer of petitions and intercessions.

### **NOTICE OF MOTION**

Marion Best gave a notice of motion.

That the Executive of the General Council direct the Permanent Committee on Governance, Budgeting and Planning Processes to give consideration to the issue of the shortage of members of the Executive of the General Council on committees related to the Executive of the General Council as reported in the Elected and Appointed Member Services presentation, and

That it bring recommendations for addressing the situation to the April 2005 meeting of the Executive of the General Council.

**EDUCATION: RESISTANCE TO CHANGE**

Omega Bula, Anthony Bailey, and Paula Butler gave leadership on an education journey towards becoming an anti-racist church by continuing to inspire, challenge, and help us to learn to journey together. Through a Sufi story, Anthony Bailey illustrated that “we cannot learn anything we don’t already know.”

The resource from the Racial Justice Advisory Group, *That All May Be One*, was produced through the mandate from General Council to help the United Church to live out its commitment of anti-racism. The Racial Justice Advisory Group is building a team to educate each other and to grow in this work. Anthony Bailey and Omega Bula have also been working, as representatives of the United Church, with the World Council of Churches, to partner with others to bring all denominations into a commitment of anti-racism.

Anthony gave examples from the Bible and theology on how our worship life together is grounded in and undergirds this work. He talked about the Biblical story of the Covenant and how God’s covenant wasn’t to one group of people but to a multi-racial people. Anthony talked about the anti-racist template developed for use with resources.

In order to help everyone work with a shared understanding, Anthony gave a presentation on the basic issues of racial justice that are before us. This includes recognition of racism as a way to separate people, systemic racism, racist discourse, and ideology. By naming the reality it is possible to break the cycle of racism.

Paula Butler illustrated the resistance to anti-racism work. She talked about “Detour Spotting for Anti-Racism Work”: from Joan Olssen’s article “Detour – spotting for white anti-racists” to illustrate detours to denying racism. An additional detour, *We’re All White*, was discussed and added as follows:

“There are no people of colour or Aboriginal people in our congregation, or in our community ... so we don’t need anti-racism education.”

Table groups discussed three topics:

1. What fears does anti-racism produce in us and others in the church, and what seems to be at the root of these fears.?
2. What “detours” have you experienced? What detours are you aware of using or aware of others in the church using?
3. Reflecting on your work as the GCE, what are some ways you can address resistance to anti-racism, and what do you need to do this?

Responses from table groups are gathered in Appendix J.

**SESSIONAL COMMITTEE 3 (continued)****PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY (PC-PMM)****Ministry-based Ordination Program (PMM 106) Proposal 10**

Whereas the 38<sup>th</sup> General Council passed Resolution 43 – “That the 38<sup>th</sup> General Council establish, as part of The United Church of Canada’s theological education network, ministry-based program(s) for ordination with appropriate consideration of the financial and missiological implications of the resolution, accessible from across Canada, and meeting the requirements of *The Manual*, and

Whereas the Education for Church Leadership Coordinating Committee has solicited proposals for a ministry-based program from the schools through a Request for Proposal and consultation process; and

Whereas the Education for Church Leadership Coordinating Committee at their June 9, 2004 meeting recommended that GCE accept the proposal of The United Theological College/Le Séminaire Uni for a Ministry-Based Ordination Program.

**Motion: David Giuliano/Kent Ward****2004-10-29-193**

That the Executive of the General Council accept the proposal of the United Theological College/Le Séminaire Uni and approve the United Theological College/Le Séminaire Uni as the site for the Ministry-Based Ordination Program, and

That the Executive of the General Council direct the Permanent Committee on Programs for Mission and Ministry to report to the Spring 2005 and Fall 2005 meetings of the Executive of the General Council, providing complete details for the implementation plan of the Ministry-Based Ordination Program, and

That the Response Forms received by Sessional Committee 3, the Correspondence from London Conference Settlement Committee and from Peter Wyatt, Principal of Emmanuel College, Jean Stairs, Principal of Queen's Theological College, and Ken MacQueen, Principal of Vancouver School of Theology, be referred to the Permanent Committee on Programs for Mission and Ministry for their consideration.

