

THE UNITED CHURCH OF CANADA

MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL

MINUTES

April 21 – 25, 2005

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Thursday, April 21 to noon on Monday, April 25, 2005 at the Abercorn Inn, Richmond, British Columbia. The Moderator, The Right Reverend Peter Short, presided.

ATTENDANCE

Voting Members

Ted Alexander, Marion Best, Jim Blanchard, Lynn Boothroyd, Anne-Marie Carmoy, Marion Carr, Cindy Désilets, Dwaine Dornan, Diane Dwarka, Doug Einarson, David Giuliano, Dorothy Hemingway, Fannie Hudson, Linsell Hurd, Jim Jackson, Don Koots, Heather Leffler, Stephen Mabee, Mary-Beth Moriarity, Marion Pardy, Scott Parsons, Lorna Pawis, Barbara Rafuse, Paul Reed, Louise Rogers, Allan Seal, Dong-Chun Seo, Peter Short, Allan Sinclair, Jim Sinclair, Michelle Slater, Norma Soble, Walter Sowa, Paul Stott, George Takashima, Martha ter Kuile, Stephane Vermette, Donald Wachenschwanz, Kent Ward, Wanda West, David Woodall.

Corresponding Members

David Allen, Lesley Anderson, Deb Bowman, Harry Brown, Wendy Bulloch, Bob Campbell, Brian Cornelius, Ian Fraser, Catherine Gaw, Doug Goodwin, Bruce Gregersen, Carol Hancock, Cheryl Jourdain, Will Kunder, Sharon Larade, Lynn Maki, Reta Manuel, Fred Monteith, Wenh-In Ng, Lois O'Neill, Peter Scott, Harry Oussoren.

Regrets

John Badertscher, Bill Bartlett, Michael Bourgeois, Susan Tough.

THURSDAY, APRIL 21, 2005

CONSTITUTING OF THE EXECUTIVE

The Moderator opened the meeting with prayers of thanksgiving and praise. He constituted the meeting with the following words:

"In the Name of the Lord Jesus Christ the only Sovereign head of the Church, and by the authority vested in me by the 38th General Council, I hereby declare this meeting of the Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 38ième Conseil général, je déclare ouvert, par la présente, l'exécutif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

The Moderator thanked everyone for travelling to this Executive and for the hospitality received from the people of British Columbia. He welcomed all returning and new members of the Executive.

ACKNOWLEDGEMENTS

Late Arrivals:

- Wanda West, member to the Executive, arriving Friday
- Allan Seal, Member at Large to the Executive, arriving Friday

Introductions:

Lesley Anderson, Global Partner from the Caribbean Conference of Churches, to his last meeting
Louise Rogers, Member to the Executive
Donald Wachenschwanz, Member to the Executive

Scott Parsons, Member of the Executive
 Harry Brown, Acting Conference Executive Secretary, Toronto Conference
 Harry Oussoren, Observer from the Permanent Committee, Governance Planning & Budgeting Processes
 Bruce Harding, Cheryl Harding, and Julian Patison, the Music Team
 Ed Searcy, theological reflector

Community concerns:

Bill Bartlett is recovering from surgery and is unable to attend.

WORSHIP

Worship throughout the meeting was led by the music team - Cheryl Harding, Bruce Harding, and Julian Patison – with Ed Searcy and Lesley Anderson who shared theological reflection and prayer. In theological reflection at the opening worship, Ed Searcy introduced Scripture (1 Peter 2:1-10) as a new member to the Executive, with text to be listened to and given hospitality throughout the meeting. Table groups reflected on the Scripture with prayer led by Lesley Anderson.

The Moderator led the Executive of the General Council in covenanting its new members – Louise Rogers, Donald Wachenschwanz, and Scott Parsons.

ANNOUNCEMENTS

The Moderator introduced Kent Ward, chair of the Business Committee, who made announcements throughout the meeting including agenda changes. Doug Goodwin gave information on the Vancouver Vision Day with the opportunity for the Executive to listen to people from B.C. Conference on 3 major areas of the church's work - ethnic ministries, native ministries, and congregational renewal. The Executive was also invited to join local congregations for worship on Sunday morning.

TABLE GROUP TIME

In table groups, members of the Executive had an opportunity to become reacquainted.

OMNIBUS MOTIONS

Opening Procedural Motion

Motion: Jim Sinclair/Kent Ward

2005-04-21-222

Corresponding Members

That the corresponding members of the Executive of the General Council for this meeting be Sharon Larade (Chief Archivist), Reta Manuel (National United Church Women), Lois O'Neill (Observer), Debra Bowman (Chair, General Council Agenda and Planning), the General Council Ministers, the Conference Executive Secretaries and Speaker and those attending in their place, Lesley Anderson (Praesidium, Caribbean Conference of Churches, Global Partner), Harry Oussoren (Permanent Committee on Governance Planning and Budget Processes), and other persons attending the meeting as resource to the Executive.

Administrative Staff

That the administrative staff for this meeting be Terry Beaumont, Robin Chen, Sarah Cooper, Merjean Enriquez, Joan MacGillivray, and Janet McDonald, 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 the General Council

That the Executive of the General Council approve the minutes of the Executive of General Council meeting held on October 29-November 1, 2004.

Receiving Minutes of the Sub-Executive of the General Council

That the Executive of the General Council receive, for information, the minutes of the meetings of the Sub-Executive of the General Council held November 12, 2004, and December 17, 2004.

Carried

Correspondence

Motion: Jim Sinclair/Kent Ward

2005-04-21-223

That the Executive of the General Council receive the following correspondence for consideration:

FROM	DATE	REGARDING	SUGGESTED ACTION
1. Sharilyn Upsdell, Secretary, Central Mainland Marine Ministry	December 15, 2004	Support for ministry amongst First Nation's people served by the Central Mainland Marine Ministry	Permanent Committee on Programs
2. Daniel Bogert-O'Brien, Chaplaincy Committee Ottawa Presbytery	December 16, 2004	United Church Campus Ministry	Response from Steven Chambers attached
3. Pat Wotton, Winnipeg, MB	March 22, 2005	Termination of Virginia Coleman	Response from Jim Sinclair attached
4. Dianne Cooper	March 6, 2005	Termination of Virginia Coleman	Refer to Ministry and Employment Policies and Services (MEPS)
5. Barb Jardine, Assiniboine Presbytery	March 16, 2005	Termination of Virginia Coleman	Refer to Ministry and Employment Policies and Services (MEPS)
6. Racial Justice Advisory Committee	April 15, 2005	Relocation of the Gender Justice Committee and Implications for GCM, Racial Justice, Job Description	Response from Bruce Gregersen attached

Carried

Receiving Reports

Motion: Jim Sinclair/Kent Ward

2005-04-21-224

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

- Moderator's Report (English and French)
- Report of the Moderator's Advisory Committee
- Report of the World Council of Churches
- Report of the Residential Schools Steering Committee
- Report of the General Secretary and the General Council Ministers (SLT)
- Pension Board Accountability Report
- Report of the Committee on Archives and History
- Report of the Permanent Committee on Finance (PC-FIN)
- Report of the Permanent Committee on Governance, Planning and Budgeting Processes (PC-GPBP)
- Report of the Agenda and Planning Committee, GC39 (2006)
- Report of the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS)
- Report of the Permanent Committee on Programs for Mission and Ministry (PC-PMM)
- The Identity Project/Media Campaign

- The Moderator's Proposal
- Report of the Nominations Committee

Carried**DECLARATIONS OF INTEREST**

Jim Sinclair noted the procedures for declarations of interest and thanked members for letting the Executive know of any declarations.

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

MODERATOR'S ACCOUNTABILITY REPORT (DR 71 - 75)

The Moderator introduced Robin Chen and thanked her for her work in the Office of the Moderator.

The Moderator talked about concentrating his energy and hope in meetings with leadership across the church. To date he has met with approximately 750 ministry personnel. He thanked the Conference Executive Secretaries for their leadership during his visits in Conferences. The Moderator talked about his work with the leadership group which has given rise to the proposal for the Arnprior Assembly, on the agenda later in the meeting.

The Moderator noted the activities he has been involved in:

Conference Visits

Newfoundland and Labrador
British Columbia
Maritime
Hamilton

Justice, Global and Ecumenical Relations Work

Canadian Council of Churches, Heads of Churches
Annual Gathering
Meeting with Minister of Indian & Northern Affairs,
Grand Chief AFN, et al.
Gathering for MPs re Same Gender Marriage
Visit to partners in Angola and South Africa

General Council

Sub Executive conference calls
GC39 Agenda and Planning Committee (Five
Oaks)
Residential Schools Steering Committee
(Winnipeg)
Staff Leaders Gathering (Hockley)
GCE Agenda Planning
Moderator's Advisory Committee
Senior Leadership Team

Preaching Visits

Hope United Church, Toronto
St. Paul's, Stirling
Grace St. Andrew's, Arnprior
Canadian Armed Forces, Halifax

After an opportunity for questions and dialogue, Marion Pardy thanked the Moderator for his report.

The Moderator resumed the chair.

GENERAL SECRETARY'S/SENIOR LEADERSHIP TEAM REPORT (DR 10 - 70)

The General Secretary talked about the communal memory and how critical it is to institutions. He acknowledged, with appreciation, the work of John Hamilton, retiring after 54 years with Weir & Foulds, one of the church's outside legal firms. John will remain part of our communal memory through participation on The Manual and Judicial Committees.

Search Authorization**Motion: Jim Sinclair/Jim Blanchard****2005-04-21-225**

That the Executive of the General Council authorize the search process for the Conference Executive Secretary of the Conference of Manitoba and Northwestern Ontario to proceed.

Carried**Motion: Jim Sinclair/Jim Blanchard****2005-04-21-226**

That the Executive of the General Council authorize the search process for the Conference Executive Secretary of Montreal and Ottawa Conference to proceed.

Carried

Carol Hancock, General Council Minister, Regional Relations, noted that the Executive of the Conference of Manitoba and Northwestern Ontario has requested that the search process proceed to appoint an Executive Secretary as soon as possible. Montreal and Ottawa Conference Executive has requested the search process for a new staff person in July 2006.

Calling Lakes Centre – Prairie Christian Training Centre

Whereas Prairie Christian Training Centre – Calling Lakes Centre owns waterfront property on Fort San Road, Fort San, Saskatchewan;

And Whereas Prairie Christian Training Centre – Calling Lakes Centre has received an offer from an adjoining landowner to purchase a portion of such property approximately 30 (thirty) feet in width, so as to permit the adjoining landowner to build a boathouse;

And Whereas the Board of Directors of Prairie Christian Training Centre – Calling Lakes Centre has approved the sale, which will leave Prairie Christian Training Centre – Calling Lakes Centre with approximately 100 (one hundred) feet of waterfront property.

And Whereas Prairie Christian Training Centre – Calling Lakes Centre will realize approximately \$28,000 from the sale, which it intends to apply to pay down the outstanding balance of its bank line of credit;

And Whereas the by-laws for Prairie Christian Training Centre – Calling Lakes Centre requires the approval of the supervising Conferences and the General Council for any sale of property owned by Prairie Christian Training Centre – Calling Lakes Centre;

And Whereas both Manitoba and Northwestern Ontario Conference and Saskatchewan Conference, as supervising Conferences, have given their approval to the sale of this property;

Motion: Jim Sinclair/Stephen Mabee**2005-04-21-227**

That the Executive of the General Council approve the sale of the following property by Prairie Christian Training Centre – Calling Lakes Centre to the adjoining landowner to the west of such property:

The west thirty (30) feet of Lot 6, Block 2, Plan R01348 (civic address is 390 Fort San Road, Fort San, Saskatchewan) which is adjacent to Lot 7, Block 2, Plan R01348.

Carried**The Seal of The United Church of Canada**

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

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

There shall be an Official Seal for The United Church of Canada. When it is required to affix the seal to any document, except where otherwise provided by any Act respecting The United Church of Canada, it shall be attested by the signatures of any two of the following officers: The Moderator, the General Secretary of the General Council, the General Council Ministers, and the Executive Officer, Finance (any one of whom shall for this purpose be entitled to temporary custody of the Seal and to affix the same), or by any one thereof, together with any one of six other persons to be appointed by the Executive of the General Council.

Motion: Jim Sinclair/Cindy Desilets**2005-04-21-228**

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

Moderator, The United Church of Canada
 General Secretary, General Council
 General Council Minister, Programs for Mission and Ministry
 General Council Minister, Resources for Mission and Ministry
 General Council Minister, Regional Relations
 Executive Officer, Financial Services

Peter Short
 Jim Sinclair
 Bruce Gregersen
 Ian Fraser
 Carol L. Hancock
 Ron Olsen

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

Legal/Judicial Counsel	Cynthia Gunn
Legal/Judicial Counsel	Kathy McDonald
Executive Minister, Justice, Global & Ecumenical Relations	Omega Bula
Program Officer, Financial Services	Mary May
Executive Minister, Ministry and Employment Policies and Services;	Michael Burke
Executive Minister, Resource Production and Distribution.	Juliet Huntly

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

Certified Correct:

Jim Sinclair
General Secretary, General Council

Dated:

Carried

The General Secretary noted the appointment of Lorna Pawis, Officer for the Healing Fund and thanked her for accepting this appointment. It was noted that Lorna gave her letter of resignation to the Executive of the General Council at the rise of this meeting.

