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April, 2013

Greetings,

A lot of business, many tasks; some mundane, others visionary; some essential, others a distraction. In one of his poems ("The Way It Is") William Stafford talks about "the thread you follow"—the essential core of who you are, what you are about, that which defines your life, your journey. He says, "While you hold it you can't get lost." Sure, there will be hard times, and he acknowledges that "Nothing you do can stop time's unfolding." But the key is never to let go of the thread.

Stafford may be speaking personally, but I wonder if what he says is also true for a group, a community...like the Executive of the General Council. What is the thread we follow; what really is our work? And how do we do it; what guides us? What shapes our priorities; what principles inform our decisions? The thread seems to me to be at one level a governance statement, as we become clear about what we need to focus on and realize that "this" and not "that" constitutes our work. At a deeper lever, it's a faith statement, as we try to determine what Christ is calling us to address and wrestle with.

This gathering of the Executive will be faced with a myriad of regular business items. But there are at least three "biggies" on the agenda that demand our serious consideration.

First, "next steps" in shaping our response to all that is happening in Israel and Palestine. We carry strong feelings and convictions about this, as we interpret and act upon decisions made at GC41. And within this discussion, we are also discerning what is the role of the church, specifically of the United Church—what is the faithful and helpful response? And why? Which is to say, what thread are we following?

Second, we must make decisions about the 2014 budget and decide where we will cut back—significantly. This is not a question of discovering "efficiencies" but rather of making decisions about what good work we will no longer do, not because there isn't a need but because we no longer have sufficient resources to do it all. We're talking about staff positions, overseas partnerships, community ministries in Canada, Aboriginal ministries, Conference grants, theological schools.... This will be very difficult; and there will be painful consequences. "Nothing you do can stop time unfolding. But you never let go of the thread."

And third, there is a first report from the Comprehensive Review Task Group, which is not bringing recommendations but initial thoughts and questions, believing that the Executive is one of the key groups that will assist in discerning the thread that will lead us into the future.

You might remember Greg Smith-Young's parable (Greg is the minister of the Elora and Bethany congregations in Waterloo Presbytery) where he compared the United Church to a pickup truck; I shared it with you at our last Executive meeting. Let me repeat his closing paragraph:

Now, if this is in some sense a picture about what we're going through as church, let's not be surprised when it is hard, really hard. Let's not feel like failures when it doesn't work out like we had hoped. Let's not kill each other! And, most important, let's pray that this will drive us deeper into the life and the arms of God. Because "our" truck is God's, right. The road is God's. So is the road ahead. And we belong to God too!

Now that's a thread worth holding onto.

Yours in Christ,

The Right Rev. Gary Paterson
Moderator



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- October 1, 2012 Sub-Executive
- October 26-29, 2012 Executive (draft)
- November 19, 2012 Sub-Executive
- December 12, 2012 Sub-Executive
- January 29, 2013 Sub-Executive
- February 21, 2013 Sub-Executive

DRAFT AGENDA – RE-DRAFT 1 – APRIL 18, 2013

	Saturday, May 4	Sunday, May 5	Monday, May 6
7:30 – 8:30	Breakfast at General Council Office	Breakfast at Hotel, Restaurant, Home etc.	Breakfast at General Council Office
8:30 – 10:30	Worship with Covenanting 30 Welcome 15 Table Group Check-in 20 Governance – Agenda 10 Consent Agenda 15 Moderator’s Accountability 30	Bus to Toronto Conference 9:15 a.m. 10:00 a.m. start Worship & Covenanting with Church of Ghana 120	Worship & In Memoriam 30 Business 30 Sessional Report Back <i>Yellow</i> – Israel/Palestine 60
10:30 – 11:00	BREAK		BREAK
11:00 – 12:30	General Secretary’s Accountability 30 3 Conference/Other Group Updates 15 Global Partner 5 Aboriginal Ministries Council Report 20 3 Conference/Other Group Updates 15 Friend & Grace 5		Global Partner – Bishop 10 <i>Blue</i> 30 Nominations 10 3 Conference/Other Group Updates 15 Pension Board 15 Celebrations & Grace 10
12:30 – 1:30	LUNCH – GROUPS OF 4	LUNCH	LUNCH
1:30 – 3:30	Comp. Review Update 55 PC Finance Accountability 30 PC Governance Accountability/ Governance Education 20 3 Conference/Other Group Updates 15	Theological Reflection 10 <i>Move to In-Camera Time</i> Voting Members Time with Moderator 60 Budget Discussion 50	Business 60 - GS 30 Communion + Other and New Business Theological Reflection – Trip to Guatemala 10 Governance – Reporting Back Home, Evaluation & Table Groups 50
3:30 – 4:00	BREAK	BREAK	Music & Courtesies 10 Theological Reflection 10
4:00 – 6:00	PCMEPS Accountability 20 TICIF Report 20 3 Conference/Other Group Updates 15 PCPMM Accountability 20 Governance – Becoming Affirming 20 Theological Reflection 10 Announcements, Music & Grace 15	<i>In-Camera Time:</i> Budget Discussion 40 General Secretary Supervision 30 Voting Members Time with Moderator 30 Bus Pick-up 5:45 p.m.	Depart at 4 p.m.
6:00 – 7:00	DINNER	FREE EVENING	
7:00 – 8:30	Sessional Committees 90		

TABLE GROUPS FOR THE FIRST HALF OF THE TRIENNIUM

Head Table: Gary Paterson, Nora Sanders					
Table 1 – Yellow			Table 2 – Blue		
Graham Brownmiller	BC	O	*Nicole Beaudry	M&O	L
Charles McMillan	LON	L	Doug Goodwin	BC	CES
Colin Philips	TOR	L	Donna Kennedy	ANC	L
*Florence Sanna	NL	O	Tracy Murton	SK	L
Bill Smith	BQ	CES	Michael Shewburg	TOR	O
Mardi Tindal	HAM	L	Martha Martin	Observer	O
Table 3 – Yellow			Table 4 – Blue		
Bill Doyle	SK	CES	Jess Cobb	ANW	L
*Ray Jones	BC	L	Adam Hanley	LON	O
Kellie McComb	HAM	O	Andrea Harrison	M&O	O
Mary Royal Duczec	BQ	O	David Hewitt	MAR	CES
Pauline Walker	MAR	L	*Jim White	BC	L
Roy West	NL	L	Ramzi Zananiri	Global Partner	
Table 5 – Yellow			Table 6 – Blue		
Adam Brown	BQ	L	*Alvin Dixon	BC	L
*Thom Davies	HAM	O	Beverley Green	ANW	UCW
Nelson Hart	ANC	L	Marie-Claude Manga	M&O	O
Lynn Maki	ANW	CES	Cheryl-Ann Stadelbauer-Sampa	LON	CES
Erin Todd	MTU	O	Anna Stewart	MNWO	L
			John Young	BQ	O
Table 7 – Yellow			Table 8 – Blue		
Laura Fohse	SK	O	David Allen	TOR	CES
Cheryl Jourdain	ANC	Speaker	Janice Brownlee	MTU	L
Faith March-MacCuish	NL	CES	Alan Hall	GCO	O
Erik Mathiesen	GCO	L	*Claude Hender	NL	L
*Lynella Reid-James	TOR	L	John Kim	BC	O
Bill Steadman	HAM	O	Martha Pedoniquotte	HAM	L
Table 9 – Yellow			Table 10 – Blue		
Brian Cornelius	M&O	O	Susan Gabriel	M&O	L
Peter Hartmans	HAM	CES	*Charlotte Griffith	M&O	L
Mel King	TOR	L	Carmen Lansdowne	WCC	O
*John Thompson	ANC	O	Shannon McCarthy	MNWO	CES
Norma Thompson	BQ	L	Bob Mutlow	ANW	O
Nicole Vonk	GCO – Archives	L	Doug Wright	LON	O
			Catherine Somerville	MTU	O
Table 11 – Yellow			Agenda Table 12 – Blue & Yellow		
Vilvan Gunasingham	TOR	L	Shirley Cleave	MAR	L
*Bruce Gregersen	GCO	O	Ivan Gregan	MAR	O
barb janes	MNWO	O	*Bev Kostichuk	SK	L
Rosemary Lambie	M&O	CES	Will Kunder	MTU	CES
Steve Lowden	HAM	L	Karen Smart	Staff Resource	O
Emmanuel Asante	Guest		Alan Boyd	Theological Reflector	

There is an asterisk (*) beside one name in each table group to designate that person as the table group facilitator. The facilitator ensures that everyone in the group has the opportunity to speak, and that no one dominates the conversation. Also, that table group time focuses on the assigned topic, and that notes are taken when requested. The responsibility for facilitating will be rotated from meeting to meeting, so all will share in the task over the triennium. If you are designated for this meeting and don't wish to take on the responsibility, please notify Karen Smart (ksmart@united-church.ca) as soon as possible.

MEMBERSHIP LIST

Pages 3–10 removed to preserve privacy.

PROPOSAL LISTING

	GCE Proposals	Proposal Title	Page number
Consent	G&A 2	Corresponding Members of the Executive of General Council	106
Consent	GS 28a	Remits Authorized by the 41 st General Council, 2012: Remit 1 – Vacancies in Session, Church Board and Church Council	107-108
Consent	GS 28b	Remits Authorized by the 41 st General Council, 2012: Remit 2 – Staff as Lay Members of Presbytery	109-110
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Consent	GS 28f	Remits Authorized by the 41 st General Council, 2012: Remit 6 – Associate Relationship with Migrant Church Communities	118-119
Consent	PMM 1	Disbanding the Unit-Wide Committees	120
Consent	GS 31	Request from Manitoba and Northwestern Ontario Conference to Freeze Conference Grants to Conferences Engages in Effective Leadership and Healthy Pastoral Relationships Testing	120a
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Blue	PMM 2	GLBTT Report Recommendations	102
Blue	TICIF 1	A Question of Membership	103-105
Blue	AMC 1	National Inquiry Petition: Missing & Murdered Aboriginal Women & Girls	105a-105b
Blue	GS 29	Appointment of Aboriginal Member to the Comprehensive Review Task Group	105c-105d
Yellow	GS 27	Implementation of General Council Motion on Palestine/ Israel Education and Economic Action	87-92

CORRESPONDENCE TO THE EXECUTIVE OF THE GENERAL COUNCIL TO APRIL 19, 2013

#	Date Sent to OMGS	Date Received	From	Conf	To	Topic	Response
7	Dec. 2012	Dec. 4, 2012	1 st letter - The Board, Westminster United Church Winnipeg MB	MNWO	Nora Sanders, General Secretary, Gary Paterson, Moderator	The Report and General Council decisions on Israel/Palestine Policy	CORR#7 – 2 letters in response – 1 st letter mailed from Bruce Gregersen Jan 24, 2013, General Council Officer, Programs, and then sent to GCE via email from Nora Sanders on Feb 5, 2013.
	Jan 9, 2013	Jan 15, 2013	2 nd letter – Haliburton Pastoral Charge, Attn Doris Laine, Secretary, Haliburton United Church Session, Haliburton ON	TOR	General Council Members, Nora Sanders, General Secretary		2 nd letter mailed by Bruce Gregersen on Jan. 21, 2013, and then emailed to GCE by Nora Sanders on Feb 5, 2013 as well
8	March 2, 2013	March 4, 2013	Emma Prestwich, Middle East Working Group chair, Trinity St Paul's & Bathurst United Church	TOR	Nora Sanders, General Secretary, Moderator Gary Paterson	Letter of Support for action against Israeli settlement products	CORR #8 – emailed response by Nora Sanders on March 4, 2013 and then sent to GCE by email on March 11, 2013 by Nora Sanders

#	Date Sent to OMGS	Date Received	From	Conf	To	Topic	Response
9	4 letters of various dates between Dec. 2012 and Jan. 2013	Various dates in Dec 2012 and Jan 2013 by email	Ted Harrison, President of Manitou Conf, Stewart Walker, Chair of Manitou Conf, Rick Thorne, Emmanuel and Phelps United Churches and Maxine Bridges, Chairperson, Trinity United Church	MTU	Nora Sanders, General Secretary	4 letters re: changes to compensation for candidates engaged in supervised ministry education appointments	CORR #9 – all letters/ emails sent responses by Alan Hall on Jan 10, 2013 except 4 th letter from Maxine Bridges sent to Nora Sanders via email and responded with email and letter from Alan Hall as well on Jan 23, 2013 All letters and responses sent to GCE by Nora Sanders in Dec 2012 and Jan 2013.
10	Nov 29, 2012	Dec 5, 2012	Prof. G. Hobbs, VST	BC	Nora Sanders, General Secretary	General Council 41 decisions on Israel/Palestine Policy	CORR #10 – Letter sent by Bruce Gregersen on Dec 18, 2012 to G. Hobbs and email response with letters to GCE by Nora Sanders on March 12, 2013.