**Motion: Michelle Slater/David Woodall**

**2004-10-29-194**

That this motion be postponed definitely until the Spring meeting of the Executive of the General Council for further consideration of the financial and missiological implications, and implications for the theological schools of the Ministry-based Ordination Program by the Permanent Committee on Programs for Mission and Ministry.

**Defeated**

**Motion - Carried**

Voting against this motion were Michelle Slater, David Woodall, Susan Tough, and Norma Soble.

The Executive of the General Council hosted the staff of the General Council Office for lunch.

#### **ARCHIVES COMMITTEE REPORT**

##### **Proposal for Archives Toolkit Funding (DR 26) Proposal 1**

**Motion: David Giuliano/Kent Ward**

**2004-10-29-195**

That the Executive of the General Council approve the production of a print, and web-based *Archives Toolkit* for the Church [expanding the content of earlier resources *Records of Congregations: What Does the Archives Want (1988)*, *Guidelines for Recordkeeping in the United Church of Canada (1996)* and *Managing Your Congregations Records (1997)*], and to communicate new practices regarding electronic records, privacy and personal information, to be funded from the Project Fund of the Executive of the General Council.

**Carried**

##### **Proposal for Funding for Archives Meeting (DR 27) Proposal 2**

That the Executive of the General Council increase the annual meeting and communication budget of the Committee on Archives and History to \$6,500.

**Motion: David Giuliano/Kent Ward**

**2004-10-29-196**

That the Executive of the General Council refer this matter to the General Secretary for consideration through the committee budget of the Office of the Moderator and the General Secretary.

**Carried**

#### **CORRESPONDENCE (CORR 9)**

Therefore be it resolved that Maritime Conference recommend to the General Council Executive that any surplus monies be allocated toward the process of truth-telling and/or the United Church Healing Fund.

**Motion: David Giuliano/Kent Ward**

**2004-10-29-197**

That the Executive of the General Council refer this matter to the General Secretary for consideration and recommendation.

**Carried**

#### **NOMINATIONS COMMITTEE REPORT (Appendix K)**

**Motion: David Giuliano/Kent Ward**

**2004-10-29-198**

That the Executive of the General Council appoint to the committees and task groups or as representatives (with the stated terms) the following people named in the Nominations Committee Report

(Appendix K), as distributed to table groups on Friday, October 29, 2004.

**MEPS Isolation in Ministry Steering Task Group (to GC39, 2006)**

- John McGonigle (DM, N&L)

**SLM – Stewardship Development Editorial Committee (2007, December)**

- Laura Sundberg (O, Sask)
- William Unger (O, ANW)

**FFE – Canadian Forces Chaplaincy Committee (2007, December)**

- Bruce McLeish (O, Lon)
- Marlyne Myles (DM, Mar)

**FFE – Support, Accreditation and Funding Committee (2007, December)**

- Kim Antosh (Lay, Sask)

**FFE – Education for Church Leadership Coordinating Committee (2007, December)**

- Bob Fillier (O, BQ)
- Shelley Finson (O, Mar)
- Neil Gilbert (LPM, Sask)

**GCE – Pension Board (2007, December)**

- Gordon How (O, BC)
- Reta Robertson (Lay, BC)

**GCE – Justice, Global and Ecumenical Relations Unit Wide Committee (2007, December)**

- Susan Eagle (O, Lon)
- Nanette McKay (O, MNWO)
- Ray Purdie (O, Sask)
- Pat Robertson (Lay, ANW)
- Cornelia Van Bentum (O, Mar)

**JGER – Representative to Kairos Global Economic Justice Program Committee (2007, December)**

- David Wurfel (Lay, Tor)

**JGER – Gender Justice and Partnership Monitoring Committee (2007, December)**

- Colleen Dibden (Lay, ANW)
- Elizabeth Dollaga (Lay, BC)
- Nelson Rosales (Lay, Tor)
- Bill Thomas (O, Mar)