PARTNER VISITS

Jim Sinclair and Lorna Pawis reported on their visit with global partners and friends in the Church of North India, the Bishop of Calcutta, the islands of Andaman and Nicobar, and other areas in India where lives were lost in the tsunami.

The Moderator thanked Jim and Lorna for their report.

The Moderator thanked Merjean Enriquez for her work on the Workbook. Throughout the meeting the Moderator introduced people at the resource and staff tables.

DISCERNMENT PROCESS

Deb Bowman introduced a discernment process including the motion from the last Executive meeting asking General Council 39 (2006) to begin the work of discernment, visioning and direction setting for The United Church of Canada. The Agenda and Planning Committee is taking this charge seriously including learning how this can be done through work with the Executive.

At this meeting, the Executive worked with one of the discernment processes to discover which one fits best for the General Council. Peter Scott introduced "A Spiritual Practice" process for discernment to be tested at this meeting. The worshipful work of discernment is the constant presence of God in our lives, both collectively and individually.

The steps of discernment include:

1. Framing the question to which we seek God's answer.
2. Grounding the search by listing the key values or principles, which will guide our search?
3. Rooting the search in the Biblical story.
4. Shedding our personal desires and prejudices toward or against a particular outcome.
5. Listening to the voices of all those who may be affected by the final decision.
6. Exploring all the available possibilities
7. Improving the two or three possibilities that seem to have the most merit.
8. Weighing options after they have been made the best that they can be.
9. Closing on the option that seems to be the one toward which God is pointing us.
10. Resting with that choice to see whether it brings feelings of consolation or desolation.

PARTNER VISITS

Carol Hancock reported on her visit to partners in ministry in China including representatives from the Chinese Christian Council and the Three Self Patriotic Movement. She talked about the commitment and witness of the people she met including the singing of faith and stories.

The Music Team led the singing of grace before each meal throughout the Executive.

The Moderator introduced Bob Campbell, the friend in the Executive.

PERMANENT COMMITTEE ON FINANCE (FIN 1 – 27)

Doug Einarson, chair, Permanent Committee on Finance, gave an overview of their Report.

Accountability Report

Doug reported on the financial health of the church with an overview of 2004 (Appendix A).

Guiding Principles for Development of New Reserve Fund Policy

Doug talked about the need to develop a new reserve fund policy that is both integrated and cohesive. He reviewed the guiding principles and asked for confirmation that the Permanent Committee is moving in the right direction. More work will be done with the principles for the next Executive along with accounting information more reflective of the new structure.

Budget Assumptions

Doug reviewed the budget assumptions for the 2006 budget including an overview of expenses and revenue. He noted that for 2006, \$1.7 million from the reserve is appropriate; however, in the long term this deficit cannot continue. The Permanent Committee is looking for direction from the Executive for the budgets of 2007 and beyond including a prioritizing process.

Questions were raised for clarification including queries about Financial Stewardship and the Mission and Service Fund. Other questions included:

- Concern about flat lined Mission Support Grants and the rationale for the three levels of funding salary increases.
 - It was noted that the presentation was based on present assumptions.
- Vision direction for the preparation of a Strategic Plan to come from General Council 39 (2006).
 - It was noted that this must be budgeted for and factored in for 2006 and 2007.

Residential School Fund

Whereas The United Church of Canada Residential Schools Fund was established by the action of the Executive of the General Council in April 2000 for the purpose of paying all settlements and related costs associated with the legacy of residential schools.

Whereas by actions of the Executive of the General Council since establishment of the fund and December 31, 2004 eight million dollars has been transferred from The United Church of Canada Reserve to the Residential Schools Fund as follows:

- 2000 \$1,550,000
- 2001 \$2,450,000
- 2002 \$2,000,000
- 2003 \$1,000,000
- 2004 \$1,000,000

Whereas by actions of the Executive of the General Council since establishment of the fund and December 31, 2004 four million dollars has been transferred from the Morrison Bequest to the Residential Schools Fund as follows:

- 2000 \$1,000,000
- 2001 \$1,000,000
- 2002 \$1,000,000
- 2003 \$1,000,000

Whereas the latest action of the Executive of the General Council calls for the transfer of one million dollars each year from the Reserve to the Residential Schools Fund, such amount to be reviewed annually as per the motion at GCE April 2000.

Whereas the Residential Schools Fund has provided for legal costs, settlements and operations as prescribed by its mandate.

Whereas a review of anticipated requirements on the Fund to meet its obligations has been conducted by the General Council Officer, Residential Schools and the Executive Officer, Financial Services.

Whereas the review has been based on a 70/30 government / church proportion of settlement awards (the actual proportion, which is under appeal (Blackwater), is 100 /0) and the review has not included any possible cost recovery from insurance.

Whereas the review concludes the Fund balance as at December 31, 2004 is sufficient to cover anticipated future obligations.

Whereas the Executive of the General Council has been petitioned by Maritime Conference to transfer the surplus from the Residential Schools Fund to the Healing Fund.

Whereas there is no surplus in the Residential Schools Fund as at December 31, 2004.

Motion: Doug Einarson/Ted Alexander

2005-04-21-229

That the budgeted transfer for 2005 of one million dollars from the Reserve to the Residential Schools Fund be cancelled and there be no further budgeted allocations in future years, subject to review each year.

Carried

Capital Budget

Whereas the Executive of the General Council at its October 2004 meeting approved the year 2005 budget.

Whereas included in the year 2005 budget was an allocation of \$100,000 to the Capital Equipment Fund.

Whereas the Permanent Committee on Finance believes that internal control procedures are strengthened by approving the capital asset budget.

Motion: Doug Einarson/Ted Alexander

2005-04-21-230

That the attached schedule (below) detailing 2005 expenditures be approved.

Carried

The United Church of Canada Capital Asset Budget 2005			
Description	Balance 12/31/04	2005 Allocation	Total
Accounting System Upgrade	68,000		68,000
Website Enhancements	5,000		5,000
Dishwasher	5,000		5,000
Studio Equipment	37,000		37,000
UCPH Van	25,000		25,000
Contingency	10,000		10,000
A/V Equipment	30,000	25,000	55,000
Computer Notebook Pool		16,000	16,000
Replace Obsolete Printers		5,000	5,000
Replace Obsolete Servers		14,000	14,000
Network Backbone Upgrade to Gigabit		40,000	40,000
Total	180,000	100,000	280,000

Table Groups discussed budget assumption, guiding principles, and 2006 Budget and reported back to the plenary.

The Moderator thanked Doug for his time, skills, and gifts. The Moderator noted that these items will come back with a reworked proposal from the Reference and Counsel Committee.

Doug Goodwin introduced B.C. Conference staff and the Moderator welcomed our partners in ministry – Gerildine Smith, Cynthia Smith, Nellie Tang, Brenda Wolff, Nan Koldewijn, and Treena Duncan.

PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES (PC MEPS) (MEPS 1 – 6)

Jim Blanchard, Chair of the Permanent Committee, gave an update on their Report (Appendix B). He noted that Human Resources Policies are set by the Executive and therefore they reflect the values of the Executive. Any changes to these Policies would be made by the Executive. A number of issues, including petitions referred to the Permanent Committee, will come to the November Executive meeting.

Jim gave an update on the Isolation Study and noted that a survey is needed to verify results received from focus groups. He asked members to encourage their presbyteries and Conferences to complete the survey.

Questions were raised and responded to including:

- The concern regarding the ongoing interaction with staff including reclassification:
 - o The General Secretary noted that there is a section in his report about this and a major piece of work is to have all job descriptions complete by the end of the summer.
 - o The staff group is currently giving feedback on the format for a Staff Council.

The Moderator thanked Jim Blanchard for his work and his report.

GC39 (2006) AGENDA AND PLANNING COMMITTEE (DR 7 – 9)

Deb Bowman gave an update on the work of the Committee as it moves along the road to Thunder Bay and asked -

- What is the purpose of the General Council meeting?
- What is the work before the General Council meeting?

Deb noted that time will be needed on the agenda for discernment and developing a strategic plan. Also, some of the things previously worked on at General Council may be better handled at the Executive. Clarity on the purpose will allow everyone to do the best job possible.

Discussion took place on the proposal presented which it will come back on the agenda incorporating the suggestions.

WORLD COUNCIL OF CHURCHES (WCC) REPORT (DR 1 – 6)

Marion Best gave an update to her report. She talked about leaving the Executive meeting early to attend round table discussions with funding partners in Geneva and the uncertainty of what this will mean for the WCC. She noted that, except for voting on audited financial statements and elections, all other decisions are made by the discernment process used by the Uniting Church of Christ in Australia.

Marion reviewed the agenda of the WWC Assembly in Porto Alegre, Brazil in February 2006 and encouraged stewards to apply for this event. She noted that some events are only open to delegates and stewards.

The Moderator thanked Marion for her report and the work she does on our behalf.

NOMINATIONS REPORT

Marion Parly reported on the work of the Nominations Committee of the Executive. Marion thanked Janet McDonald and Terry Beaumont who enable the work of the Committee. She highlighted the discernment process that the Committee uses for decision-making.

Motion: Marion Pardy/Jim Jackson**2005-04-21-231**

That the Executive of the General Council appoint the following people to the committees and task groups or as representatives of the United Church (with the stated terms):

Executive of the General Council Member at Large under 30 years (to GC39, 2006)

- Leah Halliday (Lay ANW)

FINSTEW – Bulletin Advisory Committee (2008 June)

- Deborah Billard (Lay Ham)

FINSTEW – Gift Planning Committee (2008 June)

- John Keddy (Lay M&O)

FINSTEW – Mission and Service Fund Committee (2008 June)

- Wendy MacFadzean (O Ham)

GCE – Gender Justice Advisory Committee (to GC39 2006)

- Susan Butler Jones (D MNWO)
- Hyuk Cho (O Lon)
- Barbara Curzon (D Ham)
- Victoria Fillier (Lay BQ)
- Maureen Finlayson (Lay Mar)
- Catherine Gutjahr (Lay Mtu)
- Moses Kanhai (Lay Sask)

GCE – Pension Plan Advisory Committee (2008 June)

- Gary Dobbie (Lay Tor)
- Cameron Hunter (Lay Tor)

GCE – Permanent Committee on Finance (to GC39 2006)

- Bev Kostichuk (Lay Sask)

GCE – Permanent Committee on Governance, Planning & Budgeting Processes (to GC39 2006)

- Warren Bruleigh (O ANW)

GCE – Permanent Committee on Programs for Mission and Ministry (2008 June)

- Larry Derkach (Lay ANW)

GCE – Racial Justice Advisory Committee (to GC39 2006)

- Janet Yee (Lay ANW)

JGER – Global Mission Personnel Receiving Subcommittee (2008 June)

- Johanne Hills (O Tor)
- Helga Mills (Lay Mar)

JGER – Justice Peace and Creation Advisory Committee (2008 June)

- Jessie Negropontes (Lay ANW)

JGER – Representative to the Anglican - United Church Dialogue (2008 June)

- Margaret Sagar (O Mar)

JGER – Representative to the Reformed Lutheran Dialogue (2008 June)

- Rivkah Unland (O Tor)

MEPS – Financial Assistance Committee (2008 June)

- Brian Mee (O Sask)
- MJ Patterson (Lay ANW)
- Rosemary White (Lay N&L)

MEPS – Police Records Check Task Group (to GC39 2006)

- Richard Hazel (Lay Sask)
- Ralph Schmidt (O Tor)
- Sharon Whitwell (O Lon)

SLM – Camp Sustainability Task Group (to GC39 2006)

- Bill Stevens (Lay BQ)

SLM – Duty of Care Program Advisory Committee (2008 June)

- Allan Barss (Lay Sask)
- Cliff Pieri (Lay MNWO)
- Wendell White (Lay BQ)

SLM – Mission Through Finance Advisory Committee (2008 June)

- Ian Nott (Lay Ham)
- Katherine Corlett (Lay Tor)
- Susan Easterbrook (Lay Lon)
- Larry Evans (Lay Mar)

Other Appointments –

That the Executive of the General Council receive for information the appointment of the following people to the committees and task groups (with the stated terms):

Executive of the General Council - Conference Representatives (to GC39, 2006)

- Louise Rogers (Lay ANW)
- Donald Wachenschwanz (O M&O)

GC – Youth Forum Design Team (to GC39 2006)

(Appointment by the authority of the GC Agenda and Planning Committee)

- Michael Shewburg (Lay Lon) – Co-chairperson (Representative to GC A&P)
- Tressa Brotsky (Lay BC) – Co-chairperson
- Keltie Muirhead (Lay Mar)
- Ben Koots (Lay ANW)
- Sarah Chapman (Lay Mar)
- Sandra Nourse (Lay Sask)
- Sharon Buttrey (Lay Tor)
- Andrea Buttars (Lay Ham)
- Karen Bridges (Lay ANW)
- Grace Kim (Lay Lon / EM)

GC – Agenda and Planning Committee (to GC39 2006)

(Appointment by the authority of the GC Agenda and Planning Committee)

- Floyd Steinhauer (Lay ANCC)
- Jackie Wardell (Lay MNWO)
- Kathy McMillan (Lay MNWO)
- David Sparks (O MNWO)

FFE – Continuing Education Implementation Task Group (to GC39 2006)

(Extension of term of appointment from April 2005 to August 2006)

- Pam Bowman (Lay Mar)
- Shirley Cleave (Lay Mar)
- Sue Short (Lay Mar)
- Eric Tusz-King (D Mar)

Carried

PARTNER VISITS

Bruce Gregersen reported on his trip to Jerusalem and the dedication of the Vad Vashem Holocaust History Museum. He brought greetings from Chris and Susan Ferguson and noted the critical work they are doing in this complex part of the world.