#	Date Sent to OMGS	Date Received	From	Conf	To	Topic	Response
11	From Oct 30 2012 – April 5, 2013	Various dates between Oct 30 2012 and April 5, 2013	Various church members of various United Churches	All Conferences	Nora Sanders, General Secretary and General Council Executive	Various letters and emails re: General Council 41 decisions on Israel/Palestine Policy	CORR #11 – Emails and letters replied to by Nora Sanders and then email sent to the GCE informing them of receiving approximately 90 emails and letters and that they have all been responded by letter as well by Nora Sanders.

A BRIEF PROFILE OF THE MOST REV PROFESSOR EMMANUEL ASANTE FGA

Most Rev Prof. Emmanuel Asante, currently the Presiding Bishop of the Methodist Church Ghana, Chairman of the Christian Council of Ghana, the President of the Bible Society of Ghana, Chairman of the National Enforcement Body of the Political Parties Code of Conduct 2012 and Chairman of the National Peace Council is the immediate past President of the Trinity Theological Seminary, a former Head of Department of Religious Studies, KNUST and the immediate past Bishop of the Kumasi Diocese of the Methodist Church Ghana.

Professor Asante studied at the Christian Service College (now the Christian Service University College) in Kumasi, London Bible College now London School of Theology in London, U.K., Ottawa University and Saint Paul University all in Ottawa, Canada. He has a number of degrees to his credit: Two Bachelors degree in Theology (B.Th civil and B.Th ecclesiastical), a Master of Arts in Theology (M.A. Theol.) and a Doctor of Philosophy in Theology (Ph.D Theo).

Most Rev Prof Asante has authored and co-authored a number of peer reviewed works in the form of books and articles in Ethics, Systematic Theology, Old Testament Studies and Missions. His recent publications include, ***Culture, Politics and Development: Ethical and Theological Reflections on the Ghanaian Experience; Jesus the Christ: A Survey of the Christological Quest; The Prophetic and Apocalyptic Phenomena in Israel: A Theological Introduction and In Understanding Be Tolerant: A Brief Introduction to Psychology of Religion.***

Professor Asante, a distinguished clergyman and scholar has served and continues to serve a number of Tertiary Institutions in Ghana, including Kwame Nkrumah University of Science and Technology as a Part Time Lecturer and the University of Ghana, as an External Examiner. He is a Fellow of the prestigious Ghana Academy of Arts and Sciences.

GENERAL SECRETARY'S ACCOUNTABILITY REPORT TO THE EXECUTIVE OF THE GENERAL COUNCIL – MAY 2013

Dear Friends in Christ,

As we continue the challenging work of this triennium, I have been reflecting on the feelings of hope and loss we often experience during times of change. That these seemingly conflicting responses can exist in the same moment is poignantly captured in accounts of the rebuilding of the temple after the Babylonian exile:

And all the people responded with a great shout when they praised the Lord, because the foundation of the house of the Lord was laid. But many of the priests and Levites and heads of families, old people who had seen the first house on its foundations, wept with a loud voice when they saw this house, though many shouted aloud for joy, so that the people could not distinguish the sound of the joyful shout from the sound of the people's weeping, for the people shouted so loudly that the sound was heard far away. Ezra 3:11-13

We, too, are living in a time of change as our church faces demographic, cultural, and financial shifts that challenge us to live out God's mission in different ways than we have in the past. How to respond to these shifts will be a key theme of your May meeting. I invite you to approach this meeting in a spirit of hope and with the knowledge that God is with us in all times.

Comprehensive Review

Since I last updated you in October 2012, I have been spending considerable time on the work of the Comprehensive Review Task Group, which the 41st General Council mandated to review all facets of the church. The task group, which has been meeting monthly, has been looking at key issues our church is facing, such as what makes a faith community vital and how best to nurture and support ministry leaders. To do its work fully, the task group needs to know the ideas and opinions of members of the church. By the time of the May Executive meeting, a broad conversation with pastoral charges, congregations, community ministries and other faith communities will have begun. These conversations will focus on what is working in the church, what isn't, and what new approaches to structure or ministry might serve us better.

We have retained Jane Rounthwaite and Marilyn Dumaresq of The Osborne Group to provide project management and meeting facilitation for the task group. Staff of the General Council Office are working closely with them to ensure that the task group has all the material it needs in the form that is needed, and to share expertise and knowledge. The Rev. Cathy Hamilton, the chair of the task group, will share a more detailed update about the task group's work at your meeting, and members of the task group will have time with all Conference annual meetings later in May.

The Comprehensive Review is the most important focus for my work at this time, and I think it should be the most important focus of work for the Executive, as well. I hope that Cathy Hamilton's presentation will lead you to think about what work of the Executive, the Permanent Committees, and working groups should be lifted up to support the Comprehensive Review Task

Group's processes, and what might be delayed for the time being. (See my comments at the end of the section about the Ministry Compensation Implementation Plan.) Clearly this will involve many "balancing acts," as we need to continue to function as a church living in the world through this time of change.

2014 Budget

I wrote to you in February as a "heads up" that you will be asked to consider significant budget cuts when you meet in May. Although we would all prefer to know what directions the Comprehensive Review may take before we make more changes, unfortunately we do not have that luxury. To live within a realistic budget in 2014, certain decisions will need to be made this May and implemented soon afterwards. We are facing significant financial pressures, including declining Mission and Service givings, decreased returns on investments, increasing costs, and a need to reduce our dependence on financial reserves. I will be asking you at this meeting to consider a proposal for the 2014 budget that would include significant reductions in staff and grants, the two largest budget items.

These steps, while painful, are necessary to ensure the continuing sustainability of General Council operations while the Comprehensive Review Task Group engages the church in a broader conversation about our future. You will receive the proposal and background at the meeting, and will have opportunities to discuss the material and ask questions.

Stewardship and Philanthropy

I note with gratitude the total levels of stewardship and giving across the church in times of continually decreasing membership. The 2012 Mission and Service revenue was \$29,347,390. This represented a decrease of \$1,175,392 from 2011 in a year when the operating budget called for an increase.

In response, as outlined in the report of the Finance Committee, the work of the Philanthropy Unit will focus even more strongly on Mission and Service revenue generation in 2013-2014, and future operating budgets will base their expenditure planning on more conservative revenue numbers. In addition, the need to reduce expenses to be within projected revenue without depending upon the reserves cannot be delayed beyond 2013.

Ecumenical Relations

Staff have been nurturing and deepening ecumenical relationships in a number of areas:

- The Presiding Bishop of the Methodist Church of Ghana, the Rev. Dr. Emmanuel Asante, will be joining you at your May meeting to sign a memorandum of agreement between The United Church of Canada and the Methodist Church of Ghana. The agreement is a way of working with faith communities that want to retain their relationship with their home denomination as well as participate in the United Church.
- Late last fall, I wrote to six other denominations to invite them to enter into a conversation about mutual recognition of ministry. The other denominations are The United Church of Christ in the Philippines, the Presbyterian Church in the Republic of Korea, The Presbyterian Church in Canada, The United Church of Christ, The United

Methodist Church, and The Presbyterian Church (U.S.A.) The details of these new relationships may take some time to develop, but all of those to whom I wrote have indicated they are interested in working together on this. Recently, the Rev. Bruce Gregersen and the Rev. Alan Hall from the General Council Office, and Ha Na Park, a candidate for ministry in British Columbia, travelled to South Korea at the beginning of March to begin the conversation with the Presbyterian Church in the Republic of Korea.

- In early February, I participated in a two-day consultation with the United Church of Christ, The United Reformed Church (UK), and the Uniting Church in Australia. We discovered we come from similar traditions and are facing similar challenges, and have committed to continue talking and sharing news about our denominations.

Ministry Compensation Implementation Plan

This new compensation model, approved by the Executive of the General Council in March, 2012, is a paradigm shift for how the church will view and understand compensation for years to come. A key feature of it is the integrated salary, an approach that combines the current base salary and housing into a total salary figure. Conferences and presbyteries will be invited to review local cost-of-living assignments of each pastoral charge and provide feedback based on their local knowledge of the area.

In January 2013, a letter was sent to all not-yet-ordained, commissioned or recognized students to communicate the new minimum salary schedule and changes to credited service that will become effective as of January 1, 2014. Our current six-step salary schedule allows some students to acquire service credits as they proceed through their years of education and training. The new salary schedule is divided into two steps: one to two years, and more than three years. Students will no longer acquire service credits until fully ordered or recognized and entering ministry. This change ensures that students will enter their vocation of ministry at an equal category of credited service.

The plan is that General Council Office representatives will share news about the implementation plan at Conference annual meetings, and webinars will be designed for ministry personnel and congregational leaders to learn about this new model in the fall.

What I have outlined above is the plan for implementation of the decisions that have already been made on the new salary model. I have raised the question with the Chair of the Permanent Committee on Ministry and Employment Policies and Services whether the Executive should consider deferring implementation until the work of the Comprehensive Review has progressed further. At this point, it is not possible to tell whether it will be consistent with the directions that will be recommended by the Comprehensive Review Task Group. Further, during the next year or two, the Comprehensive Review Task Group will be engaging directly with congregations on big-picture issues, and General Council Office engagement with congregations on this more focused area of change could create confusion.

Whether or not implementation is delayed, staff will continue with the the research and development work that would prepare for implementation of the integrated salary plan.

Third-Party Pension and Benefits Administration

General Council Office staff continue to work closely with the Aon Hewitt to resolve outstanding service issues, with the oversight of the Pension Plan Advisory Committee. It is hoped that regular monthly invoices to the 4 per cent of pastoral charges that are not using the pastoral charge payroll service will be operational by the end of the year, after which the cost recovery fee previously authorized by the Executive will be applied. In the meantime, interim statements are being sent periodically to remind these pastoral charges and other participating organizational employers of the legal requirement to pay the amount owing, especially as it relates to the pension plan.

University of Winnipeg Faculty of Theology

Officials at the University of Winnipeg have advised us that they are proposing to disband the Faculty of Theology as a result of a large year-over-year shortfall. This decision would require the approval of the General Council through its Executive (or, given the timing later this spring, more likely the Sub-Executive).

The university is proposing that faculty members be integrated into other departments and theology degree and diploma programs continue to be offered. The United Church of Canada would maintain its role in the governance of the university by appointing representatives to the Board of Regents, as it has always done. The university is committed to maintaining the accreditation of its M.Div. program with the Association of Theological Schools. The Carl Ridd chapel would continue as a dedicated worship space, and provision for the Conference archives is being made in the newly renovated archive space at the university. University President Lloyd Axworthy acknowledged the University of Winnipeg's great historical debt to the church and reiterated the university's commitment to maintain a strong relationship with the church. I understand that President Axworthy will be discussing these plans within the next few weeks with the Executive of the Conference of Manitoba and Northwestern Ontario and its representatives on the Executive of the General Council.

Covenant with Observer

We have been discussing a new covenant relationship between the United Church and the Observer (Observer Publications Inc.). Under the terms of the proposed covenant, changes would be made to the governance structure of the Observer to address a number of concerns. These concerns include the unwieldy size of the corporate membership, lack of clarity around ownership issues such as trademarks and other assets, and the threat posed to the Observer's registered charitable status because of the control exercised by the Executive of the General Council over the Observer's board of directors.

The proposed covenant would address all of these concerns in a way that is mutually beneficial to the United Church and the Observer. In terms of corporate structure, a majority of the members of the Observer's board of directors would still have to be United Church members. The approval of the Executive of the General Council would be required for at least 30 percent of the individuals nominated to be directors before they may be elected to office. Currently, the Executive has the right to approve the entire elected board. In addition, the General Council or its Executive would be entitled to elect ten of the corporate members of the Observer. These

changes would maintain significant involvement by the United Church in the governance of the Observer.

I anticipate the proposed covenant will be ready for the Sub-Executive of the General Council to consider in June.

Responsible Investment

Staff are developing a statement on responsible investment in response to the direction of the 41st General Council. As part of this process, we are taking time to listen to and seek input from different voices in the church, including the Mining the Connections Working Group in Maritime Conference, the Working Group on Socially Responsible Investment and Resource Extraction, and the Pension Board. I will update you at the May meeting about our progress on this work.

Travel Rate

For 2014, the travel rate will remain unchanged at \$0.41 per kilometre. The travel rate is the rate at which the General Council reimburses General Council Office staff and elected members for the use of private vehicles for church business. It is also the minimum rate at which pastoral charges are to reimburse ministry personnel for travel.

Israel and Palestine

General Council Office staff continue to work on implementing the directions of the 41st General Council, including the motion on Israel and Palestine. In the correspondence log, you will see that we have received considerable mail from people who are urging that this work proceed quickly, and have also heard from others who are unhappy with the decisions made.

As a first step, I wrote in February to Foreign Affairs Minister John Baird to ask that products produced in Israeli settlements in the West Bank be clearly identified and distinguished from products made in Israel so church members can make informed choices when they shop. A corresponding "Take Action" on our website invites United Church members to write to Minister Baird to support this request. Information has also been posted on the United Church website about speakers who are available to visit congregations and others in the church to talk about Palestine and Israel, United Church policy and decisions, and how our church can contribute to peace and justice in this region. Discussions are underway to explore possible ecumenical responses on issues such as a call for settlement freeze, and possible joint economic action measures. At this Executive meeting, I will be seeking direction from you on the timing of implementing the next steps.