**JGER – Justice Peace and Creation Advisory Committee (2007, December)**

- Doug MacKay (O, Mtu)
- Bonnie Morton (Lay, Sask)

**JGER – Representative to the Canadian Council of Churches (2007, December)**

- Marion Pardy (O, N&L)

**JGER – Representative to the Canadian Centre for Ecumenism (2007, December)**

- Neil Parker (O, BC)

**JGER – Representatives to the Roman Catholic – UCC Dialogue (2007, December)**

- Richard Bott (O, Lon)
- Philip Ziegler (Lay, Mar)

### **Executive of the General Council**

- Linsell Hurd (OM, Sask) (2006, GC39)
- Scott Parsons (OM, N&L) (2006, GC39)
- Reta Manuel (President, United Church National Women's Organization) Corresponding Member

### **GCE General Secretary's Supervision Committee (2006, GC39)**

- Jim Jackson (Lay, MNWO)

### **GCE Nominations Committee (2006, GC39)**

- Scott Parsons (O, N&L)

### **MEPS Compensation Models Steering Task Group (2006, GC39)**

- Eric Bacon (O, Ham) Replacing Neill McRae

### **SLM Voices United Supplement Development Task Group (2006, GC39)**

- Todd McDonald (O, Tor) representative from the Voices United Advisory Committee

### **Board of Directors, United Church of Canada Foundation/Fondation de l'Église Unie du Canada**

(\*denotes new appointments)

- Lloyd Axworthy
- Rich Bailey (Chair)
- Kay de la Ronde (Secretary Treasurer)
- Doug Flanders
- \*Fannie Hudson
- \*Jon Jessiman
- \*Inez Penney
- \*Barbara Rafuse
- Rev. Dr. Jim Sinclair
- Roger Snelling
- \*Rev. Dr. William E. (Bill) Steadman

### **Carried**

Stephen Mabee expressed thanks and gratitude to members of Sessional Committee 3 through prayer.

### **SESSIONAL COMMITTEE TWO**

#### **Participants:**

- |                            |                     |
|----------------------------|---------------------|
| 1. Heather Leffler (chair) | 8. Barbara Rafuse   |
| 2. Virginia Coleman        | 9. Cheryl Jourdain  |
| (recorder)                 | 10. Paul Stott      |
| 3. Linsell Hurd            | 11. Bruce Gregersen |
| 4. Doug Goodwin            | 12. Michelle Slater |
| 5. Anne-Marie Carmoy       | 13. Wendy Bulloch   |
| 6. Wanda West              | 14. Stephen Mabee   |
| 7. Allan Sinclair          | 15. Walter Sowa     |

#### **Resource:**

- |                        |                  |
|------------------------|------------------|
| 16. Jennifer Llewellyn | Martha ter Kuile |
| 17. Will Kunder        |                  |
| 18. Fannie Hudson      |                  |
| 19. George             |                  |
| Takashima              |                  |
| 20. Mary-Beth          |                  |
| Morarity               |                  |

### **PERMANENT COMMITTEE ON GOVERNANCE, PLANNING AND BUDGETING PROCESSES (PC GovCom)**

#### **Strategic Planning Processes (GOVCOM 6) Proposal 3**

#### **Motion: Heather Leffler/Kent Ward**

**2004-10-29-199**

That the Executive of the General Council adopt the following process for strategic planning:

- 1) General Council (beginning with GC39 (2006) does the work of discernment, visioning, and direction setting that will serve as a basis for a Strategic Plan.
- 2) GCE (at its November meeting) follows up from General Council by clarifying the vision of General Council and setting goals with respect to the vision.

- 3) The Senior Leadership Team develops a proposed strategic plan (together with a GCE Steering Committee) based on the Council's visioning.
- 4) GCE (at its April meeting) receives and reviews the draft strategic plan.
- 5) GCE (if necessary, at an additional meeting) adopts the strategic plan and its associated budget.
- 6) General Council (and following General Councils) receives a progress report from GCE regarding the strategic plan at which point General Council can adjust or alter the vision/directions (which would be reflected in the plan as the process repeats itself after GC).