FOR SUCH A TIME AS THIS

Bruce Gregersen read the passage from Esther 4:14 that set the context for the name of the project and talked about the challenge of the size of the investment. Also shared was the excitement for the project. Bruce introduced Barbara Lloyd and Keith Howard, staff from Toronto and British Columbia Conferences who have shared in the project. Barbara Lloyd talked about the origins of the project in Toronto Conference and how the Conference introduced the project to the staff in the General Council Office. Keith Howard shared a personal account of the reality of people in the 30 to 45 demographic age group who do not know about church. He also reviewed the expectations of the project. Ian Fraser continued with a sketch of the research that has taken place with an overview of the Environics Survey Work. Ian

noted that the 18 attributes used in the survey were from the mission vision and values as set out in the Future Directions document.

In table groups, the following were suggested questions for discernment:

- Is this a faithful use of such significant resources?
- Is this an effective means of working for congregational transformation?
- Is this the right time?

Table Groups reported back a flavour of their conversations and questions were clarified. Responses were given to the Business Committee for the Reference and Counsel Committee to bring back a proposal later in the agenda.

THEOLOGICAL REFLECTION and CLOSING PRAYERS

The Music Team led closing with concluding prayers of intercession and blessing from Ed Searcy. In theological reflection, Lesley Anderson, talked about the importance of prayer which was emphasized throughout the day.

FRIDAY, APRIL 22, 2005

WORSHIP

The music and worship team led worship. Lesley Anderson led prayer followed by Scripture reading from the Cotton Patch version (from South Georgia) of I Peter 2: 1-10. In theological reflection, Ed Searcy talked about the paradox of pastoral ministry and the ethnicity of Christian as an alternate nationality.

Marion Pardy, the Past Moderator, took the chair for the Moderator's proposal.

MINISTRY IN THE UNITED CHURCH OF CANADA: A PROPOSAL FROM THE MODERATOR

The Moderator reviewed and talked about the heart of the project which he is offering to the United Church and suggested a framing question for the discernment of his proposal. What ministry will God require/offer to The United Church of Canada in the next generation?

The Moderator talked about the retreats he has had with ministry personnel throughout his Conference visits. His proposal is to invite people in ministry "to come home" to the place where all arise in ministry. The purpose is to get beneath the differences and begin to listen to one another. He talked about the discrepancies between the sense of call and the disillusionments that ministry personnel find.

In table groups, questions for clarification were raised with input and response given to the Business Committee.

Marion thanked the Moderator for offering this to us at this time.

The Moderator resumed the chair.

VANCOUVER VISION DAY

The Executive of the General Council joined members of B.C. Conference for a visit to the University of British Columbia and Vancouver School of Theology for a day of engagement in the local context.

The agenda for the day included –

- Dialogue with the Ethnic Ministries Committee on the ethnic church experience.
- Visit to Museum of Anthropology and Nitobe Gardens
- Presentation on Native Ministries issues and discussion with the members of the Native Ministries Council.
- Meeting with Ken MacQueen, principal of Vancouver School of Theology (VST), with conversations on Theological Education for a New Century and a tour of the new VST construction.

- The Executive met with members of B.C. Conference to engage in listening on Congregational Vision and Future.

SATURDAY, APRIL 23, 2005

WORSHIP

The Worship Team led morning worship, prayer, and reading from I Peter 2:1-10 followed by silent reflection.

The Moderator acknowledged the absence of Michelle Slater, who was getting married, and welcomed people who have arrived – Wanda King and Alan Seal. He also introduced staff resource people - Laverne Jacobs, Jim King, Richard Chambers, Mark Hathaway, Alan Hall, Sandra Severs, and Rene van Acker.

DE-BRIEFING FROM VANCOUVER EXPERIENCE

Table groups spent time discussing yesterday's Vancouver experience at the Vancouver School of Theology and the University of British Columbia.

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY

Diane Dwarka, chair of the Permanent Committee, brought greetings and gave an understanding and overview of the work that flows through the Permanent Committee including the many units, committees, sub committees, and advisory committees that report through the Permanent Committee. She raised a concern on how to assist the Executive to gain an understanding of the work from each of the areas.

Diane made a formal request from the Permanent Committee to the Permanent Committee on Governance, Planning and Budgeting Processes to work together to answer the following questions:

- What level of understanding does the Executive of the General Council need of the program work of the church?
- What does this mean for the agenda of the Executive of the General Council?

Questions and comments were raised:

- Changes in funding for continuing education will impact people working in isolated congregations. This will add to already stretched lay and ministry personnel.

Aboriginal Ministries

Laverne Jacobs reported on Aboriginal Ministries and welcomed Lorna Pawis as a member of the General Council Office staff. Laverne talked about the Healing Fund and the need to raise its profile, increase donations, and build relationships with organizations that have received funding. He noted the challenge of being unable to give ongoing support to projects because of the number of applications and it may be necessary to rethink the way the fund is operated. Laverne also talked about his work to coordinate the work of the Aboriginal staff group.

Ministry-Based Ordination Program

Bruce Gregersen gave an update on the program including that it is re-naming itself. Bruce also talked about the work done on the equity issue and the aim of ministry vocations to assist and encourage the development of capable, transformational, ministry leadership to and for The United Church of Canada.

Genetically-Modified Food

Sandra Severs, member of Genetically Modified Task Group; Mark Hathaway, staff person in Justice, Global and Ecumenical relations (JGER); and Rene van Acker, Associate Professor at University of Manitoba gave an overview to assist the Executive to understand and think through questions and concerns about Genetically-Modified Food. It was noted that a task group of farmers, theologians, ethicists, scientists, and environmental policy persons worked on the principles from GC38 (2003) to bring the proposals to the Executive.

An overview of the report included illustrations on 3 of the issues –

- Regulation and labelling
- Corporate control of Genetically-Modified food
- North/South and problems of genetic pollution

Questions and comments were raised for clarification.

The Moderator thanked all the presenters.

PENSION BOARD REPORT (MEPS 3 – 4)

Charlie Black, Jayne Casanova, and Gordon Howe presented the Pension Board report and shared the good news from the Investment Committee that there was a very good investment return in 2004.

The background and continued role of the Executive in the governance of the plan was reviewed. The nature of the guiding principles and beliefs were discussed with questions and comments for clarification from table groups.

A concern was raised about Status people living on reserves and the disparity of everyone not having access to or being part of the Canada Pension Plan.

Whereas The United Church of Canada has established and maintains the Pension Plan of The United Church of Canada (the “Plan”) for the benefit of eligible employees of the Employer; and
Whereas the Executive of the General Council (the “Executive”) is the Administrator of the Plan; and
Whereas the Executive accepted the recommendation in *the Report Task Group on the General Council Executive as the Pension Plan Administrator* to establish a set of beliefs and principles;

Motion: Jim Blanchard/Dwaine Dornan

2005-04-21-232

That the Executive of the General Council approve the following **Statement of Beliefs and Guiding Principles For Plan Design:**

1. Saving for retirement is a shared responsibility and dependent on government, employer and individual savings initiatives (the three-legged stool), and the plan design should reflect this.
2. Saving for retirement using the church-sponsored retirement arrangement should occur over the course of an employee’s employment with Pastoral Charges or other participating employers.
3. Plan members should be encouraged to plan for their retirement income.
4. The Pension Plan must be affordable to Pastoral Charges, other participating employers and members. The Pastoral Charges and other participating employers should pay the greater share.
5. Market risk under the church-sponsored retirement arrangement should be borne by the Pastoral Charges and other participating employers.
[Comment: Market risk includes annuity purchase rates, mortality risk, investment risk and other types of risk borne by members of defined contribution plans. The church chose a defined benefit arrangement because of its ability to respond to these risk bearing objectives.]
6. Plan design will comply with:
 - Legislation (e.g., Pension Benefits Act and Income Tax Act);
 - Church’s relevant compensation and human resource policies; and
 - Pension Board’s plan design policies.
7. The Plan should provide:
 - A life-time benefit;
 - Protection to surviving spouses and beneficiaries; and
 - Benefits of relatively equal value to members with or without a spouse.
8. Age 65 is appropriate for the normal retirement date.
9. A member who retires at the normal retirement date with 35 or more years service of credited service in the Plan with an average earnings history, should have an adequate level of retirement income from all sources.
[Comment: Adequacy of retirement income is a subjective matter. For these purposes, it is assumed a replacement ration of 85% from all sources, for a member with an average earnings history retiring at the normal retirement date, is adequate.]

10. Subject to reasonable minimum age and/or service criteria, members should be able to retire earlier than the normal retirement date, with limited additional cost to the Plan, as a general rule. However, the Plan should retain the flexibility to provide program enhancements such as the current unreduced pension upon retirement at or above age 60 and 35 or more years of credited service, or special early retirement windows.
11. If a member continues employment with a Pastoral Charge or other participating employer beyond the normal retirement date, the member should be able to defer pension commencement under the church-sponsored retirement arrangement beyond the normal retirement date, on an equitable cost basis.
12. Retirement income under the church-sponsored arrangement should maintain its real value over the long term subject to available funding.
13. Accrued benefits belong to members from date of enrolment in the Plan.

Carried

PERMANENT COMMITTEE ON GOVERNANCE, PLANNING AND BUDGETING PROCESSES

Martha ter Kuile brought greetings, talked about the changes to the committee, and thanked Janet McDonald, Merjean Enriquez, and David Allen for their work. She noted that the Committee now refers to themselves as GPB Processes as a reminder of their purpose to be about processes. Martha reviewed the report of GPB Processes and introduced the two proposals.

Role of Sub-Executive

The role of the Sub-Executive was discussed and questions raised included questions on representation from the Conferences and the All Native Circle during each triennium. GPB Processes and All Native Circle agreed to consult on the wording of the following proposal before presentation at the next Executive.

The PC GPB Processes proposes...

That the Executive of the General Council adopt the following terms of reference for the Sub-Executive of the General Council:

Membership:

The Sub-Executive of the General Council shall consist of 13 voting members: The Moderator, the immediate past moderator and the General Secretary of the General Council; 11 members of the Executive of the General Council (six conference representatives; a representative from the Ethnic constituency, a representative from the French constituency, the Chair of the Business Table).

Composition:

1. There will be a balance of members of the Order of Ministry and lay members
2. There will be a balance of males and females
3. There will be conference representation on a triennium basis – normally, every conference, every second triennium
4. There will be no more than one conference representative per conference per triennium
5. Normally, the members will be second triennium members
6. Normally, the term of appointment is one triennium.
7. The Nominations Committee will recommend appointments of the following members of the Sub-Executive of the General Council: (Ethnic Constituency (1), French Constituency (1), Conference Representatives to the Executive of the General Council (7)).

Duties and Powers: The sub-executive, which will report its proceedings to the Executive of the General Council, shall have the following duties and powers:

1. Act on the unfinished business of the Executive of the General Council that requires action before the next meeting of the Executive of the General Council
2. Act on items delegated by the Executive of the General Council that require action before the

next meeting of the Executive of the General Council

3. Act on items from the General Secretary that require action before the next meeting of the Executive of the General Council.

Items that should not go to the Sub-Executive:

1. Items of a denomination-shaping nature
2. Policy decisions

Communication:

Minutes of the Sub-Executive be distributed to members of the Executive of the General Council. The Agendas of the Sub-Executive meetings be circulated prior to the meetings to allow for input from members of the Executive of the General Council.

Meetings:

The primary style of meeting will be by telephone conference calls. The number of meeting may vary between two and twelve per year.

Moderator:

The role of the Moderator as chair of the Sub-Executive needs to be reviewed by the Task group on the Role of the Moderator in consultation with the Moderator's Advisory Committee, the General Secretary and the General Secretary's Supervision Committee

The proposal was withdrawn and will be brought back to the November meeting.

Principles and Processes for Committee Member Services and the Nominations Committee

The proposal was presented and questions and concerns discussed.

There was a concern that committees and task groups appointed by Permanent Committees would select their own chairperson. It was noted that the body who appoints a committee should also select the chair. Other questions included continuity and the need to serve two terms.

Motion: Martha ter Kuile/Cindy Désilets

2005-04-21-233

That the Executive of the General Council adopt these principles and processes to guide the work of the Nominations Committee and Committee Member Services:

Recruitment and Recommendations of Voting Members for the Executive of the General Council (other than Conference Representatives):

1. The Moderator or the General Secretary will declare a vacancy on the Executive or the Sub-Executive of the General Council.
2. The Office of Committee Member Services will announce the vacancy and seek expressions of interest for these vacancies.
3. An individual will provide an expression of interest and names of persons who may act as references for a position on the Sub-Executive or Executive of the General Council to the Office of Committee Member Services.
4. The Nominations Committee will consider the expressions of interest from individuals and make recommendations to the General Council or its Executive.