Office Space

We are negotiating with our landlord to extend our lease at our current location until we can relocate to a redeveloped Bloor Street United Church, which is expected to be ready in late 2018. In the meantime, we will be reducing our rental cost by giving up surplus space and finding cheaper alternatives. Plans have been finalized to relocate the archives to the Toronto Christian Resource Centre over the summer, a step that will save rent and benefit this community ministry.

Staff Changes

I also want to update you on some staffing changes in the General Council Office management group.

As you know, the Rev. Carol Hancock left her position this spring as General Council Officer, Conciliar Relations after 10 years of service at the General Council Office, a decision she informed me of last fall. Her departure is a huge loss to the General Council Office and the church. I do not plan to make any decisions about staffing this position for the time being.

I have met with the Conference Executive Secretaries and Speaker to discuss interim arrangements for their supervision and for the important work of nurturing and sustaining conciliar relationships, which Carol has led so ably. I will be meeting regularly with the Executive Secretaries and Speaker by conference call, and have also invited an Executive Secretary to attend regular meetings of the General Council Office management group. The regular contacts with Conference Presidents, Presidents-Elect, and Leading Elders will continue, and I and other management colleagues at the General Council Office look forward to playing a greater role in these relationships.

As you are aware, last fall I approved a process for staff to work together on a more effective model for managing our mission program work, and this winter I accepted their advice to bring all of that work into a single unit. The creation of the Church in Mission Unit recognizes Canadian and global work are becoming increasingly interconnected, and formalizes the collaborative relationships staff in the two units have already built to better enable the church to live out God's mission in our changing world. The Rev. Michael Blair has been appointed Executive Minister of the new unit and is leading the planning and transition to the new model, which is expected to be fully implemented by this summer. The Permanent Committee on Programs for Mission and Ministry has created a working group to examine the elected structure that will accompany the new unit.

I am pleased to let you know that the Rev. Maggie McLeod is returning to work in April as Executive Minister of the Aboriginal Ministries Circle after an extended leave. I give thanks for Maggie's return to health and express my gratitude to Peggy Monague, who led the Aboriginal Ministries work while Maggie was away.

General Secretary's Supervision Committee

I have advised my supervision committee of my decision to forego my sabbatical plans for the time being. I believe it is important for me to be present in the work during this important time in the life of the church. I appreciated the opportunity to discuss this issue thoroughly with the committee, and I continue to be grateful for their support, advice, and guidance on a full range of matters.

MODERATOR'S ACCOUNTABILITY REPORT

The poet Thomas R. Smith talks about the challenge of having trust... when you take your car to the mechanic, deposit a cheque at an ATM, put a letter in the mail; he points out that the wind and the river arrive where they need to go; and, as he says at the end, "...sometimes you sense how faithfully your life is delivered, even though you can't read the address."

Times are challenging for the United Church (in fact, for all denominations in the country), but I trust that God is doing a new thing, calling us into new ways of being church – and note the plural... "ways." We can't read the address, not sure where we'll end up... but we're travelling in faith and in hope. Remarkable how similar that sounds to verses from Hebrews – "By faith Abraham obeyed when he was called to set out for a place... and he set out, not knowing where he was going." (Heb. 11:8)

I suppose that is, and will continue to be, the main theme of my time as Moderator. It is at the heart of the Comprehensive Review Task Group, which has been charged with consulting broadly with the whole church, and bringing forth recommendations for change. We meet monthly, with work continuing to grow between meetings. The task feels enormous, sometimes overwhelming, and yet hopeful and exciting; we work hard and trust that the Spirit is guiding us on the way.

The changes facing our denomination are a key part of my travels... official Conference visits, and being involved in sundry other events; it's a big part of what people want to talk about. So, in trust, I continue to visit many different parts of our church... Montreal, the Townships and Quebec City; Ottawa, Kingston, Peterborough; Hamilton; "northern" Ontario (through three Conferences: Manitou, London, and Manitoba and Northwestern Ontario). I have spent time at youth events (Worshiplude), First Nations communities (Kanesatake); community ministries (Wesley Urban Ministries in Hamilton; the Christian Resource Centre in Regent Park, Toronto; Our Place in Victoria); and congregations everywhere. I will be at two Conference annual meetings at the end of May and beginning of June (Manitoba and Northwestern Ontario, and Manitou), and then am off for a week-long visit in Saskatchewan. The purpose is two-fold: to listen to stories, and hear the questions, struggles, grief and anger, innovation and experiments of church people across the land. And, also, to speak a word of hope (to quicken the heart of the church) – to invite people to trust that despite all our hardships, God is very much a part of what is happening. Sometimes I borrow language from Alcoholics Anonymous, and talk about the "gift of desperation" – suggesting that when we hit bottom (and maybe we don't have to go all the way down) we will find that God is still there, inviting us into a new adventure.

Such trust lies at the heart of my helping to organize a pilgrimage to Greenbelt. It could sound crazy and extravagant to take a hundred ministry leaders to a festival of church renewal in England, but there has been a wave of excitement – over 100 people applied for the 50 positions available in the "under 40" category; and there is similar energy in the "over-40" cohort.

I've tried to be a public voice on certain social and policy issues. I'm not always convinced that government listens much to the church any more, but still, a word needs to be spoken, hoping

that it will be heard – criticizing cutbacks to prison chaplains; supporting Chief Theresa Spence and the need for big changes if we are to truly move forward in right relations with First Nations peoples; affirming the Supreme Court decision regarding the balance of freedom of religion and hate speech.

There are a three other things that I would like to highlight. First, when I was elected Moderator I acknowledged that my command of the French language was weak, and I promised to try and improve. So last January I undertook a week of French language immersion in Québec City... and actually preached in French at Église unie Saint-Pierre. Now that was a challenge!! I also listened to many people expressing their hopes for expanding French ministries, and I continue to ponder the question, “How do we strengthen the role of the United Church and French ministries in Québec, and, indeed, in other parts of the country?”

Secondly, there have been a couple of ecumenical gatherings that I want to draw your attention to. In February, The United Church of Canada initiated a gathering with other “uniting” churches: the United Reform Church of the United Kingdom, the Uniting Church of Australia, and the United Church of Christ (USA). We recognized that we share a similar history and familiar challenges – what can we learn together? And in March we initiated a gathering of denominational leaders in Canada whose churches were in the midst of the equivalent of our Comprehensive Review – this meeting will include representatives from the United Church, the Anglicans, Lutherans, Presbyterians, Mennonites and the Christian Reformed Church. Again... a sharing of wisdom and direction.

And thirdly, I want to share with you how much I am enjoying being a “blogger” – who would ever have believed that last summer?! I have received a lot of feedback that people are appreciating my attempt to communicate, to let folk across the church know something about the issues we are facing, and what the Moderator is doing. Clearly a significant task for the Moderator is to be a voice, open and accessible, seen to be communicating with the wider church, listening and sharing. (Some statistics from Communications: 39 posts written; 486 comments posted; 30,015 views; 961 subscribers (those who read posts via email and aren’t counted in the other statistics.))

In a more mundane way I continue to trust in the organizational wisdom and skill of my advisory committee, particularly John Lawson, the chair, for his support and vision; Nora Sanders, General Secretary, for her knowledge and faithful insights; and Sue Fortner, my administrative assistant, who translates so many dreams into practical calendar realities and travel plans. I have also learned to trust in the kindness of strangers, who quickly become friends... people across the church who greet me, who make me welcome and offer such rich hospitality. Indeed, I frequently do sense how faithfully my life is delivered, even though I can’t read the address. And I am very grateful.

Gary Paterson
Moderator

42nd GENERAL COUNCIL PLANNING COMMITTEE REPORT

Origin: Roy West, Chair

An initial group of five has met three times to begin planning and visioning for the 42nd General Council in Corner Brook, Newfoundland and Labrador in 2015.

The full planning committee will be in place and called to meet at the end of November of 2013. The committee will expand to include a Representative from the Theology Inter-Church Inter-Faith Committee and one of the Local Arrangements Committee co-chairs will serve on the Planning Committee.

In addition, a request for expressions of interest for the remaining positions will be sent out through the Fall Nominations process. The positions to be filled are:

- Worship and Music Coordinator
- Business Chair
- Liaison for Youth Forum, Young Teens and Children's Programs
- Two members-at-large (selected to give further diversity to the Planning Committee. Once appointed these persons will be allocated a specific planning role)

This first gathering of the full 42nd General Council Planning Committee will include a reflection led by the Moderator on the theme for the 42nd General Council, Corner Brook.

The Local Arrangements Committee Co-chairs are Cathy Brett and Linda Stonehouse. Once the Terms of Reference for the Local Arrangements Committee and its Sub-committees have been completed Newfoundland and Labrador Conference will commence the Nominations process for the Committee members. This is expected to be complete by the fall of 2013.

Although it is a time of austerity within The United Church of Canada, the 42nd General Council Planning Committee recognizes the need to consult with as many people as possible both before and at General Council. Core business for the 42nd General Council will include discerning and acting on recommendations from the Comprehensive Review Team. We will be challenged to give this aspect of our work the necessary time it deserves while doing justice to the other proposals that will come before the General Council.

The Planning Committee will bring the proposed budget for the 42nd General Council to the Executive of the General Council in November 2013 for approval. We are currently developing options for the conduct of the 42nd General Council which will reduce the budgetary impact. In this regard the Planning Committee will be looking for opportunities throughout the triennium leading up to Corner Brook to maintain the effectiveness of the General Council while creating as many efficiencies and cost savings as possible. For this reason it would be helpful if Conferences, Districts and Presbyteries could elect their delegates as early as possible. The earlier Commissioners are elected the more efficiencies can be explored and achieved with travel arrangements. We request that Conferences give consideration to how Commissioners could be identified by the end of April 2015.

We look forward to working with the Executive of the General Council over the next two and a half years.

Respectfully submitted

Roy West, Chair, GC42 Planning Committee.

Gary Paterson, Moderator, The United Church of Canada

Nora Sanders, General Secretary, General Council Office

Roy West, Chair, GC42 Planning Committee

Faith March-MacCuish, Executive Secretary, Newfoundland and Labrador Conference

Karen Smart, Program Coordinator, Governance Support, General Council Office

INDIGENOUS JUSTICE AND RESIDENTIAL SCHOOLS REPORT

Origin: Committee on Indigenous Justice and Residential Schools

The Committee on Indigenous Justice and Residential Schools was re-mandated by the Executive of General Council in November 2010 to:

- a) *co-ordinate all aspects of the issues related to Indian residential schools, including the legal, pastoral, communications, alternate resolution possibilities, healing and reconciliation initiatives, and financial planning;*
- b) *assist the church to live out its apologies through theological reflection and through education and advocacy for Indigenous justice issues including but not limited to land, rights, treaties, the impacts of colonialism, and racism;*
- c) *work in partnership with the Aboriginal Ministries Council and collaborate with Kairos, ecumenical partners and Indigenous organizations;*
- d) *make full reports, and recommendations as required, to the General Secretary and each meeting of the Executive of the General Council.*

For regular information about the work of the Committee, see our quarterly newsletter, the *Residential School Update*, available by electronic subscription or at www.united-church.ca/communications/newsletters/residentialschools

1. The Truth and Reconciliation Commission (TRC)

On November 20, 2012 the long awaited resumption of the All Parties (to the Settlement Agreement) table took place in Ottawa at the call of TRC Chair Justice Murray Sinclair. Leaders from the Assembly of First Nations, Inuit Tapiriit Kanatami, the federal government, the Anglican, Roman Catholic, Presbyterian and United churches, and legal counsel for former students met with the Commissioners to hear an update of their activities and consider how best to assist the TRC in the remaining months of its life. The Commissioners reported that, as they looked ahead to the final 18 months, they are increasingly concerned that there are not sufficient funds or time available to successfully complete their mandate.

After an intense but productive day, the Parties and the TRC agreed to a more active partnership in four key areas: the remaining national events, completing the document collection process, implementing a public education strategy, and translating and distributing the Commission's final report.

Working groups on each of the first three priorities have been working diligently since November and a bilateral conversation has been initiated between the Commission and the Department of Aboriginal Affairs and Northern Development Canada on the final report. An All Party Coordinating Committee was created to guide the process, chaired by the United Church.

The Leaders of the Parties next met on February 12, 2013 and heard reports from each of the Working Groups on the progress being made. The Leaders agreed that a new spirit of goodwill and cooperation now marks the relationship between the Parties and the Commission. Notwithstanding the renewed spirit and the progress made, the Commission faces formidable challenges in completing its mandate by June 30, 2014.

The Leaders scheduled their next meeting for April 8, 2013 at the Toronto offices of the United Church.

2. Upcoming TRC National Events

a. Quebec: The Truth and Reconciliation Commission will hold its next National Event in Montreal on April 24-27, 2013 at the Queen Elizabeth hotel. Rev. Debbie Poirier and Rev. Pierre Goldberger represent the United Church on the Regional Advisory Committee which is planning the event. The Native Concerns Committee of Montreal and Ottawa Conference and the Right Relations group in Ottawa Presbytery are working to inform United Church folks across the Conference about the event and encourage everyone to participate.