**Carried**

Comments from the Sessional Committee included that the "Under Construction" document as a whole is not being implemented except for parts of the plan that are part of the ongoing work. It was suggested that GovCom could find another word other than "strategic" to describe this level of planning. Also noted was the importance of the Six Principles of Right Relationships, adopted by the November 2003 Executive, in the preparation of a strategic plan.

**Delegated Authority (GOVCOM 7) Proposal 4****Motion: Heather Leffler/Kent Ward****2004-10-29-200**

That the General Council Executive set the following policy with respect to delegated authority:

1. Other than the power to delegate to the Sub-Executive, it is appropriate, in certain cases, for the Executive of the General Council to delegate decision-making authority to the Permanent Committees. It would be inappropriate to delegate the following power: *The Manual*, 2004 edition, Sections 524(c), (d), (e), (h), (i), (j), (k), (n), (p), (q), (r), (t), (v).
2. The Permanent Committees may, in turn, delegate such authority to appropriate committees provided that these committees are composed of elected and/or appointed members.
3. When a request for delegated authority is considered, the delegating body shall articulate the policies, values, and parameters according to which the delegated decision-making shall be exercised if granted.
4. When a decision is made by a body with such delegated authority, that decision becomes a decision of the Executive of the General Council.

**Carried****Delegated Authority (GOVCOM 8) Proposal 5****Motion: Heather Leffler/Kent Ward****2004-10-29-201**

That the Executive of the General Council set the following policy with respect to delegated authority as it relates to the Nominations Committee:

It is appropriate, in certain cases, for the GCE Nominations Committee to delegate its authority. In all cases, recruitment must occur through the nominating process and appointments shall be reported to the GCE Nominations Committee for reporting to the Executive of the General Council for action.

**Carried****Delegated Authority (GOVCOM 9) Proposal 6****Motion: Heather Leffler/Kent Ward****2004-10-29-202**

That the General Council Executive direct the General Secretary to ensure that the *Manual* Committee develops proposed revisions to the section on reconsideration of motions in Appendix 3 of the *Manual* with a view to accommodating decisions made pursuant to delegated authority.

**Carried****Permanent Committee on Governance, Planning and Budgeting Processes Report (GOVCOM 1-5)**

GovCom raised a concern in their report about policy questions in the categorization process. There was concern and discussion about the proposal from Sessional Committee 2.

Dwaine Dornan declared an interest in the discussion as a member of PC MEPS.

It was noted that motion 2004-10-29-186 (re compiling policies) addresses many of the concerns raised by the Sessional Committee.

**Motion: Heather Leffler/Kent Ward**

**2004-10-29-203**

That having heard the proposal from Sessional Committee 2, the Executive of the General Council take no further action.

**Carried**

**Motion: Heather Leffler/Kent Ward**

**2004-10-29-204**

That the remainder of the work (list follows) from Sessional Committee 2 be dealt with in an omnibus motion, and make all the proposals motions.

The proposal to appoint a new General Council Minister: Racial Justice was removed from this omnibus motion.

**Carried**

Work approved in the omnibus motion (2004-10-29-204)

**Recommendations for Camp Accreditation (PMM 107) Proposal 11**

That the Executive of the General Council approve the accreditation decisions reflected in the report of the Duty of Care Program Advisory Committee for accreditation status of camps that operate under the name of The United Church of Canada.

**Proposal for the relocation of the Committee for Gender Justice PMM 108 - Proposal 12**

That the Executive of the General Council approve the mandate of the Gender Justice Advisory Committee as follows:

- 1) to witness to our recognition that the pain caused by gender injustice is still a very present reality in our society;
- 2) to promote a better understanding of issues around gender justice, recognizing there are changes in how the word “gender” is interpreted, and building on the strengths of past witness;
- 3) to advocate for those marginalized by gender injustice, and to work in a collaborative way in order to bring about change in our church and in society;
- 4) together with the General Council Minister, Racial Justice, to have an advisory role to all of the units of the General Council offices and Conferences – challenging and ensuring that policies and programs of the General Council reflect the church’s commitment to gender justice; and,

that the Executive of the General Council approve the relocation of the gender justice work and committee to the work of the General Council Minister, Racial Justice.