Principles for Cascading Appointments for Voting Members of the Executive of the General Council

1. Normally, an additional duty of all voting members of the Executive of the General Council is to accept at least one additional appointment (except: Moderator, General Secretary, WCC Rep)
2. Normally, all voting members of the Executive of the General Council may have a maximum of two additional appointments as representatives of the Executive of the General Council
3. To ensure continuity and succession, appointments are normally for one triennium and may be staggered

4. At the beginning of each triennium, voting members of Executive of the General Council will be invited to express interest in three choices and throughout the triennium as new people are appointed and vacancies occur.
5. The Nominations Committee will recommend appointments to the Executive of the General Council

Principles for Appointing Chairpersons of Committees and Task Groups

1. Appointments of chairpersons for committees and task groups whose parent is the General Council or its Executive, will be coordinated by Committee Members Services and the Nominations Committee will make a recommendation to the Executive of the General Council.
2. Normally, nominations for chair of a committee or task group will be considered from within its current membership
 - Committee Member Services will invite all current members of the committee to nominate a person from within its membership or offer themselves for nomination.
 - Prospects will express their interest in writing to Committee Member Services.
3. When there is no internal candidate for chairperson, Committee Member Services will recruit to the vacancy in the regular recruitment cycles.
4. For committees and task groups whose parent is other than the General Council or the Executive of the General Council, the chairperson may be selected and appointed by the parent committee, from within the committee and report this to Committee Members Services for information,

Principles for Term of Appointment

1. For members of Task Groups (time certain task): term is up to three years (or to the next General Council)
2. For members of Committees (ongoing): term is three years
3. For chairpersons of Task Groups: term is up to three years (or to the next General Council).
4. For chairpersons of Committees: term is three years
5. Additional terms: appointments may be renewed once. In consultation with the Committee/Task Group Chairperson and the Staff Resource Person, Committee Member Services may invite members to renew for an additional term, providing for continuity and succession in the committee membership.

Carried

The Moderator hosted a gathering for Voting members of the Executive.

UNIONS

Motion: Jim Sinclair/Kent Ward

2005-04-21-234

That the Executive of the General Council move into an in camera session with the following membership: voting members, corresponding members, and resource people Michael Burke, Executive Minister MEPS, Cynthia Gunn, Legal/Judicial Counsel, Mary Frances Denis, Communications Officer, and Merjean Enriquez, Administrative Staff.

Carried

Motion: Jim Sinclair/Jim Blanchard

2005-04-21-235

That the Executive of the General Council move out of the in camera session.

Carried

REPORTS FROM THE REFERENCE AND COUNSEL COMMITTEE

Jim Jackson, Lynn Boothroyd, and David Woodall reported for the Reference and Counsel Committee on the work that was assigned to them as follows:

PERMANENT COMMITTEE ON FINANCE (FIN 1 – 3)

Interim Report on Fund Policies (FIN 1)

The guiding principles are as follows:

- There is a need to establish clear policies that reflect long-term planning and support of strategic priorities, reflecting an optimistic view of the future of the church.

- Policies should not be primarily defensive in nature but should be deliberate and part of the budgeting process.
- The major funds cannot be viewed in isolation from each other as the actions of one fund can have a financial impact on the utilization of another fund (i.e. it may be more appropriate to evaluate financial health and minimum balances on an aggregate basis rather than fund by fund).
- The reasons for certain past practices (such as crediting interest to these funds, rather than recognizing that interest as income in the operating budget) many no longer be valid and therefore such practices warrant review as part of the policy review.
- These policies must be structured to be able to respond to significant change in the church's operations so the policies should not be set arbitrarily but reflect a degree of flexibility and adaptability.

Motion: Jim Jackson/Linsell Hurd**2005-04-21-236**

That the Executive of the General Council support the funding principles found on PC-FIN 1 (above) and forward the commentary received from table groups of the Executive of the General Council to the Permanent Committee on Finance for consideration by the task group in revising the principles for final approval.

Carried**Budget Assumptions (FIN 14)**

Questions were asked and clarified. It was noted that there is an assumption that an amount for strategic planning will be identified for 2007 and 2008. That strategic planning needs to be considered when planning the budgets for 2007 and 2008 will be included in a statement to the Permanent Committee on Finance.

Motion: Jim Jackson/Jim Blanchard**2005-04-21-237**

That the Executive of the General Council approve the budget assumptions on FIN 14 (below) as proposed.

Carried**Operating Budgets 2006 to 2008 – Major Assumptions**

1. Mission and Service receipts would be at \$29.750 million level and sales would remain stable at the 2005 budget level for the three years.
2. Mission and Service Operating Fund would change from \$3.7 million for 2006 to \$3.2 million and \$2.2 million for 2007 and 2008, respectively. The draw from the United Church Reserve be capped at \$2 million to support the operating budget for each of 2007 and 2008. Other reserve transfers would have minor adjustments for three years.
3. Annuity administration recovery and other revenues would remain at the 2005 budget level or have minor adjustments for the three years.
4. Salaries and benefits for the National Office staff, All Native Circle Conference salary grants and Conference salary grants would increase from those for the 2005 budget by 3.77% of which 2.10% is for the economic adjustment and 1.67% is for step level increases. Those for 2007 and 2008 would increase by another 3.50% (2.00% and 1.50%) and 3.25% (2.00% and 1.25%), respectively.
5. Mission Support grants increase based on Cost of Living Allowance.
6. Rent expenses would increase as per the twenty-year lease rent schedule.
7. Transfers to the Capital Equipment Fund would be \$200,000 each year for the three years.
8. Transfer to General Council Meeting would be \$230,000 each year for the three years.
9. Other expenses for the three years would remain at the 2005 budget level.
10. Faith Formation and Education Adult Leadership would reduce its budgeted expenses by \$55,000 each year for the three years.
11. FSTWD Gift Planning would increase its budgeted expenses by \$50,000 in 2006, \$100,000 in 2007 and \$150,000 in 2008.
12. Support to Local Ministries Aboriginal Consultation would have expenses of \$150,000 and revenues of \$150,000 for 2006.
13. Ministry and Employment Policies and Services would increase staffing costs by \$80,000, \$85,000 and \$90,000 in 2006, 2007 and 2008, respectively.

14. Resource Production and Distribution would increase staffing costs by \$60,000, \$63,000 and \$66,000 in 2006, 2007 and 2008, respectively; as well as about \$15,000 in on-line program for each of the three years. There may be reduction in TV program related expenses and changes in sales related expenses.
15. Faith Formation and Education would continue to implement Continuing Education for the previously approved \$250,000 and enhance the programs with additional \$96,000 in expenses. Both amounts would be for each of the three years.

Operating Budget

With the adoption of the Budget assumptions, the following budget was presented.

2006 income	\$56,964,000	
2006 expenses	<u>\$59,139,000</u>	
	-2,175,000	
	2,000,000	Drawn from Reserve
	\$175,000	Reduction in expenses required

Motion: Jim Jackson/Jim Blanchard

2005-04-21-238

That the Executive of the General Council approve the budget as presented.

Carried

FOR SUCH A TIME AS THIS

The Reference and Counsel Committee summarized their observations of the Executive’s discussion in the meeting as follows:

1. Strong, positive support of this initiative.
2. Strong push for integrity in the message with sensitivity towards our diverse theology, diverse geographical needs, and different positions on social issues.
3. Naming, strengthening the linkages to the programs and congregational training.

After prayer, Lynn Boothroyd presented a proposal developed from the table group responses as follows:

That the Executive of the General Council adopt the report titled *For Such a Time as This* and direct the General Secretary to implement the program as outlined and congruent with the work of General Council 2006, with serious consideration of the

1. Strong, positive support of this initiative.
2. Strong push for integrity in the message with sensitivity towards our diverse theology, diverse geographical needs, different positions on social issues.
3. Naming that congregational training and linkage to the program be strengthened.

It was noted that Ministère en Français was consulted on this proposal including a separate launch in Quebec.

Concerns expressed included approval from General Council as a recommendation of the GCE.

The proposal was referred to the Business Table for revisions and further agenda time.

The Moderator thanked the Reference and Counsel Committee for their work on this proposal.

WORSHIP

The Music Team closed the meeting with song and prayer.

SUNDAY, APRIL 24, 2005

WORSHIP

The Executive members joined local congregations for their worship services.

TABLE GROUPS

Table groups talked about their experiences at local congregations.

MINISTRY IN THE UNITED CHURCH OF CANADA: A PROPOSAL FROM THE MODERATOR (con't)

Peter Scott led the discernment process on the proposal from the Moderator with the suggested framing question – “What is your will, God, regarding the Moderator’s proposal?”

The Moderator reviewed the grounding principles to set boundaries around the process.

After several opportunities in table groups Peter Scott and Deb Bowman thanked the members for participating and working with this discernment model.

GENETICALLY MODIFIED FOOD

Diane Dwarka introduced the proposal on Genetically Modified Food Policy Resolutions.

Questions were raised and responded to including what the proposal means if it is adopted and how it is to be carried forward.

The Regulation and Labelling of Genetically Modified (GM) Foods

Whereas we are called “to live with respect in creation” (New Creed), “taking care that our actions do not seriously harm the greater web of life” (38th General Council 2003); and

Whereas “systems for approving, regulating, and monitoring genetically modified (GM) foods should clearly embody the precautionary principle” (38th General Council 2003); and

Whereas “the process of approving, regulating, and monitoring GM foods should be based on the principles of independence, transparency, accountability, and participation” (38th General Council 2003); and

Whereas “government agencies regulating GM foods must be clearly independent from the parties developing these foods” (38th General Council 2003); and

Whereas “the testing of GM foods must in no way be biased or influenced by the parties seeking their approval” and “all details and results of testing must be available for independent peer review” (38th General Council); and

Whereas “the public must have a way to provide input into the regulatory process – particularly when the introduction of a GM food variety has the potential to adversely affect a sector of the public ecologically, economically, or health-wise”(38th General Council 2003); and

Whereas “questions of responsibility and liability for any adverse effects resulting from the production or consumption of a GM food variety must be clarified” (38th General Council 2003); and

Whereas “consumers must have fair, trustworthy, and understandable tools that enable them to choose whether or not to consume GM foods” (38th General Council 2003);

Motion: Diane Dwarka/Martha ter Kuile**2005-04-21-239**

That the Executive of the General Council of The United Church of Canada, through the Office of the General Secretary, advocate for the following measures and changes to the current framework that the Government of Canada uses to approve, regulate, monitor, and label genetically modified foods by calling on the Government of Canada to:

1. Establish a new, independent government agency at “arm’s length” to test and monitor all genetically modified (GM) foods.
2. Place an immediate moratorium on the approval of new genetically modified (GM) food varieties until a more rigorous and independent system for approving, regulating, monitoring, and labelling GM foods has been fully implemented (as outlined in points 3 to 10 below). This moratorium would not apply to research, only to the actual approval of new GM crop and animal varieties used for human food or for animal feed.
3. Commission thorough, independent, peer-reviewed research into some of the key, unanswered safety and ecological concerns around GM foods. Based on the results of these investigations, new regulations should be devised to ensure the safety and ecological sustainability of GM food crops, including a complete prohibition on any technologies that pose a significant health or ecological risk.
4. Ensure that a new genetically modified food variety would be approved only if:

- An integrated testing regime of whole foods carried out by the independent government testing agency (point #1 above) demonstrates – to the best of current scientific ability – that the new food poses no significant health or ecological risk – either short or long-term.
 - All data produced during the testing and evaluation of the new GM food variety is published and scientific peer review of this data raises no additional concerns that have not been addressed by subsequent research.
 - Additional concerns (health, ecological, and economic) raised through an open public input process have also been adequately addressed.
 - A detailed assessment of potential economic impacts has been carried out and the probability of a net negative economic impact – including impacts caused by the reduction of export markets or by the contamination of non-GM varieties – has been demonstrated to be very small.
5. Ban the use of all antibiotic-resistance marker genes in GM foods and de-register all GM foods currently incorporating these genes as licensed varieties. The importation and commercialization of all such GM food varieties should be prohibited, their registration should be rescinded, and systematic and scrutinized efforts should be made to remove such varieties – to the extent this is possible – from the food chain as well as from the ecosystems where they were grown.
 6. Prohibit the use of GM food crops to produce chemical and pharmaceutical products such as drugs and hormones that could have negative health impacts on humans or animals if consumed unintentionally. This ban should be extended to include plants like tobacco that are consumed in some fashion by humans, even if not as food per se. To avoid ecological risks, even non-food crops and animals used to produce potentially harmful chemical and pharmaceutical products should be raised only in strictly controlled, enclosed environments.
 7. Prohibit the approval of GM food crops for use as animal feed that are not also approved for human consumption and ensure that equal rigour is applied to the testing of crops destined primarily for animal feed as for those destined for human consumption.
 8. Retest as quickly as is feasible – once the new independent agency and regulatory regime for GM foods have been implemented – all GM food varieties currently approved for consumption. The retesting of existing varieties should take priority over the testing and approval of new food varieties – i.e. the moratorium on the approval of new GM varieties should not be lifted until the food varieties currently approved have been retested (unless they have been voluntarily withdrawn from the market and deregistered). Those GM food varieties that do not meet the new approval threshold should have their registration rescinded, their import and commercialization should be prohibited, and systematic and scrutinized efforts should be made to remove such varieties – to the extent this is possible – from the food chain as well as from the ecosystems where they were grown.
 9. Implement a system of mandatory labelling for all GM foods – domestically produced and imported - based on the model currently employed in the European Union (which labels an ingredient as GM if more than 0.9% of that ingredient is derived from varieties based on rDNA technology). As well, an effective system of segregation for the cropping, transportation, storage, and marketing of GM crops should be implemented.
 10. Empower the independent government testing agency to implement a system to monitor the long-term health and ecological effects of GM crops and animals and revoke the registration of any food variety subsequently discovered to be harmful.
 11. Hold companies introducing GM crops and livestock accountable – including financially accountable – for the costs their products create for other farmers and the general public through transgene movement (i.e. the costs generated when inserted genes contaminate non-GM varieties).
 12. Withhold regulatory approval for any variety of GM wheat because of the significant negative economic impacts that the introduction of GM wheat would generate through the resulting erosion of Canada's wheat export markets.
 13. Withhold regulatory approval for any variety of GM fish due to high risk for the spread of transgenes (inserted genes) into wild fish populations and the potentially catastrophic ecological effects this could produce.