There are an estimated 6,000 former residential school students in Quebec, mostly from Catholic or Anglican-run residential schools. The United Church national office has contributed \$50,000 to assist survivors with the travel costs of attending the event. Thousands of current school children from the Montreal area will also participate in the Education Day to learn firsthand about this sad part of Canadian history.

b. British Columbia: The Vancouver National Event will be September 17-22, 2013. Rev. Janice Young represents the United Church on the Regional Advisory Committee and Rev. Kathy Hogman has been engaged by BC Conference to help prepare the United Church constituency. A number of churches, collectively known as Ecumenical Advocates, have met for several years to prepare and mobilize their members to participate in the event. A new organization, Reconciliation Canada, associated with the BC Indian Residential School Survivor Society, and supported by the Ecumenical Advocates (including the United Church) has emerged and is planning activities to support and complement the TRC event.

Prior to the Vancouver National Event, four community hearings will take place in the interior:

- May 13-14 - Prince George
- May 16-18 - Williams Lake
- May 28-29 - Kamloops
- June 25-26 - Terrace

c. Alberta: The Alberta TRC National Event has been set for March 27-30, 2014 at the Shaw Centre in Edmonton. Advance community hearings will also be held in these locations:

- June 6-8 - Red Deer College and Fort Normandeau
- June 18-19 - Slave Lake
- July 3-4 - High Level
- July 24-25 - Hobbema
- July 30-31 - Calgary

More information on these events is at www.trc.ca.

3. What does Reconciliation mean to us?

The Chair of the Truth and Reconciliation Commission, Justice Murray Sinclair, has asked all the Parties to respond to the question; “what does reconciliation mean to you?”

To assist members of the United Church reflect on this question, the IJRS Committee has developed a simple, user-friendly workshop now available online at: www.united-church.ca/files/aboriginal/schools/resources/reconciliation-workshop.pdf

The resource encourages your congregation, committee or community group to develop a local “Reconciliation Action Plan” as well as to contribute to a national plan.

In continuing the journey of living out its apologies and its commitment to reparation and reconciliation, what might the next significant act(s) of reconciliation by the United Church look like?

- a sculpture or artwork in the entrance to our new offices acknowledging the survivors of residential schools?
- an endowment of a culture and language recovery centre as recommended in the TRC Interim Report?
- an affirmation of the validity of Aboriginal spirituality?
- public education initiatives like a traveling film festival or culturally appropriate vacation school materials?
- significant contributions to the creation of youth programs and facilities in Aboriginal communities?

As the TRC comes to a conclusion in 2014, what do you think should be the next steps for the United Church in its commitment to address the legacy of residential schools and build right relations between Aboriginal and non-Aboriginal peoples? Please provide your feedback to any of the staff listed at the end of this report.

4. Abuse Claims

As of February 28, 2013, the United Church has received 2,568 applications alleging physical, emotional and sexual abuse at its 14 schools – 241 in the last 5 months. Over 1,800 adjudicated hearings have been arranged – over 100 in the last 5 months.

Our “listening” volunteers have attended 10 hearings in that period. In Saskatchewan Conference, we are grateful that two new United Church representatives have attended their first hearings: Rev. Dave Moors and Ms. Jordan Cantwell, DM.

5. Remembering the Children in Red Deer

The fourth and final feast to Remember the Children buried in the reclaimed cemetery at the site of our former Indian Residential School at Red Deer will be held at Fort Normandeau on June 8, 2013. The feast will be preceded on June 6-7 by a TRC community hearing with Commissioner Littlechild and a public education event at Red Deer College.

The Metis Nation of Alberta is the primary host this year, and entertainment both evenings will showcase Metis performers.

Plans are being made to gather 2,000 Grade 4-12 students over the two days, at both the Red Deer Museum and Art Gallery, and Red Deer College. Tiles created by students to remember the children who died in residential schools are being placed in the Red Deer Museum as part of the permanent centennial year historical display of the City of Red Deer, along with one of the grave markers from the school, and an audiotape of Remembering the Children Society members outlining the story of the recovery of the cemetery.

United Church congregations and presbyteries have been invited to raise funds to support survivors from the First Nations of Saddle Lake, Goodfish Lake, Paul, Alexander, Hobbema, and Morley in Alberta, and Nelson House in Manitoba to attend the TRC event and feast.

6. The Manitou Stone

The Manitou Stone (known as the Iron Creek meteorite) is a 320-pound rock believed to hold great power by the indigenous tribes of northern Alberta and Saskatchewan. The Methodist missionary, George McDougall, removed it from its home near Hardisty, Alberta in 1866. Eventually the stone was transported to Victoria College, Toronto where it stayed until the 1970's. Then it was transferred to the custody of the Royal Alberta Museum and is currently on display in the Syncrude Aboriginal Gallery. Consultations with elders from 22 First Nations have been held about the return of the stone to Mother Earth but there has been no consensus yet as to a suitable location.

On December 13, 2012, at the initiation of Anna Faulds from Cold Lake First Nation and Blackfoot member Duane Goodstriker, a cleansing and forgiveness ceremony of the George McDougall family and the United Church was held at McDougall United Church in downtown Edmonton. In Anna's words, this ceremony is meant *"to clear the negative energy surrounding the Manitou Stone. In the process of removing the stone which represents God's/Creator's presence on the earth with the people, much hardship and pain were created, not only for the First Nations, but also for the perpetrator of the wound, George McDougall himself as he went insane once realizing what he had done. We are all human beings, and as such we do hurtful things unintentionally at times in our blindness to the truth. It is time to leave the pain, shame and blame behind, so we can walk lightly into the new cycles upon us."*

7. Joint Meeting with the Aboriginal Ministries Council

On March 4, the Committee on Indigenous Justice and Residential Schools met jointly with the Aboriginal Ministries Council. Although the mandates of these two groups are different, the purpose was to get to know one another better and to identify programmatic and advocacy areas of mutual concern where we can model respectful partnership. Gloria Cook facilitated a day rich with ideas and commitment.

At the meeting, the Aboriginal Ministries Council asked the Committee on Indigenous Justice and Residential Schools to support it in advocating for Aboriginal representation in the Comprehensive Review process. The IJRS Committee endorsed the Aboriginal Ministries

Council call that two Aboriginal representatives be added to the Comprehensive Review Task Group, and has written to the Moderator and General Secretary to this effect.

On March 6, the IJRS Committee travelled to Brandon to meet with former residential school students (who attended Brandon IRS and other schools) and members of Assiniboine Presbytery. Over 50 people gathered at the Manitoba Metis Federation Hall warmly welcomed us. Archivist Diane Haglund presented on the school and adjacent cemetery.

Respectfully submitted by:

James V. Scott,
General Council Officer: Residential Schools

Committee Members:

Alvin Dixon	Marie Dickens
George Montour	Mel King
Sue Evans	Elder Murray Whetung
barb janes	Vacancy

Staff Resource:

Cecile Fausak, John Bird, David MacDonald

Corresponding Staff:

Gary Paterson, Nora Sanders, Peggy Monague, Nichole Vonk

PENSION BOARD ACCOUNTABILITY REPORT

Origin: Pension Board

Background

In 2002, the Executive of the General Council expressed concerns with respect to its understanding of its mandate to deal with pension matters and its resources to deal with many technical issues related to The Pension Plan of the United Church of Canada. The Executive of the General Council created a task group to review its role as the Administrator of the Pension Plan and to make recommendations. As a result, the Pension Board was created in November 2003 based on recommendations in the Report of the Task Group on the General Council Executive as the Pension Plan Administrator. The Report included a list of steps necessary to implement a basic governance structure.

Since 2003, the Pension Board has worked diligently to complete these steps and then to augment the basic structure to develop a best in class governance system and to provide the Executive of the General Council with a high level of assurance that it has the necessary support to govern, manage and operate the Pension Plan and the Pension Fund, thereby meeting the Executive of the General Councils fiduciary duty to Pension Plan beneficiaries. The Pension Board has delivered a Statement of Beliefs and Guiding Principles, a Trust Agreement, Terms of Reference for itself and three other groups, Key Document and Orientation Handbooks for five groups, a Code of Conduct and ten detailed policies, a revamped Statement of Investment Policies and Procedures and related policies, including the Responsible Investment Process Guidance document and a set of tools in support of responsible investment. It has restated the Plan Text four times, commissioned six actuarial valuations and two asset liability studies, as well as an in-depth study of the long term sustainability of the Plan.

The governance structure continues to evolve to support the evolving needs of the Pension Plan and its beneficiaries. There are five remaining policies under development, most notably a funding policy. In addition, the Pension Board's Terms of Reference have a requirement to review and evaluate the governance structure on a periodic basis.

Report

Under this governance structure the Executive continues to be the legal Administrator of the Pension Plan and has oversight responsibilities for the Pension Plan's operation. To facilitate the conduct of those responsibilities, the Pension Board submits a comprehensive accountability report to the Executive of the General Council at its fall meeting and provides an update at the spring meeting if substantive events have transpired. This report follows last year's report – an overview, followed by more detailed comments in several key areas. The Board trusts that this information will be useful, and would be pleased to provide supplemental information at any time. Charlie Black will attend his final meeting of the Executive of the General Council as Chair of the Board to answer any questions. Charlie completes nine years as chair in June and marks thirty five (or more than thirty) years of association with our Plan.

Overview

As reported at the October 2012 meeting, an updated actuarial valuation of the Pension Plan's funded position at December 31, 2011 was performed. At the time of the fall report, the actuarial valuation results were just in the process of being finalized. The final actuarial valuation results are included in this report and are not materially different from the preliminary values included in the October report. The finalized results were communicated to Plan members in the February, 2013 issue of *Foresight*.

The Pension Board remains hopeful that the Pension Plan will return to fully funded status on Pension Plan "windup" over the longer term, as changes to the contribution and accrual rates and investment policy begin to have an effect. While the financial position of the Pension Plan must continue to be monitored very closely, the Pension Board notes with encouragement that there was substantial improvement in the investment performance of the Pension Fund during the latter part of 2012 and into early 2013. The investment results as of year-end 2012 are included in this report.

The Pension Board is in a period of transition with five members completing their terms during 2013, including the Pension Board Chair. At the time this report was prepared, the call had been sent out through the church's website to invite expressions of interest to fill the Pension Board Chair and two other 'specialist' Board member vacancies. Two member at large positions will be filled in the fall recruitment cycle.

The balance of the Accountability Report comments in greater detail on specific aspects of the Pension Plan's operation.

Statement of Investment Policies and Procedures:

In the October report, the updated investment allocation was detailed. Since that time, the Statement of Investment Policies and Procedures was updated to document these changes and recommended for Board approval by the Investment Committee. The revised Statement of Investment Policies and Procedures was approved by the Pension Board at their March 2013 meeting and will be filed with the provincial regulatory authorities as required prior to the May 2013 Executive meeting.

Investment performance of the Pension Fund:

At December 31, 2012, annualized returns for the Pension Fund were as follows for one to five year periods:

One Year	9.0%	71 st	percentile ranking*
Two Years	5.6%	59 th	“
Three Years	6.6%	79 th	“
Four Years	7.1%	93 rd	“
Five Years	3.6%	34 th	“

**Compared to other pension plans with assets greater than about \$1 billion where RBC Dexia is the custodian.*

The 2012 performance of 9.0% (versus 2011 of 2.3%) resulted from marked improvement in the equity markets in the latter part of 2012. In the 4th quarter of 2012, all investment managers

outperformed their applicable benchmarks. All managers also outperformed for 2012 as a whole, with the exception of one manager who missed the benchmark for its global mandate.

The market value of the Pension Fund at December 31, 2012 was \$1,127 million which is up about \$35 million from \$1,092 million at June 30, 2012.

With 55% of assets in equities, the Pension Fund was slightly overweight in equities at December 31, 2012, relative to the policy weighting of 52.5%. This is the result of the continuing equity progression towards the eventual 60% equity position outlined in the updated Statement of Investment Policies and Procedures, which is anticipated to be reached by June 30, 2013. The additional equity assets are being held in Exchange Traded Funds until new investment managers are found to undertake any mandate not within the scope of the existing managers.

Responsible investment:

The Pension Board and its Investment Committee continued to devote considerable time and effort to ensure that the Fund is invested according to responsible investment practices. As part of this continuing effort, the Pension Board reviewed the Pension Fund's current responsible investment advisors:

- Glass Lewis (for proxy voting);
- Shareholder Association for Research and Education (for Goldcorp specific engagement);
- Canadian Coalition for Good Governance (for organizational board advocacy); and
- Sustainalytics (for screening equity investments on RI related criteria).

Screening out investments based on information from Sustainalytics has not resulted in substantive corporate change in practice. The Pension Fund's Goldcorp specific engagement with the Shareholder Association for Research and Education, however, while not resulting in optimum change at Goldcorp, has resulted in substantive improvement in corporate practices over time. These changes have been noted by a number of ethical funds and industry observers. The Pension Board sees continued value in this course of engagement.