**Report of the Remanding Process of the Healing Fund Council (PMM 109) Proposal 13**

That the Executive of the General Council receive the report of the remanding process of the Healing Fund Council on pages PMM 82 and 85 of the documentation for the October 29 – November 1, 2004 meeting of the General Council Executive (Appendix L);

that the recommendations 1-9, (follows) (PMM 84-85) contained in this report be approved;

1. That the primary purpose of the Healing Fund be to support healing initiatives within First Nations communities.
2. That the United Church Healing Fund also be linked to the work of building right relations and racial justice between and within the diverse communities of the church. The HFC will work to assist the growing recognition that healing must be seen as a necessity for the whole church.
3. That the Healing Fund explore opportunities to link Aboriginal and Non-Aboriginal peoples within the church as part of the healing journey.
4. That there be a special focus on enabling isolated villages, inner-city communities and contexts where there has been previous limited contacts to be involved.
5. That there be a commitment to cooperate and coordinate actions within ecumenical networks and regular discussion with the Residential Schools Steering Committee and other healing-based initiatives within the church.
6. That the Healing Fund be renamed to separate its identity from the national Healing Fund Foundation, and to enable it to begin a new chapter in its life.

7. In collaboration with appropriate units and networks within the church, and consistent with established policies for financial campaigns, a financial campaign be developed to support the work of the new fund.
8. That the new HFC be named through the General Council Nominations process, that broad representation from the diversity of First Nations communities within the church be ensured, and that the new Council have clearly established membership terms, consistent with General Council policy.
9. A full-time program level position be established to support the work of the new healing fund and that the job description include components of fieldwork in support of Healing Fund applications, interpretation of the fund and initiatives in education, and transformation towards healing for the whole church. Additional administrative staff support also be allocated.

that the General Secretary be requested to proceed with the implementation of these recommendations, staffing proposals and with the development of criteria for the membership of the Council.

**Covenanting for Justice in the Economy and the Earth (PMM 110) Proposal 14**

That the Executive of the General Council endorse the document *Covenanting for Justice in the Economy and the Earth* found in the documentation for the meeting of the Executive, October 29 – November 1, 2004 at pages PMM 101-105 (Appendix M); and,

That the Executive urge its Permanent Committee on Programs for Ministry and Mission to develop a process to engage the United Church, including the courts of the church, in study and action with respect to *Covenanting for Justice in the Economy and the Earth* and other related documents.

**Support of the request from Bissell Memorial United Church re: Action of General Council on Same Sex Marriage (CORR 5)**

That the correspondence from Bissell Memorial United Church be received for information.

**Resolution from London Conference Annual Meeting to challenge the Government of Canada to increase funding to allow youth to gain an understanding of the international world (CORR 10)**

That no action be taken given that it is a petition to the General Council.

**Resolution from London Conference Annual Meeting to identify camping as a top priority for increased funding (CORR 11)**

That no action be taken by the Executive of the General Council other than that the correspondence be referred to the Permanent Committee on Programs for Mission and Ministry for information as it considers the allocation of resources through the Mission Through Finance Programme, and,

that the General Secretary respond to London Conference to indicate the need to be in direct correspondence with the United Church Foundation with their request to have funding for camping made a priority in the distribution of the Foundation monies.

**Resolution from Saskatchewan Conference Annual Meeting to continue to urge government of Canada to recognize same sex marriage (CORR 12)**

That the Executive of the General Council indicate its support and refer to the Permanent Committee on Programs for Mission and Ministry for action.

**Resolution from Montreal and Ottawa Conference Annual Meeting to explain and advocate the United Church's position on same sex marriage to the government (CORR 13)**

That the Executive of the General Council indicate its support and refer to the Permanent Committee on Programs for Mission and Ministry for action.