Carried

Social Justice and Protecting Earth's Genetic Heritage and the Traditional Rights of Farmers

Whereas “the needs of the poor have priority over the wants of the rich” because “the way our society treats the poor and oppressed is, for us, a test of God’s redeeming presence and of human justice” (30th General Council); and,

Whereas “we must ensure that advances in biotechnology respect the integrity of creation, and that such advances do not give power to the few at the expense of the many” (31st General Council); and

Whereas “we are one Earth community, one human family and we share one destiny” and “we recognize God’s call to live in harmony with this total community, to draw on the Earth’s sustenance responsibly, and to care for it that all may benefit equitably now and in the future” (34th General Council); and,

Whereas “the development and dissemination of genetically modified food varieties, both in Canada and globally, should not contribute to the growth of injustice, inequality, or poverty, the loss of biodiversity, or the erosion of the common good” and “a genetically modified food variety should only be deployed in a specific context if it can be demonstrated that it will not tend to undermine or erode food security” (38th General Council); and

Whereas “living organisms, and the genetic heritage shared by all life, have an intrinsic value that precedes their utility and commercial value” and “are a gift of God to be cared for and shared for the common good” that “no person or organization should be allowed to claim... as intellectual property” (38th General Council); and.

Whereas “The United Church of Canada recognizes the contribution of countless generations of women and men who have selectively bred and nurtured the diversity (of food varieties) we enjoy today” and that “new food varieties being developed build on the efforts and discoveries of others – often of entire communities and cultures” (38th General Council); and

Whereas “the right of farmers, other food producers, and food conservationists to save seeds, breed livestock, and develop new food varieties should be protected and should not be undermined by any claims of intellectual property nor by the use of new genetic modification technologies or related legal instruments” (38th General Council); and

Whereas “cultures and nations should also have the right to take measures to protect the traditional genetic heritage of their food from genetic contamination” (38th General Council);

Motion: Diane Dwarka/Stephen Mabee

2005-04-21-240

That the Executive of the General Council of The United Church of Canada, through the Office of the General Secretary, undertake the following actions to help ensure that the development and dissemination of genetically modified varieties does not contribute to the growth of injustice, inequality, or poverty, the loss of biodiversity, or the erosion of the common good:

1. Call on the Government of Canada to ensure that Canadian trade and aid policies do not promote – directly or indirectly – the adoption of genetically modified crops, livestock, or foods in nations that have not explicitly chosen to adopt such foods or that have not yet adopted a regulatory framework governing their use. In particular, the use of GM food varieties in any form of food aid to nations that have not explicitly chosen to adopt such foods or that have not yet adopted a regulatory framework governing their use should be banned and the Government of Canada should ensure that an adequate supply of GM-free food is available for emergency assistance.
2. Call on the Government of Canada to support and promote agricultural research that fosters the autonomy of farmers, promotes ecological sustainability, and leads to genuine benefits for both farmers and consumers. In particular, call on the Government of Canada to:
 - Promote truly public agricultural research, ensuring significant space for purely public initiatives.
 - Ensure that food varieties and related research developed in the public domain or with mainly public resources remain public property.
 - Support research into sustainable agricultural systems in both Canada and in the global South.
 - Support independent research on the economic, social, and ecological effects of GM crops and livestock – both in Canada and in the global South.
3. Renew and deepen the work of The United Church of Canada on issues of sustainable agriculture within the wider context of deepening our understanding of sustainable community – both denominationally and ecumenically, and both in Canada and globally.

And further, that the Executive of the General Council of The United Church of Canada, through the office of the General Secretary, undertake the following actions to help ensure that genes, genetic material,

living organisms, and food varieties are protected as a common good that cannot be undermined by claims of intellectual property or related methods of control; to ensure that cultures and nations can protect their traditional genetic heritage; and to protect the traditional rights of farmers to exchange seeds and breed livestock:

4. Advocate for a complete prohibition on the patenting of genes, gene sequences, and living organisms – both nationally and internationally, and through both denominational and ecumenical bodies.
5. Call on the Government of Canada to move immediately to ratify the Cartagena Biosafety Protocol and to ensure that the provisions and spirit of the protocol are respected in the practices and policies of all departments and agencies of the Canadian government.
6.
 - a) Endorse, as a denomination, the citizen's Treaty Initiative to Share the Genetic Commons (TISGC) and advocate for the Government of Canada to adopt its principles in both its legislation and its international treaty and trade negotiations.
 - b) Encourage individual United Church congregations, other denominations, ecumenical bodies, and faith groups to formally endorse the TISGC.
 - c) Produce, either denominationally or ecumenically, suitable worship and study materials on the TISGC and the related issues around the patenting of genes, gene sequences, and living organisms, including specific dimensions related to seeds and food.
7. Support the right of nations, provinces, and local jurisdictions to declare themselves – if they democratically choose to do so – as "GM-free zones" where neither genetically modified livestock nor crops would be raised.

Carried

It was suggested that an invitation be sent to congregations to review the resources available on genetically modified foods.

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY

Diane Dwarka introduced Jean Ward, Laverne Jacobs, and Richard Choe for a presentation on multicultural ministries and the separations within the United Church. Richard asked the following questions about the three presentations (Ethnic Ministries, Native Ministries, and local congregations) at the University of British Columbia:

- Would it be possible for the 3 groups to encounter and support one another?
- What would it take for the 3 groups to really meet with one another?
- What would it be like for the 3 groups and the Executive to meet with one another?

Laverne Jacobs, Jean Ward, and Richard Choe shared stories of diversity, quest, the need to belong, and the importance of a church that reflects our diversity. These stories illustrated marginalization, exclusion, loss of identity, and disempowerment; as well as the multicultural family; the need for a church to reflect this diversity; and to see each other through God's eyes.

After a presentation of music and images the Executive was asked, in groups of 3, to respond to the following:

- Do I belong?
- Is there love and room in the cross for me?
- Am I willing to change and how?

Diane thanked Jean Ward who will be leaving for a new ministry at the end of June. George Takashima presented Ethnic Ministries t-shirts to the Moderator and General Secretary.

PARTNER VISITS

Wanda West reported on her visit to Mexico with the delegation from Kairos. She talked about the affects of free trade and the conditions of the indigenous workers.

FOR SUCH A TIME AS THIS

The proposal was presented to the Executive after a period of resting and discussion in table groups.

Questions and concerns were discussed including the understanding that the project would be tested at General Council 39 (2006) and exactly what this would mean at General Council. Other questions concerned the timing, budget, and process.

This will come back on the agenda.

PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES

Jim Blanchard introduced Allan Hall and Jim King who gave updates on the Compensation Models Project. Stories from ministry personnel across the country were shared as well as generalizations from the survey data.

Table groups were given 4 tasks with report back. The Permanent Committee will bring recommendations back to the November and April Executives with a report to General Council 39 (2006). The tasks were as follows:

1. What creative steps can we take to improve our compensation practices and protect and ensure the future of many of our rural and sometimes remote pastoral charges? How can we more effectively utilize our resources? Can we share the collective wealth of our church?
2. Based on your understanding of some of the presenting issues, identify a couple of bold steps we may consider, which would be just and equitable.
3. What steps can you suggest which would enable us to implement a just and equitable compensation system.
4. How can we name and address this stewardship issue?

Responses from the table groups were collected. Individual responses were also invited and input can be given to Jim King directly.

GENERAL SECRETARY'S REPORT/SENIOR LEADERSHIP REPORT (cont'd)

Appointment, Executive Minister, Support to Local Ministries

After Bruce Gregersen expressed appreciation for Jean Ward's work as Acting Executive Minister with Support to Local Ministries, he gave background on the Search and Selection process for a candidate that would provide leadership to strengthen congregational mission. Bruce reviewed Harry Oussoren's qualifications and noted that the Search and Selection Committee was unanimous in their recommendation of Harry to be appointed to this position.

Motion: Jim Sinclair/Diane Dwarka

2005-04-21-241

That the Executive of the General Council approve the appointment of A.H. Harry Oussoren as the Executive Minister, Support to Local Ministries Unit.

Carried

Correspondence

The General Secretary reviewed the correspondence and responses.

Correspondence from Sharilyn Upsdell, Secretary, Central Mainland Marine Ministry asked for support for ministry amongst First Nation's people served by the Central Mainland Marine Ministry. Bruce Gregersen responded to the Central Mainland Marine Ministry with the suggestion that they talk with B.C. Conference.

Correspondence from Daniel Bogert-O'Brien, Chaplaincy Committee Ottawa Presbytery regarding United Church Campus Ministry. Steven Chambers responded.

Correspondence from the Racial Justice Advisory Committee on the relocation of the Gender Justice Committee and implications for the General Council Minister, Racial Justice job description. Bruce Gregersen responded to the Advisory Committee.

Regarding the three letters related to the termination of Ginny Coleman, it was noted that the action did not rest with the Executive. The letters will be referred to Ministry and Employment and Personnel Services (MEPS) for policy implications.

Motion: Jim Sinclair/Jim Blanchard

2005-04-21-242

That the letters and suggested actions noted, and the correspondence that relates to them be accepted by this court.

Carried

It was noted that part of the education of Executive members is knowledge of the Human Resources Policy. The Human Resources Policy can be obtained from MEPS.

Job Description, General Council Minister Racial Justice (DR 61-64)

After table group time, questions and concerns were responded to.

Motion: Jim Sinclair/Jim Blanchard

2005-04-21-243

That the Executive of the General Council adopt the job description for the General Council Minister, Racial Justice and Gender Justice, as modified by agreement on DR-61 and following.

Carried

Job Description

Job Title:	General Council Minister, Racial Justice and Gender Justice
Employing Unit:	Office of the General Secretary
Reports To:	General Secretary, General Council
Status:	Permanent Full-time
Prepared Date:	November 2001, Revised March 2005
Approved:	General Council Executive, April 2005

Summary:

This General Council Minister is a member of the Senior Leadership Team and has individual and collective responsibility to demonstrate theological leadership, to model teamwork by working with others to facilitate work and communications, to enable strategic planning and priority setting and to care for the whole of The United Church of Canada. This senior leader is a change agent who will give leadership and assist the United Church in becoming an anti-racist and anti-sexist faith community. This person will help us to live out the commitments we have made to walk a new path toward reconciliation with peoples of First Nations and with others who have been marginalized. This leader will work with staff, with Ethnic Ministries, Aboriginal Ministries, and with others in enabling the church on this journey. Working with an advisory group in each area (i.e. racial justice and gender justice), the Racial Justice and Gender Justice Minister will develop strategies and tools to enable changes in policy and practices.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

1. STRATEGIST/ANALYST

- In order to sensitize and educate church leaders, the incumbent will work closely with the Moderator, General Secretary, General Council and the Senior Leadership Team and others to embrace the Church's commitment to be a anti-racist Church as articulated in the Policy Statement on Anti-racism adopted by General Council 37 in 2000.
- Provides leadership and staff support to the Racial Justice Advisory Committee and the Gender Justice Advisory Committee in developing strategies and tools to enable changes in the Church's policy and practice.
- Responsible for the initiation and development of a strategic plan for the denomination to provide direction and guidance to the wider church on issues of racism, sexism, cultural diversity and human rights.
- Connects with the Church, at the broadest levels and develops strategic links.
- Ensures links with the General Council Minister, Programs for Mission and Ministry to develop strategic direction for the advocacy and educational work of specific program position mandates.

- Develops a diversity plan to support the strategic direction the Church has identified.
- Engages with others in the development and design of leadership and educational programs for the racial justice and gender justice work for the denomination.
- In collaboration with the other Senior Leaders, develops and maintains oversight of processes for the evaluation and analysis of the work of the portfolio across the denomination.
- In the context of the comprehensive evaluation of the Restructured Design of the General Council Offices (2007 or later), brings in possible recommendations for other revisions for this position.

2. NETWORKING

- Builds on existing networks both within and outside the denomination to enable the work of racial justice and gender justice throughout the denomination.
- Builds relationships with diverse groups to enable the work of racial justice and gender justice.
- Identifies and works with Church members and others to overcome systemic barriers in the Church's system related to issues of race and gender.