Changes in the Pension Plan's auditor, actuary, external legal counsel and other service providers:

Since the last report no formal reviews or other changes were made with respect to existing service providers aside from the following:

- Towers Watson was appointed as the investment manager search consultant and the process of searching for new investment managers has begun. Once new managers are selected later in 2013, it will be possible to fully implement the investment mandates for the updated asset allocation as documented in the Statement of Investment Policies and Procedures; and
- Aon Hewitt administration servicing issues continue to be the key focus of review. Several Aon Hewitt staff have departed the organization and the primary contacts for the Pension Plan now include Mr. Adnan Ali, Ms Jill Hawtin (a former member of Pension Plan Advisory Committee), Ms Charlene Chipman and Mr. Norm Bessette.

Material administration activities and administration services performance:

Aon Hewitt worked through a backlog of retirement and termination of Pension Plan membership cases and is now focussing on the backlog of pension divisions related to marriage breakdown and pension service buybacks.

Routine calculations are no longer being reviewed by staff at the General Council Office as Aon Hewitt appears to have reached a point where they are able to process routine cases more effectively. Staff now review less routine situations only and have moved to two calls each week with Aon Hewitt to monitor progress. Senior staff continues to meet with senior Aon Hewitt staff on a quarterly basis to address issues.

Unfortunately, annual statements as of December 31, 2011 were not sent out to approximately 400 members or approximately 10% of the Plan's membership, where there were additional complexities associated with these statements. Instead the data issues relating to these members are being resolved for December 31, 2012 statements.

Administration for pastoral charges not enrolled in the payroll service continues to be a challenging and costly issue. Administration of payroll services through a single professional provider introduces efficiencies in data processing, risk management, invoicing, accounting and auditing that are hugely significant, especially in a multi-employer plan like ours with 2,300 small "employers". The complexity of providing a dual, largely manual, alternative service for less than 5% of pastoral charges with eligible employees is enormously time consuming and costly. This is particularly evident in the challenges our former third party administrator, Morneau Sobeco, and our current administrator, Aon Hewitt, have encountered with the development of an invoicing tool that adequately replicates some of the accounting and reporting features of the payroll service. Even if Aon Hewitt is able to develop and deliver this tool, the Pension Plan Advisory Committee is questioning the cost of this alternative service and the many necessary replications of functions required. While the Executive of the General Council has authorized the levying of a cost recovery fee to these pastoral charges, at some point that cost will become prohibitive and difficult to collect.

In view of the ongoing level of concern of the Pension Board and its Committees with service issues, members of the Pension Board and the Pension Plan Advisory Committee again met with Aon Hewitt directly at the February meeting of the Pension Plan Advisory Committee to express their viewpoints and to discuss the issues raised by staff and Pension Plan members.

Aon Hewitt will also be returning to the May meeting of the Pension Plan Advisory Committee to report on their progress. As well, Staff has begun providing bi-weekly updates to the Committee on progress made with respect to the remaining data issues, which need to be resolved to be able to prepare the December 31, 2012 statements and with respect to Pension Plan member call centre complaints. Discussion concerning any additional steps to be taken will continue until the service issues are resolved.

The Pension Board believes that progress is being made, albeit slowly, in resolving these administrative issues, which originate from multiple sources.

Funded status of the Pension Plan:

The final actuarial valuation results as of December 31, 2011 filed with the regulatory authorities were not materially different from the preliminary results reported at the Executive of the General Council's October 2012 meeting. The actuarial valuation results as of December 31, 2011 on a going concern basis in comparison with the December 31, 2009 results are as follows:

Valuation date	31.12.2011 (in millions)	31.12.2009 (in millions)
Actuarial value of assets	\$1,244	\$1,276
Actuarial value of liabilities	\$1,171	\$1,241
Surplus (Deficit)	\$73	\$35

While the Pension Plan continues to be fully funded on this basis, it would not have been fully funded had the Pension Plan been "wound up" (i.e. terminated) as of December 31, 2011.

The results on a "wind up" basis are as follows compared with the December 31, 2009 results:

Valuation date	31.12.2011 (in millions)	31.12.2009 (in millions)
Actuarial value of assets	\$1,085	\$1,060
Actuarial value of liabilities	\$1,123	\$962
Surplus (Deficit)	\$(38)	\$98

A deficit on the "wind up" basis is of concern to regulators and can trigger the requirement for additional payments to the Pension Fund. However, when the effects of smoothing the assets and liabilities over a five year period are included, as permitted, the Pension Plan then does not have current solvency concerns, meaning additional contributions from pastoral charges and other participating employers will not be required.

Amendments to the Pension Plan since the previous report:

As advised last year, the Pension Plan provision changes effective January 1, 2013 were filed with the regulatory authorities before the end of 2012 as required. During January 2013, it was confirmed by the provincial regulators that the registration of the Pension Plan provision changes was accepted. Registration notification from the federal regulators remains pending as of the date of this report.

At the March meeting of the Pension Board, changes to the Pension Plan members' definition of spouse were approved in principle effective January 1, 2014. The changes essentially apply to common law spouses and will be incorporated in the Plan text and communicated to Pension Plan members later in 2013. Currently, the Pension Plan definition of spouse is applied relatively consistently across Canada, with a requirement of a one year period of co-habitation. However, each province in Canada has slightly different pension legislated definitions for common law spouse, typically with co-habitation periods longer than one year.

The cross Canada definition was originally felt to reflect the most generous provincial definition of common law spouse and was a definition which could be easily communicated, together with being a consistent approach for all Pension Plan members. Unfortunately, recent legal precedents suggest that this approach could result in more than one spouse for a Pension Plan member making pension benefit claims and as such the definition necessitated change.

The Pension Board was also advised that the Pension Plan Advisory Committee has approved charging fees for special calculations related to marriage breakdowns to the extent allowed by each province, effective April 1, 2013.

Compliance:

All administration practices have complied with regulatory requirements and the Pension Plan Text aside from:

- the delays in event specific statement distribution and the absence of annual statements as of December 31, 2011 for some Pension Plan members as noted above; and
- the timely remittance of required contributions by pastoral charge not using the payroll service.

All regulatory filings required since the October 2012 report were made on time (i.e. the actuarial valuation report as of December 31, 2011 and the Pension Plan text restatement effective January 1, 2013).

Results of any pension governance reviews:

By March 2012, the Pension Board's Implementation Task Group had completed all of the tasks in the original plan for the implementation of the current governance structure. The Implementation Task Group then continued to work on several additional processes, which it identified as necessary to complete the governance documentation. The following three draft processes were prepared for Pension Board review at its March meeting:

- Recruitment, Selection and Appointment Process (approved);
- Pension Board and Committee Self-Assessment Tool (being tested); and
- Plan Service Provider Review Process (approved).

Currently, the focus of the Implementation Task Group is around drafting the Pension Plan funding policy and records retention policy.

Other information that the GCE requested:

None at this time.

Other information that the Pension Board feels is appropriate:

Since the last report to the Executive of the General Council, the Pension Board met two times in person and once by conference call, the Pension Plan Advisory Committee met three times in person and once by conference call, the Investment Committee met two times, the Asset Mix Sub-Committee of the Investment Committee met two times and the Implementation Task Group met five times.

All the work at the Committee and Task Group level is reported to the Pension Board for oversight or approval. At the Pension Board meetings, Staff and Committee work was reviewed and the following items were approved:

<i>Meeting Date</i>	<i>Items Approved</i>
<i>September 27, 2012</i>	<ul style="list-style-type: none"> • <i>Meeting with Pension Plan external auditors once a year at the May meeting, instead of twice per year.</i> • <i>Delegation of the Pension Plan change webinars to the Pension Plan Advisory Committee.</i> • <i>Adding investment in Private Equity and Other Alternatives to the eligible list of Fund investments.</i> • <i>Appointment of Towers Watson as the investment manager search consultant.</i> • <i>Confirmation of Ontario opting out election for multiemployer plans.</i>
<i>December 6, 2012</i>	<ul style="list-style-type: none"> • <i>Adoption of a revised annual compliance certificate.</i> • <i>Approval of the 2013 Plan budget.</i> • <i>Appointment of PwC as the Pension Plan auditors for the 2012 audit and approval of the audit plan.</i> • <i>Approval of the Framework for Investment in Private Equity and Other Alternatives.</i> • <i>Approval of Pension Plan's affiliate membership with SHARE for one year, together with continuation of the Goldcorp specific mandate.</i> • <i>Approval of the Pension Plan's membership in the Canadian Coalition of Good Governance for one year.</i> • <i>Approval of the December 31, 2011 actuarial valuation report for filing with the provincial and federal regulatory authorities.</i> • <i>Approval of the January 1, 2013 restated Pension Plan text for filing with the regulatory authorities prior to December 31, 2012.</i>
<i>January 24, 2013</i>	<ul style="list-style-type: none"> • <i>Pension Board meeting via conference call to review Pension Board chair vacancy announcement.</i> • <i>Vacancy announcements for additional Pension Board vacancies drafted similarly.</i>
<i>March 21, 2013</i>	<ul style="list-style-type: none"> • <i>Approval of the Pension Plan Service Provider Review Process.</i> • <i>Approval of the Recruitment, Selection and Appointment Process, subject to Executive approval.</i> • <i>Approval of the updated Statement of Investment Policies and Procedures.</i> • <i>Approval of the change to the definition of Pension Plan member spouse to be identical to provincial legislation definitions effective January 1, 2014.</i>

During the remainder of 2013, the Pension Board is scheduled to meet on May 16, September 26 and December 5.

Pension Board Members:

Charles Black (Chair), BA, FSA, FCIA, CLU
Jacqui Allard, BA, MBA
Paul Robert Batho, BMath, FSA, FCIA, CFA, ICD.D
Malcolm Boyle, BA, MA, LLB
Brian Copeland, BA, MDiv, STM
Glen Elliott, AICB
Steven Lowden, BComm, CA
Gordon McCamus Hall, BSc, FSA, FCIA, ICD.D
Gordon How, BSc, BD, DMin, MBA, DD
Paul Purcell, BSc (Hons), FSA, FCIA, CFA
Reta Robertson

Staff Support:

Alan Hall, Executive Officer, Ministry and Employment
Erik Mathieson, Executive Officer, Finance

REPORT TO THE GENERAL COUNCIL EXECUTIVE FROM THE JOINT GRANTS COMMITTEE: 2012 ACTIVITIES

Origin: Joint Grants Committee

The Joint Grants Committee consists of three members of the Executive of General Council and two appointees of the Foundation Board. The Committee receives applications twice annually for funding from non-designated trusts and endowments of both The United Church of Canada and The United Church of Canada Foundation. It also receives recommendation from staff and others on grants from particular funds when consistent with the terms of the fund. The Committee reports both to the Executive of General Council (on matters pertaining to church trusts and endowments) and the Board of the Foundation (relating to Foundation endowments).

In 2012, the Committee: reviewed 96 applications through the Seeds of Hope granting program (six more than in 2011); awarded 29 grants from the trusts and endowments of the church; and recommended 9 grants from Foundation endowments; received and approved 22 recommendations from staff and recommending bodies. This represents a total of \$493,770 in grant funding from both the church and Foundation.

In total, the Committee awarded 51 grants totalling \$394,845 from the trusts and endowments of the church.

The following grants were made based on applications received:

Alfred J. Mitchell Trust

\$3,000 to Ottawa School of Theology and Spirituality, Ottawa, Ontario for their 50th Anniversary Celebration Colloquium: "How Can One Be A Person of Faith in the 21st Century in Canada?" The Ottawa Lay School of Theology was established by United Church people in 1963 to study theological topics. Recently renamed The Ottawa School of Theology & Spirituality, the School will host a large, public colloquium in November 2013 on an Abrahamic Faith basis, on the theme: "How Can One Be A Person of Faith in the 21st Century in Canada?" The colloquium will feature 20 papers on theological and spiritual issues.

Camping Trust

\$1,200 to Camp Ta.Wa.Si Inc., Moncton, New Brunswick for their Dining Hall Renovation which will replace existing the deck, steps and front windows on the dining hall.

\$1,300 to Camp Menesetung, Blyth, Ontario for its A-frame floor and accessibility ramps upgrade that will enable them to comply with accessibility standards.

\$1,500 to Sparrow Lake United Church Camp, Barrie, Ontario for the construction of a replacement Camp Workshop.

Ina Grafton Gage Fund

\$25,000 to Abbey St. Andrew Inc., Saint John, New Brunswick for their housing project undertaken by the Church Of St. Andrew and St. David, converted a parking lot into mixed-

income, rental complex with 55 subsidized units and 41 market units, ranging in size from one to three bedrooms. The Abbey will attempt to bring focus to the complex issues underlying poverty including matters of health, education, community, employment and spiritual development.

James Robertson Memorial Trust

\$6,500 to Turner Zion Pastoral Charge, Silverton, British Columbia for the Writing for a New World Retreat which is a form of emerging church in the Slocan Valley that includes a writer's retreat concerning environmental justice. Mechanics as well as spiritual and psychological underpinnings will be offered to participants.