**Resolution from Saskatchewan Conference Annual Meeting on genetically modified organisms (CORR 15)**

That, having heard the request of Saskatchewan Conference, the Executive of the General Council indicate its support for the concerns raised and refer to the Permanent Committee on Programs for

Mission and Ministry for action.

**Resolution from Saskatchewan Conference Annual Meeting to continue the campaign against HIV/AIDS beyond 2004 (CORR 17)**

That, having heard the request of Saskatchewan Conference, the General Secretary, General Secretary respond indicating that the work regarding HIV/AIDS is ongoing.

**Thanks for remembrance for Bud Harper (CORR 19)**

Receive with appreciation for the life and contributions of Bud Harper.

**Funding idea for theological schools (CORR 20)**

The Sessional Committee indicated concern about why this correspondence was contained in the documentation and proposes that no further action be taken.

**Permission to approach the Conferences of Toronto, Hamilton, London, Bay of Quinte, and Manitou for a capital campaign to endow chairs (CORR 25)**

That the Executive of the General Council direct the General Secretary, General Council to respond indicating the process for special appeals.

**Timelines for budget setting (CORR 27)**

That, having heard the concerns raised by the Conference of Manitoba and Northwestern Ontario indicating its support, the Executive of the General Council refer the correspondence to the Permanent Committee on Finance.

**Referrals brought forward from previous GCE meetings regarding appointments**

**Proposal 2, Executive, April 2004 - PMM 63 re: Delegation of Authority to Appoint to World Ecumenical, Interfaith, and other bodies**

That having set a policy for delegation of authority, the Executive take no further action.

**Proposal 3, Executive, April 2004 - PMM 65**

That the Executive of the General Council delegate to its Permanent Committee on Programmes for Mission and Ministry, the authority to approve or remove duty of care accreditation of United Church camps, and that the decisions so delegated be made using the previously approved United Church Camping accreditation standards.

**Proposal 5, Executive, April 2004 - PMM67**

That the Executive of the General Council delegate authority to its Permanent Committee on Programmes for Mission and Ministry for decisions regarding exemptions to current guidelines regarding internships, with a clear understanding that such exemptions shall be considered carefully; be based upon recommendation of the appropriate courts of the church and/or school; and be understood as not normative, but as clear exemptions for unusual circumstances.

**Proposal 5, Executive, November 2003 - PMM 29**

That since an interim process has been previously approved, that no further action be taken on this proposal.

**General Council Minister, Racial Justice**

**Motion: Dwaine Dornan / David Woodall**

**2004-10-29-205**

That the Executive of the General Council request the General Secretary to review the job description for the position of the General Council Minister, Racial Justice;

consult with the Permanent Committee on Governance, Budgeting, and Planning Processes for comment on the place in the structure of the position and on reporting relationships and mechanisms;

and then bring the position description to the Executive of the General Council in April 2005.

**Motion to Amend: Michelle Slater/Paul Stott**

That the Executive of the General Council request the General Secretary to review the job descriptions for the position of the GC Minister, Racial Justice, and Planning Processes.

**Carried**

**Motion as amended**

That the Executive of the General Council request the General Secretary to review the job descriptions for the position of the GC Minister, Racial Justice, and Planning Processes.

Consult with the Permanent Committee on Governance, Budgeting, and Planning Processes for comment on the place in the structure of the position and on reporting relationships and mechanisms;

and then bring the position description to the Executive of the General Council in April 2005.

**Carried**

Lorna Pawis recognized the members and work of Sessional Committee 2 in prayer.

**Motion: Kent Ward/ Paul Reed**

**2004-10-29-206**

That the unfinished business be referred to the Sub-Executive of the General Council.

**Carried**

**CLOSING WORSHIP**

The music team led closing worship with the assistance of the Voices United Supplemental Committee.

**CLOSING PROCEDURAL MOTION**

**Authorizing the Sub-Executive of the General Council**

**Motion: Jim Sinclair/Kent Ward**

**2004-10-29-207**

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 2005 meeting of the Executive.

**Carried**

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Moderator, Peter Short

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General Secretary, Jim Sinclair