3. EDUCATION

- Provides theological leadership and educational expertise to the work of racial justice.
- Identifies training needs for racial justice work within the Church.
- Ensures that racial justice issues and gender justice issues and concerns are reflected in the design, development and implementation of educational programs and resources for the denomination.
- Ensures theological reflection is an integral part of all decisions made in the work of racial justice.

Supervisory Responsibilities:

This position is accountable to and supervised by the General Secretary, General Council.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:

- University and theological training, preferably to the graduate level or equivalent.
- A minimum of 10 years directly related experience.
- A member of The United Church of Canada and understanding of the mission and ministry of The United Church of Canada.
- Ability to bring theological perspective and understanding to policy, practices and programs.
- Knowledge of and commitment to the ecumenical and inter-faith processes.
- Extensive exposure to grass roots organizations.
- Demonstrated understanding of issues of racism, sexism, multiculturalism and diversity.
- Understanding of anti-racism issues faced by Aboriginal communities and the work of reconciliation.

Language Skills:

- An ability to articulate the vision and theology of The United Church of Canada. High degree of effective written and oral communication skills.
- Predisposition to listen, hear and model openness to other ideas.
- Well-developed presentation skills.

Complexity and Judgment:

- Proven ability in team development and leadership.
- Organizational, administrative and financial skills.
- Ability to maintain organizational perspective while coping with high demands on time and heavy volume of complex information
- High degree of analytical skill, judgment and timing which is critical to the effective and faithful ministry of the Church.

- Solid track record of pro-active management

Reasoning Ability:

- Ability to make sound and timely decisions; takes into account all relevant information in making decisions; develops effective solutions to organizational problems. An innovative problem solver. Anticipates obstacles and contingencies and allocates resources to meet changing needs.

Human Relations Skills:

- Ability to interpret and articulate complex issues, concisely and compassionately to a diverse group.
- Appropriate presence to represent The United Church of Canada in many national, international and internal settings.
- Ability to encourage people to work together as a team to solve common problems. Inspires; creates environment for strong, cohesive teamwork. Encourages others and acts as resource and coach in allowing individuals to reach their full potential.
- Able to outline expectations and set clear levels of expectation based on mutually agreeable goals.
- Strong interpersonal skills and the ability to develop strong working relationships

Computer Skills:

Competency in the use of general computer programs required.

Other Skills and Abilities:

- Ability to see the big picture, takes action and makes an effort to locate and remove barriers that reduce efficiency. Delegates effectively and encourages and supports others to take on added responsibility, authority and accountability.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Normal Office Environment. Requires travel both within and outside Canada.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Normal Office Environment.

FOR SUCH A TIME AS THIS

The Business Committee presented a new proposal. Bruce Gregersen clarified that this proposal means that there would be a pilot developed for General Council but does not include a media buy.

There was discussion on the project and concerns were responded to.

Motion: Kent Ward/Paul Reed

2005-04-21-244

That the Executive of the General Council direct the General Secretary to initiate the program titled *For Such a Time as This* on a revised 5 year schedule that includes a presentation to General Council 39 (2006), and commit up to \$1 million in 2005 and up to \$2 million in 2006 from the Morrison Bequest for this program; and

Refer the Decision regarding funding of the accompanying media campaign to General Council 39 (2006).

Carried

UPDATE ON SANCTUARY

Anne-Marie Carmoy gave an update on the violation of Sanctuary offered to Mohamed Cherfi by Saint-Pierre & Pinguet Pastoral Charge in Quebec City and the continuing struggles of this Algerian. Anne-Marie encouraged Executive members to send a letter to the minister responsible in Quebec.

THEOLOGICAL REFLECTION and WORSHIP

Closing worship included theological reflection from Lesley Anderson and naming the precious gifts received In Memoriam (Appendix C).

MONDAY, APRIL 25, 2005**OPENING PRAYER** – The Worship Team**GLOBAL PARTNER**

The Moderator offered words of gratitude and made a presentation with thanks to Lesley Anderson at this, his last meeting. Lesley expressed thanks and appreciation for the invitation to learn and share with the Executive.

THE MODERATORS' PROPOSAL

Table groups discussed the Moderator's Proposal and reported back with questions and concerns. The Moderator responded to concerns about who is included and proportional representation. He noted the importance of voice rather than volume and adjusting numbers to ensure everyone is represented. Lay leaders are also included to ensure everyone is heard. He noted that this will be a time for dialogue and to provide a foundation for further work; therefore, no outcomes or goals are stated or predicted.

Motion: Jim Blanchard/Linsell Hurd**2005-04-21-245**

That the Executive of the General Council accept the Moderator's proposal to convene the *Arnprior Assembly on Ministry* from November 3 – 7, 2005 and to allocate up to \$175,000 to this initiative from either the Morrison Bequest or the UCC Reserve upon the recommendation of the Permanent Committee on Finance.

Carried**GENERAL COUNCIL 39 (2006) AGENDA AND PLANNING COMMITTEE (DR7-8)****Guiding Criteria for the Planning of General Council Meetings**

Deb Bowman reviewed changes made to the proposal taking into account suggestions made earlier.

Motion: Paul Reed/Paul Stott**2005-04-21-246**

That the Executive of the General Council approve –

That the General Council Agenda and Planning Committee be guided by the following assumptions and criteria (as outlined, below), and that each Executive of the General Council review these items prior to the planning of the next General Council:

- Discerning the will and the way of God is an essential part of the business of the church.
- We discern the will and way of God in order to live faithfully, to establish missional priorities, and to allocate resources.
- We discern the will and way of God through prayerfully attending to: the voice of the Spirit, the voices within and beyond our faith communities; the gospel story revealed in Scripture; our shared histories; and the wisdom of creation.
- Other items (reports, elections, resolutions, proposals, etc.) also constitute the business of the church and are also vital to us and to our work. Time will be allocated to consider both of these aspects of business.
- Agenda time will be provided for those items required by *The Manual*.
- Agenda time will be provided for those items referred by the Executive of the General Council.
- There is value in all Commissioners addressing all the business of the General Council. However, the agenda time available will not always allow this to happen. The Agenda and Planning Committee will seek a variety of ways to consider how all work can be accomplished. For example: using Commissions to address many of the items requiring Decisions, and providing opportunities outside the main agenda to offer profile and education for topics or issues not requiring Decisions.

- Issues or topics requiring the attention of all Commissioners are those that have a significant impact on at least one of the following – our denomination as a whole, our financial resources and polity, our church's theological or missiological directions.
- Using these criteria and assumptions as a guide, the General Council Agenda and Planning Committee will make a final determination of the agenda which is placed before the General Council for approval.

Carried

GENERAL SECRETARY'S REPORT (cont'd)

Job Description – General Council Minister, Planning Processes

The General Secretary reviewed the job description including the suggested changes and responded to table groups.

Motion: Jim Sinclair/Jim Jackson

2005-04-21-247

That the Executive of the General Council adopt the job description for the General Council Minister, Planning Processes, following with the addition of the preamble below.

Carried

Job Description

Job Title:	General Council Minister, Planning Processes
Employing Unit:	Office of the General Secretary
Reports To:	General Secretary, General Council
Status:	Permanent Full-time
Approved By:	Executive of the General Council
Approved Date:	April 21, 2005

Preamble

The preparation of a strategic plan is the responsibility of the General Secretary, working with the Senior Leadership Team, and with the oversight and support of the General Council/GCE for its development, implementation and revision over time. As the central figure, it is the General Secretary that provides leadership to the entire organization. The General Council Minister, Planning Processes, has a key role as defined in the job description.

Summary

This General Council Minister is a member of the senior leadership team and has individual and collective responsibility for demonstrating theological leadership, modeling teamwork by working with others to facilitate work and communications, enabling strategic planning and priority setting and caring for the whole of The United Church of Canada.

Reporting to the General Secretary and working collaboratively with other senior leaders, this General Council Minister takes the lead in establishing the processes needed for strategic planning, facilitation of meetings of the General Council, Development, monitoring and tracking triennium work plans, overseeing research and environmental scans, budgeting, evaluation and communication. The position serves as lead staff support to the Executive's Governance, Planning and Budgeting Processes Committee, enabling the General Council Executive to analyze its context and develop strategies for future directions.

Essential Duties and Responsibilities include the following (Other duties may be assigned):

1. Facilitation of the Strategic Planning Process of the General Council
 - As a strategist, ensures the establishment of processes that will clarify and support the strategic direction of the General Council
 - Develops short and long term plans to guide the direction of the Planning Processes of the Church

- Oversees the development and design of evaluation tools for testing direction and progress of the Strategic Plan; provides a base from which progress can be measured, and establishes a mechanism for informed change when needed
 - Ensures that as many stakeholders as possible are involved in the planning process
 - Clarifies the implementation roles and responsibilities of plans
 - Helps translate strategic plans into smaller action plans, job descriptions, and performance measurement systems
 - Provides leadership to senior staff as well as guidance, support and motivation as required
2. Facilitation of meetings of the General Council, General Council Executive, and other strategic gatherings as directed by the General Secretary
- Serves as a resource to the Moderator, works with the General Secretary, supports the meeting life of the General Council, its Executive and Sub-Executive, ensuring linkages of the parts
 - Offers appropriate influence to ensure that effective processes are in place to enable the work of the General Council so it is carried out effectively and efficiently
 - Acts as staff resource to the General Council Agenda and Planning Committee and the Executive of the General Council Business Committee
 - Offers advice in the designing of development strategies for members of the Executive of General Council and oversees the work of Committee Member Services.
 - Oversees the functioning of the Offices of the Moderator and General Secretary (e.g. budget) and undertakes Supervision responsibilities as assigned by the General Secretary.
 - Ensures staff resources are provided to task groups created by the General Council, its Executive and Sub-Executive
3. Development, monitoring and tracking of the triennium work plans
- Assists in the development of a triennium work plan and other planning documents resulting from General Council
 - Monitors the work of the General Council, ensuring that work arising from the General Council is appropriately delegated
 - Focuses necessary resources on key priorities of the General Council.
 - Monitors, evaluates, and reports on the planning activities and status of the implementation plan
 - Ensures that the goals and objectives of General Council are properly communicated
4. Oversees research and environmental scans
- Oversees environmental scanning techniques, research and analysis of data and statistics.
 - Prepares results of research in a format to guide the work of the General Council, the Executive and Permanent Committees.

Supervisory Responsibilities

This position is directly accountable to and supervised by the General Secretary, General Council and directly supervises

- the Manager, Committee Member Services;
- Executive Assistant to the General Secretary
- Communications Officer
- Others as assigned by the General Secretary
- other technical and professional staff from time to time as approved by the General Secretary

Qualifications

The requirements listed below are representative of the knowledge, skill, and/or ability required to perform this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Graduate university degree and demonstrated competence in strategic planning, organizational development, program evaluation and research methodology.

- Extensive background in planning, management, and administrative processes and organizational structures at senior leadership and elected member levels
- A minimum of 10 years directly related experience
- Solid knowledge of the mission and ministry of The United Church of Canada, experience in its structures, and a member of The United Church of Canada
- Ability to bring a theological perspective and understanding to policy, practices and programs
- Proven ability in project and change management
- Demonstrated ability in pro-active management and supervision of professionals
- Proven competence in general management within a large complex organization
- Demonstrated ability to engender trust and confidence in others

Language Skills

- Ability to reflect theologically on issues related to the portfolio
- Excellent oral and written communication skills
- Ability to present detailed information in a concise manner to a wide variety of audiences
- Predisposition to listen, hear and model openness to others ideas

Complexity and Judgment

- Proven leader and team builder
- Organizational, administrative and financial skills
- Ability to maintain organizational perspective, while coping with high demands on time and heavy volume of complex information
- Solid track record of pro-active management and supervision of professionals
- High degree of analytical skill, judgment and timing, critical to the effective and faithful ministry of the Church

Financial Skills

Financial skills are essential to oversee budget development, financial project management and evaluation processes.

Reasoning Ability

- High degree of analytical skills, judgement and timing
- Demonstrated ability to invite others into the visioning process and to facilitate the shaping and movement of those discussions into Church policy and process
- Demonstrated ability to think strategically to achieve results, to vision possible futures and ways to achieve them, and to engage others in searching for alternative approaches to issues and problems

Human Relations Skills

- Ability to interpret and articulate complex issues, concisely and compassionately to a diverse group
- Ability to encourage people to work together as a team to solve common problems
- Can inspire, create environment for strong, cohesive teamwork, encourage others, and act as a resource and coach in allowing individuals to reach their full potential
- Able to outline individual and team expectations and set clear levels of expectation based on mutually agreeable goals
- Strong interpersonal skills and the ability to develop strong working relationships
- Appropriate presence as representative of The United Church of Canada in many national, international, and internal settings

Computer Skills

Competency in the use of general computer programs required

Other Skills and Abilities

Ability to see the big picture

Physical Demands

Normal physical demands. Requires travel within Canada. The physical demands described herein are representative of those required of an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work Environment

Normal office environment. The work environment characteristics described herein are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Motion: Jim Sinclair/Stephen Mabee**2005-04-21-248**

That the Executive of the General Council authorize an immediate search for the General Council Minister, Racial and Gender Justice, and the General Council Minister, Planning Processes.

Carried

The General Secretary returned to the concern raised earlier about pension benefits for Status Indian employees.