Rowntree Scholarship

\$25,000 to the University of Winnipeg for The Emerging Church for the Rest of Us program that will create a research hub for Canadian practitioners and theorists of the missional church, beginning with a conference titled "Emerging Church for the Rest of Us." Drawing on the past generation of church practice in missional churches, it will enable critical and creative scholarship on what it means to engage in mission in a culture that is ambivalent to traditional expressions of Christianity. This conference is unique because it attempts to translate and communicate the ideas and energy of this movement into mainline pastoral contexts in Canada and to situate the missional church within the history and values of the United Church, such as social justice, Indigenous ministries, interfaith dialogue, and ecotheology. The conference will create an e-journal on the missional church.

Watkins/Ann Baker Fund for Innovative Ministries with Senior Adults

\$2,475 to St. John's United Church, Moncton, New Brunswick, for the Karing Kitchen Resource Centre and Dining Expansion whereby St. John's United Church will fulfil its call to minister to the hungry and economically disadvantaged people in the area while building a safe space and community that enriches the life of the congregation.

\$2,500 to Trinity United Church, Elmira, Ontario, for the Senior Technology Outreach Program which will record and load the weekly sermon onto easy-to-use MP3 players for youth to deliver to housebound seniors. The weekly visits will improve the seniors' connection to the church and increase the engagement of the youth in the congregation.

\$5,000 to First United Church, Waterloo, Ontario, for the Supported Conversations project that will fill the gap in social and healthcare services in the Kitchener-Waterloo area, while strengthening and enhancing its congregation and community. The church is creating conversation therapy groups for stroke survivors with aphasia to enable them to rebuild their communication skills and re-integrate into the world of speech. This is a new part of First United Church's outreach program.

\$5,475 to Trinity United Church, Huntsville, Ontario, for the Supporting Our Seniors new program which will enable Trinity to provide spiritual care to seniors in their homes, hospitals, and hospices. A Member Care Coordinator will recruit and train volunteers from the congregation to provide the care.

\$10,000 to George Street United Church, Peterborough, Ontario, for its feasibility study of the “Peterborough Centre for Spirituality and Social Justice” which is an innovative redesign of its sanctuary, auditorium, and outdoor spaces to increase accessibility which will provide enhanced support for George Street’s Elders program.

\$10,000 to Parkview Apartments Inc., Corner Brook, Newfoundland for the Parkview Apartments whereby the Church is converting their building to contain ten affordable housing apartments for seniors: nine double apartments and one single barrier free apartment. There is currently a waiting list of 71 seniors for the 10 units, which demonstrates the great need for affordable housing in Corner Brook.

\$15,000 to the Jellinek Society for the Recovery House Building Repairs Project. The Jellinek Society is an outreach ministry of Alberta and Northwest Conference. The Recovery House is a home for men recovering from alcoholism and drug addiction who, after treatment, need time and support transitioning toward independent living. Major renovations will allow the Recovery House to continue to provide support and services.

\$18,000 to Montreal City Mission, Montreal, Quebec, for the Mobile Seniors’ Legal Clinic which provides free legal aid, support and information to seniors from immigrant and minority communities through home visits, and at two community-based clinics. The project hosts interns from the faculties of law and social work of several Montreal universities who participate in the provision of front-line services and the creation of a documentation centre on elderly rights.

\$20,000 to Creston Trinity Housing Society, Creston, British Columbia for their Housing Project that will provide 30 units of safe affordable independent living housing for seniors and persons with disabilities. The main floor will house a new United Church with a capacity of 100 as well as a new kitchen workspace and space to carry out fund raising activities. There will also be offices for the Minister and counselling services for residents. The facility will be built to the best possible environmental standards which will reduce operating costs and its carbon footprint.

\$20,000 First United Church, Vancouver, BC 'A Place to Belong' First United Seniors' Society that will provide low-income and street-entrenched seniors with a community program where they can interact with other seniors in a safe place, engage in activities and fellowship, connect with supportive services and/or referrals, and together form a cohesive and supportive group. This membership-based program will help to reduce the isolation many of the seniors face and improve their wellness by connecting them with appropriate services based on individual needs.

The Watkins Fund/Wesley C. Smith Fund for Addressing Poverty and Children at Risk

\$1,000 to RiverBend Integrated Community Ministries (ICM), Saskatoon, Saskatchewan for the Essential Voices 10x10 Art Project which is an inclusive, arts-based community development project led by the Essential Voices Art Coordinator who is a core neighbourhood resident who guides ICM in inclusion and poverty reality. The artists involved in the program represent diversity in age, culture, experience and medium preference. The art is shown throughout Saskatoon and auctioned with half the proceeds returning to artists. This program is only one of its kind employing Essential Voices (folks on social assistance) to coordinate it, soliciting art

from core (inner city) residents of all ages and capacities and bridging upscale venues with the contributions of core residents.

\$1,050 to Central United Church, Welland, Ontario for the Living Through the Arts program that will provide drop-in center guests with the opportunity to experience enriching creative activities that would otherwise not be available to them. Arts based workshops will be delivered to guests who live in poverty and who are experiencing isolation and depression. Living Through the Arts will conduct a full needs assessment to determine the appropriate artists and art forms to fit their guests. Ten sessions will be delivered between November 2012 and the summer of 2013.

\$3,500 to Westminster United Church, St. Catharines, Ontario, for the “Westminster Connected” Program that is a response to the needs of their low-income, high-crime area where the majority of residents are single-parent families relying on social income and services. The congregation has established a community group for children called “Connected” that provides a faith-based safe space focussing on team building and leadership skills, self-esteem, friendship, family, and community.

\$5,000 to Centretown United Church, Ottawa, Ontario, for the Artistic Expressions Studio, a joint project of Centretown United Church and Centre 507 which provides equipped studio space to artists living with a variety of physical, mental, and lifestyle challenges. These artists are often without paper or canvas, paint or pencil, camera or carving tools. The studio offers participants the dignity of being recognized as artists, a safe and friendly place to practise their art, and contact with local artists as colleagues and mentors. The studio places emphasis on equipping the artists with life-skills training and has the potential of changing lives by enabling participant artists to realize their artistic potential and enhance their self-esteem.

\$6,000 Montreal City Mission, Montreal, Quebec for the Listening to Rights program for youth dealing with the aftermath of forced migration who often do not have the resources or the support for their voices to be heard. Listening to Rights, a participatory media project for refugee, immigrant and low-income youth, fulfills this need by providing technical skills and human rights training, in addition to radio time for youth who have been silenced by the difficulties of forced migration, integration, and their resulting socioeconomic challenges.

\$6,000 St. Croix Presbytery, St. Andrews, New Brunswick for the St. Croix Wellness and Renewal Centre Project Design and Pilot Program that will begin to address the holistic health needs of the poor and rural population in Charlotte County, New Brunswick. It will focus on pastoral care, addictions and mental health counseling and provide services to at-risk youth and seniors as well as marginalized individuals and families. In the first stage of the project, professional mental health services as well as volunteer pastoral care will be offered to the community, while a comprehensive needs assessment will be conducted in partnership with community agencies, in order to determine what other needs exist in the community and how best to meet them.

\$7,500 to St. Luke’s United Church, Upper Tantallon, Nova Scotia, for the Freedom Renewal Centre which provides a space for spiritual growth and healing for marginalized people from the

inner city of Halifax-Dartmouth and the local community. St. Luke's invites people to spend the day and to share a communal meal, a trail walk, a creative project, or a conversation, and in so doing engage the congregation of St. Luke's directly in program delivery and make room for authentic relationships to develop. At Freedom Renewal Centre, St. Luke's members and community volunteers seek to live out the gospel call by driving into the city to pick up guests to transport them to and from the centre for a prearranged day retreat.

\$8,000 to Can You Dig It, Surrey, British Columbia, for the Gardens of Hope Project initiative which is partnering with Cloverdale and Bethany-Newton United Churches to create two new community inclusive food-growing gardens in Surrey, British Columbia. The program focusses on building healthy, resilient, and welcoming communities. The three organizations will build the gardens in collaboration with a social enterprise and neighbours. By involving everyone in every step of the process, they will create a community around sharing, learning, and working in collaboration.

\$10,000 The Massey Centre For Women, Toronto, Ontario for the Massey Village Transitional Housing Redesign Project. Massey Village is the vision for a long-term, holistic, supportive housing model aiming to facilitate positive outcomes for early parenting mothers and their infants at risk of homelessness, poverty and mental health difficulties. This transitional housing redesign project aims to develop a new housing model that helps post-natal mothers and their infants to achieve independent living through integrated programming, the promotion of positive infant and mother mental health, and the provision of stable housing.

\$10,000 to Our Place Society, Victoria, British Columbia, for Providing Pastoral Care to Victoria's Most Vulnerable Citizens that will have a part-time pastoral care minister will build and deliver a pastoral care program to provide much needed spiritual support to family members in an ecumenical setting including First Nations. Our Place Society is the largest drop-in centre in the region serving close to 1000 homeless or poor individuals in a day. Demand for services is extraordinarily high. The lives of family members will also be honoured through the provision of memorial services. No other group in Victoria provides this type of care.

\$5,000 to Centenary United Church, Hamilton, Ontario as a second and final instalment for the Empowering Youth program that is developing a grass-roots, youth-led, secular youth centre that is created and sustained through diversity and empowerment, and the redevelopment of Centenary United Church congregation into an intercultural force in the inner city of Hamilton.

William Naylor Trust

\$4,000 to Tatamagouche Centre, Tatamagouche, Nova Scotia for the Sacred Space, Common Ground interfaith program that will gather people of all religious and sacred traditions to share in the shaping of a multi-religious, inter-spiritual circle of learning. Participants will make space for sacred text, story, wisdom teaching, ritual, music and personal reflection. Together they will seek out places of commonality and potential collaboration between diverse faith traditions.

The following grants were made based on recommendations from staff or subcommittees:

New Ministries Formation Fund

\$20,000 to the Freedom and Renewal Centre at St. Luke's United Church in Tantallon in 2013 and a further \$10,000 in 2014 upon suitable progress and assessed need. The Centre provides a space for spiritual growth and healing for marginalized people from the inner city of Halifax-Dartmouth and the local community. St. Luke's invites people to spend the day and to share a communal meal, a trail walk, a creative project, or a conversation, and in so doing engage the congregation of St. Luke's directly in program delivery and make room for authentic relationships to develop. At Freedom Renewal Centre, St. Luke's members and community volunteers seek to live out the gospel call by driving into the city to pick up guests to transport them to and from the centre for a prearranged day retreat.

\$45,000 to Halton Presbytery as a one-time grant to formalize new church development. The Presbytery will institute a formal New Ministries Project to create Missional Communities where the housing and population growth has been most intense. The Communities will connect people to a new spiritual life through becoming disciples of Jesus, and to invite those disciples into a missional life-style. The Presbytery will provide overall direction and will establish the individual projects as satellite ministries of existing congregations that will be the parent congregation for the new initiative. The parent congregation will provide the necessary infrastructure such as Ministry & Personnel and Finance Committees and spiritual companionship. There will be opportunities for on-going education and training and all parties will work together to bring on strong leadership that is well matched for the situation of each new project.

\$43,000 to the Intercultural Ministry in South Edmonton to be disbursed over three years to engage in ministry with second and third generation Pan-Pacific and South Asian peoples where they can explore spiritual issues from their own context, with respect to their particular cultures but also with respect to their Canadian identity. The area is demographically young with a high concentration of people of the Emerging Spirit cohort. It is a mixed housing development with a good concentration of young families and young urban professionals. This area has a higher than average United Church of Canada affiliation at 11.9%.

Up to \$15,000 to The Garden at Minesing United Church with the option for the support to be spread over two years. The grant will be \$15,000 less any Presbytery contribution. The Garden will be an outreach mission of the founding congregations, and all three of the congregations (Dalston-Crown Hill United Church, Midhurst United Church and Minesing United Church) have endorsed this mission. All three know that they need to seek a way to truly open their doors to the people in their communities who hunger for spirituality and connection but do not currently have a place to go.

\$40,000 to The Grove at Forest Grove United Church as a one-time grant. The Grove is a non-profit, Jesus inspired community, focusing on music, visual arts, and dance. In this age of religious decline, there is a remarkable spiritual opportunity- to provide people with a community that upholds the core values of Jesus' ministry: inclusion, compassion, outreach, wonder, mystery and love. The goal of this new ministry venture is to create an arts and spiritual community.

\$50,000 to the Wonder Café Research Project led by Oak Bay United Church for the first year of the project and \$20,000 for the second year of the project. This version of Wonder Cafe will create a safe and neutral environment where we participate in God's mission and be the church (albeit a very different kind) to the people, including the un-churched and de-churched in new and innovative way. The mission encompasses operating venues that provide for meaningful discussion of life issues that matter, facilitated by Christian leaders. Wonder Cafe will provide a stepping stone to spiritual conversations that people would not otherwise have. The team will set up cafes that will run on a weekly basis and ask those participating to consider deeper questions about life and discuss them. Provocative videos, trained hosts and caring volunteers will make this an environment one that people can build trust in and want to come back to.