Motion: Jim Sinclair/Allan Seal**2005-04-21-249**

Status Indian employees working on reserves have not been integrated into the system of full employee benefits of The United Church of Canada since the change in Revenue Canada's guidelines around Canada Pension Plan and Status Indians.

In keeping with the United Church Pension Benefit Guiding principles, the Executive of the General Council directs the General Secretary to ensure adequate resolution to the matter of Status Indian employees working on reserves and their inclusion in the Canada Pension Plan, and that funds be made available for the employer costs beginning immediately, and that a long term plan be developed to ensure adequate coverage.

And that the General Secretary ensure that an audit of the past compensation package of Status Indians who have not been included in the pension plan be done.

Carried**NOMINATIONS COMMITTEE Addendum Report****Motion: Heather Leffler/Don Koots****2005-04-21-250**

That the Executive of the General Council appoint the following members of the Executive of the General Council to the committees as voting members (with the stated terms):

GCE – Permanent Committee on Finance (to GC39 2006)

- Donald Wachenschwanz (O M&O)
- David Woodall (O Lon)

GCE – Permanent Committee on Governance Planning & Budgeting Processes (to GC39 2006)

- Paul Reed (O BQ)

GCE – Permanent Committee on Programs for Mission and Ministry (to GC39 2006)

- Allan Seal (L M&O)

GCE – Pension Plan Board (to GC39 2006)

- Linsell Hurd (O Sask)

GCE – Residential Schools Committee (to GC39 2006)

- Allan Sinclair (O ANCC)

GCE – General Secretary's Supervision Committee (to GC39 2006)

- Louise Rogers (Lay ANW)

GCE – Racial Justice Advisory Committee (to GC39 2006)

- Wanda West (Lay Ethnic)

GCE – Sub-Executive Committee (to GC39 2006)

- David Giuliano (O MNWO)

And, the Executive of the General Council appoint the following person to the committee (with the stated terms):

JGER – Justice Peace and Creation Advisory Committee (2008 June)

- Bruce McLeish (O Lon)

And, the Executive of the General Council appoint the following person to the committee as a corresponding member (with the stated terms):

GCE – Permanent Committee on Governance Planning and Budgeting Processes (to GC39 2006)

- Lynn Maki (CES ANW)

Carried

Task Group on Funding the Work of the Church

The General Secretary reviewed the history of an earlier intention of General Council to look at funding options for the church.

Discussion took place in table groups with questions for clarification raised.

Motion: Jim Sinclair/Scott Parson

2005-04-21-251

That the Executive of the General Council authorize the following process for the establishment of a Task Group on Funding the Work of the Church:

1. Drafting the mandate:

That the following group of six persons be brought together for the purpose of drafting the mandate (scope of work, reporting relationships, timeline) and composition (number, qualifications) of the proposed Task Group:

- one person from the Permanent Committee on Finance to be named by the Chair in consultation with Committee Member Services
- one person from the Permanent Committee on Programs for Mission and Ministry to be named by the Chair in consultation with Committee Member Services
- one voting member from the General Council Executive to be named by the Moderator in consultation with Committee Member Services
- two persons at large to be named by Committee Member Services
- the General Council Minister, Resources for Mission and Ministry and that this group complete this work by June 2005;

2. Preliminary approval:

That the Sub-Executive review the draft mandate and composition and provide direction, and if the mandate and composition are authorized;

3. Recruitment:

That the General Council Nominations process be used and that it be carried out in time for the fall meeting of the General Council Executive;

4. Final approval:

That the General Council Executive consider the mandate and membership of the proposed Task Group at the fall 2005 meeting.

Carried

Evaluation Project Team

The General Secretary gave an overview and introduced the proposal for an Evaluation Project Team to formalize any midterm corrections in the redesign.

Motion: Jim Sinclair/Cindy Désilets

2005-04-21-252

That the Executive of the General Council establish a task group called the Evaluation Project Team

1. A working group review the motion of the Executive of the General Council (2001-11-02-0260) and draft the mandate and membership for the Evaluation Project Team by June 30, 2005.

2. This working group would be composed of two to three members of the PC GPB Processes committee (Chair PC GPB Processes to forward names to Committee Member Services by April 29th) and one member of the Senior Leadership Team (General Secretary to forward name to Committee Member Services by April 29th).
3. The draft mandate and membership be reviewed by the Sub-Executive (by August 15th) and if approved,
4. The Evaluation Project Team be recruited in the regular Fall 2005 Recruitment process.
5. The Executive of the General Council appoint this task group in October 2005.

Carried

Ministry-Based Ordination Program

Bruce Gregersen responded to questions with information on the program. He noted the following –

- Entry is not the choice of the applicant but a process of discernment.
- Resources are being developed and are expected by the Fall.
- Work is being done on the equity issue and it will be presented at the next Executive.
- The intention is that there will be no difference in the academic credits. This is a different process of learning but the academic requirements are the same.

PARTNER VISITS

The Moderator talked about his visit to Angola and South Africa and shared a small piece of his time in “Mother” Africa.

CLOSING PROCEDURAL MOTION

Authorizing the Sub-Executive of the General Council

Motion: Jim Sinclair/Kent Ward

2005-04-21-253

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 October 2005 meeting of the Executive.

Carried

THEOLOGICAL REFLECTION and WORSHIP

The Executive closed with a communion service with leadership from the Moderator and the Worship Team.

Moderator, Peter Short

General Secretary, Jim Sinclair

APPENDIX A

Title of Report: Accountability Report of the Permanent Committee on Finance
Origin: Permanent Committee on Finance (PC-FIN)

The Permanent Committee on Finance (PC-FIN) is appointed by and accountable to the Executive of the General Council and oversees and monitors the financial life and policies of the General Council. Included are assets, liabilities, fund balances, income, expenditures, short and long term financial issues, and the management of its investments and funds. The PC-FIN exercises due diligence on behalf of the Executive and pays particular attention to the financial health of the church.

The Executive of the General Council, at its fall 2004 meeting, directed the PC-FIN to:

- Review current policies regarding the purpose and utilization of the United Church of Canada Reserve Fund (UCC Reserve), the Morrison Bequest, and the Mission and Service Operating Fund (M&S Operating Fund);
- Make recommendations regarding any revisions necessary for the development of comprehensive policies related to those and other funds; and
- Make an interim report to the spring 2005 Executive of the General Council meeting.

This item also encompasses previously referred work related to the UCC Reserve and Trust and Endowment Policies

INTERIM REPORT ON FUND POLICIES

At the PC-FIN's March 2005 meeting, there was considerable discussion on the purpose and utilization of the various funds. It was recognized that in the last five years, since the GCE originally froze the UCC Reserve and the Morrison Bequest was received, much has changed in the way the Church conducts its financial affairs and budgets. Previously the General Council and its Executive had only the UCC Reserve under its discretion and control. Now there also exists the Morrison Bequest and the M&S Operating Fund, both with significant balances. It was recognized that new policies must be comprehensive, consistent and developed in a manner that encourages these three funds to be managed in a coordinated way.

The committee developed consensus regarding a number of guiding principles which it felt should be incorporated into the new policies, which at this time it wishes to place before the GCE for consideration. These principles will guide the development of new fund policies to be brought to the GCE in the fall of this year. The guiding principles are as follows:

- There is a need to establish clear policies that reflect long-term planning and support of strategic priorities, reflecting an optimistic view of the future of the church.
- Policies should not be primarily defensive in nature but should be deliberate and part of the budgeting process.
- The major funds cannot be viewed in isolation from each other as the actions of one fund can have a financial impact on the utilization of another fund (i.e. it may be more appropriate to evaluate financial health and minimum balances on an aggregate basis rather than fund by fund).
- The reasons for certain past practices (such as crediting interest to these funds, rather than recognizing that interest as income in the operating budget) many no longer be valid and therefore such practices warrant review as part of the policy review.
- These policies must be structured to be able to respond to significant change in the church's operations so the policies should not be set arbitrarily but reflect a degree of flexibility and adaptability.

The committee decided that the most effective way of proceeding with its task was to form a sub-task group. Upon confirmation of the above guiding principles by the GCE, this group will begin to develop the policies over the next three months and report back to the full committee via conference call in June. A final report, including proposed new fund policies for all major funds with recommendations, will be completed at the September 2005 committee meeting with a Proposal to be forwarded to the Executive of the General Council for consideration at its fall 2005 meeting.

FINANCIAL HEALTH

The committee reviewed draft, unaudited financial statements for the twelve months ended December 31, 2004 for the accounts of The United Church of Canada as well as the Statement of Operation for the Operating Budget of the General Council. The Operating Budget closed the year with a deficit of \$48,092, or less than one-tenth of one percent of operating revenues and **essentially a break-even position**. Appendix A (in workbook) summarizes the major revenue and expense items and also records restricted funds deferred for future use that result in the unaudited statements showing a surplus of \$5,209,000. It should be noted that the difference between the operating deficit and the final surplus is the result of trusts and bequests received that are restricted in their use and do not support on-going current operations.

Major variations from the budget include a shortfall in the M&S Unified Fund of slightly over \$700,000 and overages in spending, primarily in the areas of salaries and grants. These were somewhat offset by increases in other revenues (most notably an increase of \$140,000 in sales) but significantly offset by savings from planned expenditure levels in most other categories, most notably resource distribution and office expenses.

The committee spent considerable time considering the M&S Unified Fund results. There is concern that the shortfall in the M&S Unified Fund is potentially a trend, as it was \$371,000 or 1.2 percent less than actual results for 2003 and could negatively impact future years and marked the second consecutive year of both decline (\$245,000 in 2003) and total results below the \$30 million threshold. The committee reviewed the results with the Executive Minister, Financial Stewardship, who advised the committee of work being undertaken to investigate and assess the reasons for this result and of the planned gathering of stewardship people from across the church on April 27-28 in Toronto. The committee is supportive of these initiatives and feels there is a need in the church to once again focus on, and raise awareness of, the M&S Unified Fund.

Appendix B (in workbook) details the financial position of the major funds at December 31, 2004. The UCC Reserve, which receives bequests designated for the broad general use of the church, has a balance of \$8,270,000, which is well above its current mandated floor of \$5,000,000. The M&S Operating Fund has a balance of \$4,966,000 and will be used to support the operating budget as per the formula approved the Executive of the General Council at its spring 2004 meeting. The Morrison Bequest ended the year with a balance of \$16,326,000 and has no further commitments, other than that the investment income earned can be used to support initiatives consistent with the policy approved by the Executive of the General Council at its spring 2004 meeting. The Residential Schools Fund continues to be in excess of \$5,000,000 and can meet its current obligations.

While concern has been expressed around the M&S Unified Fund, the following summarizes overall donations, which are up 2.8% over 2003 (largely due to bequests and the success of special appeals).

(\$000)	2004	2003
Mission and Service Unified Fund	29,492	29,863
Mission and Service Operating Fund Bequests	3,628	2,378
UCC Reserve Fund Bequests	2,146	1,732
Specific Work Bequests	546	279
Supra Gifts	713	850
Beads of Hope	897	1,306
Other Donations	90	72
Total	37,512	36,480
Tsunami Appeal (2005 with CIDA matching \$853)	1,032	

RESIDENTIAL SCHOOLS FUND

The Financial Services Unit, in conjunction with the General Council Officer, Residential Schools, assessed the capacity of the Residential Schools Fund to meet its obligations. Identified claims that have not yet been settled or discontinued were projected using a ratio of 30% liability for The United Church of

Canada and 70% for the federal government. Discounting the possibility of a favourable ruling from the Supreme Court of Canada in the Blackwater hearing and ignoring outstanding claims with our insurers, the fund continues to be solvent. A contingency of 33% was then added to the projected liability. In addition, a further liability of \$1,000,000 was added to provide for future unidentified claims.

The December 31, 2004 balance of \$5,530,000, with its projected investment earnings, has the capacity to meet its obligations as projected above. Consequently, the PC-FIN is recommending that the authorized allocation of \$1,000,000 from the UCC Reserve for 2005 to the Residential Schools Fund not take place and no further allocations be budgeted in future years, subject to an annual review by the Executive of the General Council. This recommendation will be brought to the GCE in the form of a Proposal.

TERMS OF REFERENCE

The committee reviewed its terms of reference, which it views as a living document that requires changes as the committee evolves. A motion was passed to refer the amended document to the Manager, Committee Member Services, to review for consistency with other permanent committees and to then refer it to the Permanent Committee on Governance, Planning and Budgeting Processes. Changes include recommendations to membership and increasing the scope of monitoring the financial health of the church to include fund balances and liabilities as well as the already listed assets, income and expenditures.

PRE-AUTHORIZED REMITTANCES

The committee received a report from the Financial Stewardship Unit concerning the use and practices of the pre-authorized remittance program (PAR). Currently 1,214 congregations within 918 Pastoral Charges offer PAR to their members, with 35,000 individuals making use of the program. The practice of collecting the Mission & Service dollars through PAR and then returning the dollars back to the Pastoral Charge treasurer warrants review at this time. The assumption has always been that these dollars will be sent back along with all other M&S designated dollars by treasurers by year-end. The practice assists treasurers with their cash flow but does not benefit the M&S Unified Fund.

The PC-FIN mandated Financial Stewardship to review the current practice and to prepare a study of the implications of alternatives.