Andrew Little Endowment

\$9,500 to Methodist Church of Colombia (IMC) for theological training for doctoral studies in theology for a leader in the IMC. The IMC is a young church with considerable growth and energy in membership. Developing leadership for the church is a critical priority. This scholarship support responds to a direct request from the IMC for trained, Colombian leadership in theology.

DWO Capital Grant Fund

\$8,000 to Presbyterian Reformed Church in Cuba (IPRC) for renovations to national camping facility. Established in 1960 the camp has been used as a space for church meetings, intergenerational, youth, seniors, family and children's, summer camps, intensive courses for leaders, and more. In considering the needs of fast growing church the IPRC has identified the camping facility as a major resource to support leadership development, nurturing and development of faith and faith communities and ministry to families, youth and young children.

\$7,000 to United Church of Christ in the Philippines for creation of roof space for solar panels. The panels will increase the capacity for green energy production (solar) for the Shalom Centre of the United Church of Christ in the Philippines.

\$4,345 to Astha Sansthan, India for building of a multi-purpose centre in Rajasthan. The Tribal Women's Awareness Society has been working with vulnerable women in India facing social and economic discrimination in their communities. Without their own building the Association is subject to harassment from landlords and pressure to drop some controversial issues. Having their own building will give a sense of permanence and continuity to the Society.

Melville and Margaret Rossie Endowment

\$30,000 to Development Institute of the Moravian Church of Nicaragua for a food and nutritional support program for 70 adult, men and women living with HIV/AIDS in the towns of Bilwi and Waspam on the Atlantic coast of Nicaragua. Proper food and nutrition is critical with HIV/AIDS patients in order to sustain anti-retroviral treatment. The program will also include training and psychological support for participants, as well as their families.

Marion Moodie Trust

\$15,000 to the United Church of Zambia for Rural Health Centre Upgrades to its Chipembi Mission that will purchase an ambulance for emergency cases (mostly maternal cases) and construct mortuary and short-term accommodation spaces for their staff.

Barbara Elliot Trust

\$5,000 to Open Sky Co-operative Ltd. which works to address the lack of employment opportunities and inclusion in the work force for people who are partially employable due to mild developmental challenges or mental health issues. The funding is to assist with the development of the property including a house, gardens and outbuildings for community-based residential and non-residential educational services.

\$2,500 to Saskatchewan Conference for the 2012 Justice & Reconciliation Canoe Trip which includes Aboriginal and non-Aboriginal Youth.

\$2,500 to the DIAKONIA of the United Church of Canada for seed funding for the hiring of staff support for the DIAKONIA.

Victor Blatherwick Memorial Bursary

Samuel V. Mpereh
D. Bethan Theunissen

McGeachy Senior Scholarship

Loraine McKenzie Shephard

W. Norman McLeod Scholarship

Karen MacLeod-Wilkie
Hyuk Cho
JungHee Park
Sally Shaw
Shawn Rebecca Redden
Catherine Smith
Richard Manley-Tannis
Blair Robert Paterson

Davidson Trust

Ann Naylor
Ted Dodd

Bill and Anna Jentsch Bursary

Jacqueline Samson

ABORIGINAL MINISTRIES COUNCIL ACCOUNTABILITY REPORT

Origin: Raymond Jones, Chair

Isaiah 40:31 – But those who wait for the lord shall renew their strength, they shall mount up with wings like eagles, they shall run and not be weary, they shall walk and not faint.

Reflecting from the Eagle's vision, the Aboriginal Ministries Council stay focused on the needs of the grassroots Aboriginal community and the Aboriginal Ministries Circle see the implementation of what needs to be completed.

The Aboriginal Ministries Council had their spring meeting at the Sandy-Saulteaux Spiritual Centre in Beausejour, Manitoba. Throughout their time at the meeting they participated in sharing, thoughtful discussions and worship. Key priorities and items for discernment are summarized below.

The National Elder

The position was not posted due to difficulty in determining how to define a job description. The Elder is seen to provide spiritual leadership and vision. The original intent was that an elder would be selected by the Aboriginal communities. There is no method of electing an Elder. This will be an ongoing issue for the Elder Sub-committee to work on. The Aboriginal Ministries Council will continue to select an Elder from the community it meets in.

The Bundle

“The smudge and traditions of the animals are important” as quoted by Grafton Antone. He spoke of a medicine story and expressed that these are the kinds of stories that are needed in this circle. Aboriginal Ministries are keepers of the “Bundle” symbolic spiritual items that are kept at the Aboriginal Ministries Circle of the General Council Office and brought to each of the Aboriginal Ministries Council meetings. This spiritual place represents an Aboriginal presence in the United Church to walk in balance and respect of right relations. The centering space is open to all in the General Council Office. It consists of the following:

- four direction cloth
- four medicines (sage, tobacco, sweet grass, cedar)
- sacred fire Christ candle
- broken chalice representing the brokenness of the relationship between the church and Aboriginal people
- a rabbit pelt and an arrowhead shape stone used for the removal of the fur after hunting, a reminder of the heritage, gifted by the Very Rev Stan McKay
- mortar spade used by those who had repaired the Cairn in Sudbury, ON. Cheryl Jourdain, Speaker, All Native Circle Conference gifted the circle in memory of the healing journey of the church and Aboriginal people
- Eagle feather and the Raven feather. They give us strength to speak
- Lord's Prayer in Mohawk given by Kanehsatake United Church
- wampum strands, one strand is to clear our voices to help speak, another to keep open the ears to hear and listen, the last one is to let the mind be open to Creator, gifted by Grand River United Church

- three crosses symbolic of God the Father, the Son and Holy Spirit, gifted by Charlene and Russel Burns
- original handcrafted beautiful quill box gifted by the Frances Sandy Theological School
- beautiful hand crafted wooden United Church Crest gifted by George & Wanda Montour, Six Nations, Ontario

Comprehensive Review Task Group

Updates were provided to the Aboriginal Ministries Council members for their information and feedback. It was suggested that there be Aboriginal representation on the Task Group. From conversation at the Aboriginal Ministries Council meeting in March 2013, a formal letter was written and provided to the Nora Sanders, General Secretary, Rev. Dr. Gary Paterson, Moderator, Rev. Cathy Hamilton, Chair of the Comprehensive Review Task Group for discernment and consideration. It was further discussed and to be implemented that the Task Group need to meet face to face with the Aboriginal Ministries Council and the Sandy Saulteaux Spiritual Centre for their input.

Idle No More

The council spoke of the importance of the Idle No More movement and they hope to keep the awareness level high in the United Church of Canada. It was noted that the Aboriginal Justice Coordinator of the Indigenous Justice & Residential School does this very well.

The Cairn

Continuous work has begun on the cost of signage for the Cairn along with different media outlets for promotion. At the Aboriginal Ministries Council meeting in March 2013, it was directed to complete this work due to it being a basket item since 2009. Recommendations of other items to include with the Cairn were the new Crest, solar lighting and representation of the dancers and drummers that were there to reflect the bringing back of culture and freedom released in the Apology.

Relationship Building with the Constituencies of the Aboriginal Ministries Council

The Aboriginal Ministries Council participated in discussions and presentations for the continued understanding of working relationships between British Columbia Native Ministries Council, the All Native Circle Conference and the Ontario and Quebec Aboriginal Congregations not in the All Native Circle Conference, the General Council Office, the Sandy-Saulteaux Spiritual Centre and the Vancouver School of Theology Native Consortium.

The Healing Fund Projects Approved November 10, 2012

Twenty-one applications were discerned by the Healing Fund Council members. Twelve proposals were approved for a total funding of \$152,265.00.

- Revive the Sleeping Winter, Kipohtakaw Youth and Elder's Council
Morinville, Alberta \$11,200.00
- Language Immersion, Coast Salish Employment Training Society
Duncan, British Columbia \$15,000.00
- Returning to Spirit, Tatamagouche Centre
Tatamagouche, Nova Scotia \$15,000.00

• Ben Davidson Haida Art and History, Ngystle Society Skidegate, British Columbia	\$ 6,200.00
• The Great Law of Peace Teachings, Ganohkwasra Family Assault Support Services, Ohsweken, Ontario	\$13,600.00
• Project of Heart, Native Counselling Services Edmonton, Alberta	\$15,000.00
• Elders Cultural Sensitivity & Empowerment Program Haisla, British Columbia	\$15,000.00
• Generations, Spanish Residential Schools Legacy Association Massey, Ontario	\$15,000.00
• Indian Residential School Students, Cree Nations Treatment Haven Canwood, Saskatchewan	\$13,725.00
• Anishnaabemdaa – Let’s Talk Indian Always Native Canadian Centre Toronto, Ontario	\$13,399.00
• Traditional Healing and Teachings Chippewa of Kettle and Stony Point First Nation	\$ 9,570.50
• Kwak’wala Hymns Recording, Nuyumbaiees Culture Centre Quathiaski Cove, British Columbia	\$ 9,570.50

Aboriginal Communities in Cluster Groups (Phase 1)

Congregational, research, resource, training, education and leadership development was provided to six Aboriginal congregations in Keewatin Presbytery known as the Northern Spirits Cluster Group. The community capacity development coordinators, the All Native Circle Conference staff members and Keewatin presbytery chairperson addressed the concerns and priorities identified and planning strategies to moving the work forward. The same cluster group gatherings occurred in British Columbia Native Ministries Council communities, Plains Presbytery and All Tribes Presbytery. Identifying the need for board development training has been consistent from one cluster group to the next and from community to community. Also revealed was the need for transparent information sharing between cluster group communities, partners, presbyteries and leadership. General outcomes include information sharing, goal setting, identifying priorities, community involvement and input, strategies for partnering, sharing resources, opportunities for leadership development, and individual community visits as follow up (Phase 11).

Youth Leadership Program

It was expressed young people are missing in the circle. In preparation for programming the coordinator has attended related conferences and events. Workshops include peaceful advocacy approach for small groups pursuing public policy in change resistant environment. Another workshop involved how the Bible can provide tips on how to pursue social justice and change. She received useful tips and tools on how to conduct youth workshop and programs within the United Church context. She also attended the Learning for International Faith Engagement. Tools and tips were provided on how to assist youth in helping their community with food security i.e.; community gardens and hunting trips. Ongoing discussions are happening with Partners in Mission to have a Faith Engagement Tour between Aboriginal youth and Aboriginal youth in the Philippines in the future. Federal Funding was pulled at the Native Canadian Centre

in Toronto, Ontario for the youth. She worked and assisted the youth in acquiring funding for a project in developing a language March Break Immersion Camp. A mini summer youth camp is being planned at Five Oaks, Paris, Ontario that include Aboriginal and Non-Aboriginal youth to engage in play and to learn about Aboriginal heritage and issues. Participants will come from London Conference, Hamilton Conference and the Six Nations of the Grand River.

Sandy Saulteaux Spiritual Centre

The new Keeper of the Learning Circle is Mary Courtenay. Her experience in field education, the northern Aboriginal community context, and academic qualifications and curriculum experience was seriously taken into consideration for this position. The hiring committee met, interviewed, recommended to the SSSC Board, and the United Church of Canada confirmed the board's decision.

National Aboriginal Spiritual Gathering

The National Aboriginal Spiritual Gathering will be on July 25-27, 2014. The theme will be "All My Relations." The location is yet to be determined.

Respectively submitted by

Ray Jones, Chair, representing British Columbia Native Ministries Council

Council Members:

Chris C. Bolton,	British Columbia Native Ministries Council
Jim White,	British Columbia Native Ministries Council
Lori Lewis,	British Columbia Native Ministries Council
Russel Burns	All Native Circle Conference, All Tribes Presbytery
Bernice Saulteaux,	All Native Circle Conference, Plains Presbytery
John Thompson	All Native Circle Conference, Keewatin Presbytery
Lorna Pawis	ANCC Great Lakes Waterways Presbytery
Martha Pedoniquotte	Ontario/Quebec Native Congregations
Susan Gabriel	Ontario/Quebec Native Congregations
George Montour	Ontario/Quebec Native Congregations
Wanda Montour	Ontario/Quebec Native Congregations
Grafton Antone	Sandy Saulteaux Spiritual Centre, East
Vacant	Sandy Saulteaux Spiritual Centre, West
Alvin Dixon	Native Ministries Consortium, Vancouver School of Theology
Rosalyn Cole,	Inuit/Metis Community
Melvin King	Indigenous Justice and Residential School Committee
Kellie McComb	Executive of the General Council
Lark Kim	Intercultural and Diverse Communities in Ministry
Maggie McLeod	Executive Minister
Community Member	Elder – Currently selecting Elder when meeting in community
Vacant	Aboriginal Communities in the Maritimes
Vacant	Aboriginal Cultural or Traditional Community

THEOLOGY AND INTER-CHURCH INTER-FAITH COMMITTEE ACCOUNTABILITY REPORT

Origin: The Theology and Inter-Church Inter-Faith Committee

The Theology and Inter-Church Inter-Faith Committee (TICIF) is structuring its work around four major projects for the triennium.