UCC FOUNDATION

The committee received a presentation from the chair of the Foundation, Rich Bailey, and the president and CEO, Janet Gadeski. The presentation outlined some of the activities to date and the Foundation's need to secure continued operating funds during these early stages of development.

2006 BUDGET

Following the fall 2004 GCE meeting, the committee reviewed a new budget process that would allow the GCE to make determinations in April 2005 for grants in the 2006 budget and to consider assumptions upon which the 2006 budget would be built, as well as provide estimates for the following two years.

The focus of the budget review was the assumptions. The major assumptions in the 2006 budget are as follows:

- The forecast for M&S Unified Fund receipts has been budgeted to decrease 1.5% from the previous budget levels (which are still marginally above 2004 actual). The April 2005 Financial Stewardship meeting should provide further validation of this assumption.
- Cost of living increases for 2005, 2006 and 2007 were forecasted at 2.1%, 2.0% and 2.0% respectively. Also, the additional cost of step increases through the salary scales were forecasted at 1.67%, 1.5% and 1.25% respectively.
- Conference salary grants would increase 2.1%, 2.0% and 2.0% respectively.
- Accruals for meetings and capital equipment would be restored to normal levels after a decrease in 2005.
- All other expenses and grants are assumed to remain at the 2005 budgeted levels.

Before any potential relief from the UCC Reserve, 2006 has a forecasted deficit of \$1,692,000, while 2007 has a deficit of \$2,720,000 and 2008 a deficit of \$4,241,000. The trend reflects a situation of flat revenues and increasing costs where all existing programs are maintained.

The UCC Reserve ended 2004 with a balance of \$8,279,000 and is forecasted to increase to \$8,665,000 in 2005 and \$10,272,000 in 2006. Before considering risk factors that could affect the budget and the church, the fund has the capacity to support the budget in 2006 with \$1,500,000 that would then essentially eliminate the projected shortfall. Among potential risks is the fact that the Foundation will require funding in 2006. The development of a comprehensive fund policy becomes more critical and will be presented later this year. Appendix C (in workbook) reproduces the budget schedules.

With special projects and other unknowns such as the Identity Project (For Such a Time as This), the need to enhance MEPS staffing to address Ministry Personnel needs, and other uncertainties, there is very serious concern that there is insufficient capacity to fully fund 2007 and 2008. The impact on major funds is more fully explored in conjunction with the review of the Identity Project, but the ability of the Church to maintain the current level of programming and take on significant new initiatives would be restricted. This could be mitigated by renewed focus on increasing revenue sources.

THE IDENTITY PROJECT (For Such a Time as This)

The Identity Project was presented to the committee to introduce the program and to have the committee comment on possible sources of funding and the financial implications of that funding. Within the church's current resources, there are only two potential sources of funding that are large enough, given the magnitude of the project. Funding will have to come from either the UCC Reserve, the Morrison Bequest or a combination of the two. In addition the committee questioned whether the project team had considered other alternatives, such as joint funding with Conferences or a possible fundraising campaign. To date these options have not been explored.

When considering the UCC Reserve, operating deficits must first be taken into consideration. From the budget schedules, potential operating deficits for 2006, 2007 and 2008 are \$1,700,000, \$2,700,000 and \$4,200,000 respectively. Without any significant reductions in current levels of programming and infrastructure, the UCC Reserve is depleted to \$5,000,000 by the end of 2008, which is the mandated floor that the fund cannot drop below.

Assuming no material changes to spending, the full financial support for the project would have to come from the Morrison Bequest. At the end of 2008, this fund would drop below nine million dollars with an additional draw of \$754,000 scheduled for 2009. Members of the GCE have, in the past, expressed concern about the erosion of the principal of the Morrison Bequest. It must be noted that this direction for funding the Identity Project would significantly erode that principle with no plan to replenish it. The Identity Project document makes clear that the project is not anticipated to be a fund raising initiative. It must also be noted that the current budget assumptions, referred to above, anticipate that a certain level of interest income will be generated in support of the operating budget by both the Morrison Bequest and the UCC Reserve. Expenditures such as this, which erode the principal so significantly, would significantly lessen the amount of interest generated. The effect of this has not been factored into the budget projections.

A second funding scenario would be a combination of draws from both the UCC Reserve and the Morrison Bequest. Assuming that the UCC Reserve cannot drop below \$5,000,000, that an additional \$1,500,000 must be available to support the operating budget in 2006, and that the Identity Project is split 50/50 with the Morrison Bequest, up to the availability of the UCC Reserve to meet its requirements, the Morrison Bequest will have a balance of just under \$12,000,000 at the end of 2008. (Appendix D (in workbook) details these projections). The critical assumption in this scenario is the limited budget support from the UCC Reserve. This would require a reduction in spending in 2007 of \$1,500,000 and in 2008 of \$2,800,000. Spending reductions of this magnitude clearly will necessitate the process to begin almost immediately.

The committee reflected on the challenges facing the GCE as it proceeds with consideration of this project, the 2006 Budget, new fund policies and, in due course strategic planning initiatives. While we as a Court are left with no alternative but to consider the decisions in the order they are coming before us, that order (Identity Project first, budget and fund policies second, and strategic planning last) is in many ways the reverse of what would be the optimal order. We must make decisions on the Identity Project in large part on faith. Subsequent deliberations and decisions will potentially be constrained or influenced by that first decision and by the time GC39 happens in Thunder Bay, the direction of subsequent strategic plans may have already been determined by the actions taken to date. The GCE needs to carefully consider these interrelationships as it moves ahead with these decisions.

Assuming the decision is taken at this spring 2005 meeting to proceed with the Identity Project, it is important that the GCE also take action to change assumptions in the budget document currently before it in order to permit an orderly shifting of resources, if that is the direction taken. Inaction, or lack of direction, from the GCE at this time will potentially compound the complexity of future financial decisions.

Respectfully submitted,

Douglas J. Einarson, C.A.
Chair, Permanent Committee on Finance

APPENDIX B

Title of Report: Report of the Permanent Committee on Ministry and Employment Policies and Services
Origin: Permanent Committee, Ministry and Employment Policies and Services

INTRODUCTION

The *mandate* of the Permanent Committee on Ministry Employment Policies and Services (PC-MEPS) states in part that the committee provides support to the Executive of General Council in carrying out its responsibilities as an employer. The PC-MEPS reviews proposals, coordinates policy recommendations and oversees the implementation of tasks delegated by the Executive of General Council in the human resource and pastoral relations areas of the work of the Church. The Committee works very closely with staff in the MEPS Unit on each piece of work being undertaken.

Since the last meeting of the Executive of General Council, the PC-MEPS has met on two occasions. The Committee has no proposals for the consideration of the Executive of General Council at this meeting; however, input will be sought on issues related to the compensation review being undertaken.

TASK AND STEERING GROUPS AND COMMITTEES

The Task and Steering Groups and Committees established through PC-MEPS are continuing with assigned work. A new Task Group has been established to make recommendations to the Permanent Committee on Petition 131 and Resolution 35, both of which relate to the development of a sabbatical leave program for Ministry Personnel.

The Task Group implementing the new category of Designated Lay Ministry has a major task before it. The impact on Presbyteries and Conferences of decisions related to discernment and supervision could be significant. The Task Group is struggling to find effective means of addressing these matters in view of Presbyteries who are already overworked.

I had hoped to have a proposal with respect to the revisions to the Sexual Abuse policy available for this meeting; however, we have not been able to complete the consultation process in time to enable a proposal to come forward. The Task Group met with some of the members of the former national committee for input. Based on their critique, revisions have been made to a draft document that has been sent to the chairpersons of the Conference Coordinating Committees and Conference Personnel Ministers (CPM) for consideration. A consultation meeting will be held with the chairpersons and representatives of the CPM's in early May. Following that consultation a final recommendation will be drafted for the Executive of General Council.

The Isolation Steering Group is gathering information and reviewing input from the Employee Assistance Program on the stresses and strains of isolation on ministry personnel. The Steering Group has identified a need to get more direct input from ministry personnel on those factors associated with isolation that negatively impact on them. In view of this, a major survey is being developed for distribution within the next six months. It will be an extensive survey with between 50 and 90 questions. The goal of the Steering Group is to identify operational solutions and activities that will ameliorate the isolationism experienced by many of our ministry personnel at the present time. Your support for this project in your Presbyteries and Conferences will be most helpful.

The majority of the agenda time for the PC-MEPS will be utilized to update you on the work of the Compensation Review Steering Group, and will provide an opportunity for you to give input on some critical issues facing the consultant and the Steering Group.

Petition 126 asks the MEPS Unit to review the transfer and settlement system with a view to determining whether or not it is working as intended. We are presently in the process of identifying the scope of that review and the nature of representation necessary to carry it out.

A recommendation from the Interim Ministry Leadership Training Task Group to hold a consultation meeting with interim ministry representatives from the Conferences in November 2005 was accepted by the PC-MEPS.

The Communications Task Group has issued the second edition of *CONNEX*. The reaction to this newsletter has been quite positive. Concerns were expressed over the newsletter not being available electronically, and the limitations of the current mailing system that result in individuals getting multiple copies. Through ongoing discussions with staff, we hope that we will address these problems in the coming months. Steps are being taken within Church House to develop a more efficient database.

POLICE RECORDS CHECKS

I noted in previous reports that the PC-MEPS has been considering the adequacy of the Level I police records check for the obligations of the church. Following considerable discussion, the PC-MEPS determined that a Task Group will be established to review the implications across the church of moving to a vulnerable sector police records check. A request for volunteers for this Task Group will be made to the Nominations Committee, so, if you are aware of individuals who could assist with this task, please encourage them to come forward.

REFERRAL FROM GENERAL COUNCIL EXECUTIVE

As a result of the General Secretary's report to the Executive of General Council in October/November 2004, the PC-MEPS was asked to undertake a review of the Compensation Policy, specifically Section 3.1, that defines the comparative standards for establishing salary levels for senior staff and the Moderator, and to give an opinion as to whether the implementation of this standard is both feasible and consistent with United Church values. We were also requested to review the appropriate approval mechanism for implementation of salary reviews and changes, and determine which salary reviews and decisions should be the responsibility of elected members.

The PC-MEPS carried out this review at its last meeting. The General Secretary and senior staff of the MEPS Unit provided input to the committee on the processes followed in the recent classification and salary review undertaken. The PC-MEPS concluded:

1. The Human Resources Policy 3.1 reflects the values of the United Church and was followed in the job evaluation process.

The conclusion that the policy reflects the values of the United Church was based to a large extent on the fact that it is one which was adopted by the Executive of General Council, the body which is the voice of the church between General Councils.

2. The General Secretary continues to have responsibility for determining job classification and related salary placement for all positions other than that of the General Secretary and the Moderator; and, that the PC-MEPS, or a task group thereof, develop recommendations for the General Council Sub-Executive on the classification and related salaries for the Moderator and the General Secretary.

This conclusion is based on the belief that the General Secretary has ready access to the senior supervisory staff and affected staff for consultation, and is the individual with the best overview of the needs, roles and functions of the staff structure.

PASTORAL RELATIONS

Over the past few months Rev. Joe Ramsay has completed an analysis of the pastoral relations work within the MEPS Unit for Ian Fraser and Michael Burke, the senior staff within the Unit. The analysis has just recently been completed, and the recommendations are being studied. I note this so that you are aware there have been steps taken within the MEPS Unit to find ways to enhance the pastoral relations support that is available from the national church to Presbyteries and Conferences.

APPENDIX C

**THE UNITED CHURCH OF CANADA
IN MEMORIAM GIFTS**

Let us gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues and insurance proceeds to The United Church of Canada from

<p>MISSION & SERVICE Marion Adamson Jean Black Margaret Carleton Madeline Carter Margaret Coyle Hazel E. Davey Mrs. G. R. Ellis Renata Fast Margaret Fockler Dorothy Louise Hare Delnor Horsfield Christine M. Judge Bertta G. Krull Ursula Martin Margaret J. McKay Elsie McLennan Charles Misener Olivia Dingwall Mouat Hazel C. Mutton Viola Osthoff Ida Julie Prince Margaret Rayner Norma Burdick Tanner Richard Earle Tapp Florence Ward Erie Audrey Willinson Norma Grace Wingfield</p>	<p>DIVISION OF WORLD OUTREACH Percy Johnston</p> <p>DIVISION OF WORLD MISSION Georgina Colbeck Elsie M. Stapleford Ruth S. Winkler</p> <p>MINISTRY PERSONEL AND EDUCATION Gordon Harland</p> <p>UNITED CHURCH OF CANADA George Jackson Addison Floyd Campbell Butler Anne Cameron Kathleen Crawford Marion Dewar M. Agnes Dunlop John Scriven Hillmer Edith Mackay William McVaney Merla Sutherland Mackay Isabel M. Robinson Pearl Tomey</p> <p>VICTORIA COLLEGE Margaret Gairns</p>
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May Jesus Christ who flows like a river through our lives, be the living water that washes wounds and quenches thirst;
 Living water to succour stranger and guest,
 Living water to cleanse, heat and make whole
 Living water to nourish peace and justice,
 Living water that will bring abundant life to,
 All people everywhere.
 O deep and sparkling river,
 Flow through us,
 Flow through us.
 Amen.