The **Joint Ministry Working Group** involves members of the TICIF Committee and the Permanent Committee on Ministry and Employment Policies and Services in a shared exploration of two referrals from the 41st General Council: the proposal for local ordination and the proposal to authorize Diaconal ministers for celebration of the sacraments as a rite of commissioning. A couple of meetings of the Working Group have confirmed the impression that both proposals together inevitably lead to a deeper exploration of the streams of ministry within the church. The Working Group is just beginning its work and will have a process in place for consultation around its proposals within the next year.

The **Hindu-United Church Relations Today Task Group** is nearing completion of its study resource tentatively entitled “Lead us from Untruth to Truth.” This document will be a third in the series of interfaith resources following the pattern of *Bearing Faithful Witness* and *That We May Know Each Other*. As in the previous documents there will be a substantial study resource designed to assist United Church congregations to understand Hinduism and to engage Hindu neighbours. It will propose a succinct draft statement on Hindu-United Church Relations to which congregations will be asked to respond. The TICIF Committee is currently exploring whether it will be possible to bring the Statement to the 42nd General Council.

The **Middle East Theology Working Group** continues the work begun last triennium in advice offered to the Israel Palestine Working Group on the nature of Israel as a Jewish State. The Committee has recognized that a critical theological issue underlying United Church policies is the relationship of covenant and land. As a major contribution to this task, the Working Group will hold a symposium in May 2014 entitled “Doing Theology on Occupied Land: Contributions to United Church Engagement with Israel/Palestine. A Call for Presentations is attached in **Appendix A**.

The **Working Group on Membership** has begun an exploration of the changing character of membership in the United Church of Canada. The proposal found in the Blue Sessional section of this workbook is to ensure that the Executive of General Council concurs with the decision of the Committee to undertake this work, and to seek direction on how and where it might intersect with the work of the Comprehensive Review Task Group.

Sincerely submitted,

Rev. Dr. Bill Steadman, Chair

Appendix TICIF 1

Call for Presentations

Doing Theology on Occupied Land: Contributions to United Church Engagement with Israel/Palestine

Theology and Inter-Church Inter-Faith Committee of The United Church of Canada Symposium, St. Andrew's College, Saskatoon Monday, May 12 – Tuesday May 13, 2014

As part of a series of reflections on power in church and society, the Theology and Inter-Church Inter-Faith Committee is calling for presentations on theologies of land and occupation. Recent experiences of the United Church have called for deeper theological reflection on the Canadian reality of colonization and the church's engagement with Israel/Palestine. This third symposium invites exploration on the following questions:

1. How do our religious and ethnic identities relate to the land (Christian, Jewish, Muslim, Aboriginal, Canadian, Palestinian, Israeli)? How is this relationship affected by identities that are multiple and shifting?
2. How can we adjudicate competing claims to the same land as essential for cultural and spirituality identity?
3. How do we understand the responsibilities and privileges of God's gift of land and landedness within our various faith traditions? How do we understand the relationship between land and covenant?
4. What biblical responsibilities and privileges accompany the call to be a people set apart or chosen? How can the belief in being a chosen people in a promised land avoid colonization of a land and its peoples?
5. How has biblical and divine authority been used to justify and challenge colonial oppression? In what ways do secular states continue to call on religious tradition (i.e., the Doctrine of Discovery or theologies of election) to justify policies concerning land and occupation?
6. How does our response to these questions and issues lead to transformation of colonial relationships within the Canadian context?

Presentations

Submissions are invited from members of the United Church or friends and critics of the church who know us well and can assist us in reflecting on these issues. Presentation sessions will be a maximum of 45 minutes in length and designed for a formal presentation time of a maximum of 20 minutes followed by participation or discussion. Presentations can be papers in academic or popular form, multimedia, dance, art or music.

Deadline

An abstract or brief description of the presentation of 200 – 250 words should be submitted (preferably by email) by January 15, 2014 to:

Gail Allan

The United Church of Canada, 3250 Bloor St. West, Suite 300, Toronto, ON M8X 2Y4
symposium@united-church.ca 416-231-5931 (phone) 416-231-3103

PERMANENT COMMITTEE ON FINANCE ACCOUNTABILITY REPORT

Origin: Permanent Committee on Finance

Executive Summary:

As has been reported for the last few years, our overall financial picture remains very challenging. The 41st General Council direction for a Comprehensive Review was a vital step forward. Providing financial and strategic information, as requested during the review process, has been and will continue to be a top priority in the coming months. We remind the Executive that the 2013 budget process adopted in November was the best means to deal with this challenging environment. Historically, the Executive of General Council approved operating budgets in the fall of each year for the following year. This approach worked when we had adequate reserves and a relatively stable revenue picture, but in our current environment we need more flexibility to respond to emerging realities. Accordingly, the Executive agreed to approve a budget outlook last November and approve the definitive operating budget for 2013 at the May meeting of 2013 once the revenue picture for 2012 became known.

2012 Mission and Service revenues fell \$1.17 million from 2011 levels while the budget called for an increase. This contributed to an operating deficit of \$526,000 despite expense savings and cost avoidance of \$1.4 million. This has exacerbated our already limited reserve capacity as the General Council has been intentionally using Morrison bequest monies and other available financial reserves over the last decade to incrementally fund ongoing budgeted work. Given the weaker revenue picture and the need to slow down reserve depletion, it is now apparent that the original, optimistic goal of a breakeven operating result over the period 2011-2013 is not possible. It is also apparent that we will need to achieve greater cost savings ahead of any Comprehensive Review findings.

The General Secretary will be proposing significant cost reduction action at the May General Council Executive meeting. Due to the sensitivity of the recommendations, including staff impacts, this information will be dealt with in camera.

The financial exhibits in this report show the operating picture if no action is taken.

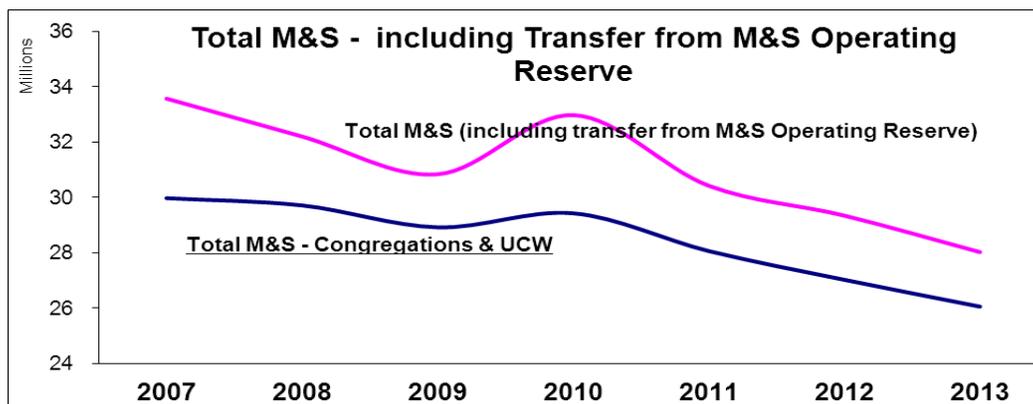
- 2012 we show an unaudited operating deficit of \$526,000
- For 2013 – if no action is taken – we project a further operating loss of almost \$3 million and a much larger deficit in 2014.
- Reserve depletion breaches our policy threshold in early 2014 and reserves are potentially exhausted by the beginning of 2016.

Therefore, cost reduction recommendations and updated exhibits will be provided to the Executive for in camera discernment in May. As we reported last fall, significant expense reduction and re-structuring will be required in any case. The interim proposals are ones that staff leaders feel would not pre-judge or overly impact the recommendations of the Comprehensive Review Task Group.

**Philanthropy Unit:
God's Mission, Our Gifts**

Mission & Service Donations

We have announced a total of \$29,347,390 in 2012 Mission and Service Fund donations. The following note went out to all of the pastoral charges. "The people of The United Church of Canada gave generously for M&S in 2012! Together we gave \$29,347,390 for United Church Mission and Service work in our neighbourhoods, across Canada, and globally. The campaign wrapped at the end of January 2013 with congregational gifts totalling \$27,026,390, plus bequests of \$2,321,000 applied to the 2012 M&S ministries. Even in the midst of financial struggles throughout the country and in our congregations, people have been generous. Our generosity has changed people's lives. Our generosity shows M&S as a lively part of our church life and our faith expression. A special note of thanks to all ministry personnel, M&S Enthusiasts, UCW members, and many lay leaders for your faithful and creative leadership in promoting M&S. Thank you for your good and loyal work in support of our church's Mission and Service."



Amidst this gratitude we note that the final results were \$1,175,392 below last year's actual revenue and even further below GCO's planning number. The results were below last year's in 10 of the 13 Conferences. In addition, in late 2011 we began noticing the inclusion of bequests and sale of properties with the annual congregational giving. We began tracking these one-time gifts as separate from the annual gifts and saw that \$351,795 in one-time gifts were received. In 2012, with a full year of tracking, \$833,387 in one-time donations are included in the results. This along with the new M&S Endowment Fund in the Foundation receiving \$1.6 million in assets in 2012 marks a broadening or diversification of M&S revenues at a time when the annual giving is steadily decreasing.

We have seen a very slow and even decline in both total congregational giving and in M&S giving. These declines are slower than the decline in total membership.

Integrated Revenue Generation Plan 2013 - 2014

The new 2012-2013 Integrated Revenue Generation Plan has been created to address the current challenges and to build upon the current momentum of the work in progress. The plan is attached and highlights of the plan include:

Updated April 25, 2013

1. Stewardship and M&S research will be completed and will be acted upon with a focus to reinforce the 45% of church donors who support M&S and appeal strongly to the 55% who do not.
2. The strong theological basis for stewardship and all giving will be continued and further developed
3. Significant increase in energy, resources and staffing within the Unit will be assigned to maximize M&S revenue in 2013 and 2014 with a particular focus on increasing participation beyond 45%.
4. Enhanced reach to congregations to support stewardship and M&S will be provided through online tools and web based support
5. Rapid scaling up of the Foundation to \$40 million in assets and \$18 million in co-investments will provide the opportunities for enhanced services, custom offerings, more strategic granting and an objective of eventual self-funding
6. With the increased earned income by the Foundation the unit will rapidly cease the draw upon reserves to fund the legacy giving program terminating the draw on reserves shortly after the first year of a three year program
7. The information base necessary to support the above will be supported by renewed working partnerships within GCO

Planned gifts totalling \$2,649,416 were received at GCO for a range of destinations with just over \$1,350,128 committed to M&S. The number of planned gifts was double that of 2011 (236, up from 118); however, the total amount given was down from \$3,469,416 in 2012.

Emergency Response Gifts totalling \$232,698 were received in 2012. In absence of emergencies of the scale and visibility of prior years, these were primarily ongoing gifts to Africa.

Mission and Service Direct Giving received gifts totalling \$733,937, down from last year's \$802,292 which was the highest ever for this direct mail. The number of gifts was up in 2012 to 5,141 from the previous year's 4,206. So, like planned gifts, we received more gifts with a smaller average size.

Gifts with Vision Gift Catalogue received \$362,568 from 6,951 donors in its second year of testing, a significant increase over last year's results of \$76,868 from 823 donors. The 2011 program was tested in three conferences and in 2012 was tested in all Conferences except London Conference (which will be joining the test in 2013). Both mail and online gifts performed well and once again input to the catalogue was overwhelmingly positive.

United Church Foundation:

The Foundation's story over the last few years is one of strong growth. In 2010 the assets doubled, in 2011 it continued its very strong growth and in 2012 the assets increased two-and-a-half fold. The majority of the growth in 2012 was due to the proceeds from the Griffith McConnell Residence and its Good Samaritan Foundation in Montreal. We closed 2012 with over \$13 million in assets.

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In 2013 we are poised to grow again significantly with the transfer of \$28 million in trusts and endowments from the church over to the Foundation. In addition we have almost 80 co-investing congregations and organizations that have lodged over \$18 million with our investment manager Fiera. These co-investors are currently migrating to the investment company's retail arm Investor Solutions. Fiera's Private Wealth division has also joined the co-investing program and will provide customized service to United Church organizations and partners with assets between \$2 and \$10 million. Their fee is 1% and they will donate the equivalent of 50% of their fee to the Foundation.

Preliminary results from 2012 show total Foundation receipts at \$10.2 million: \$8.6 million for endowments and long-term funds, \$1.6 million as gift funds. The endowment gifts show a large increase over 2011 whereas the gift funds are lower. In 2011 we did receive a large one-time gift of \$722,000 which comprises the majority of the difference in gift fund use between the two years. Also the Foundation opened 35 new donor advised funds in 2012 which allow donors to direct gifts to their charities of choice annually.

2013 Budget Outlook:

The 2013 Budget is found as Appendix FIN1 at the end of this report. We continue to use a "rolling three year" budget outlook to support strategic planning.

With revenue falling short of what we hoped, we obviously will not meet the break-even target financial result for the three year (2011-13) plan, and of course, the longer term outlook is problematic. We are showing the current budget outlook with the understanding that significant cost reductions will be discussed in camera in May.

The 2013 budget currently reflects:

- A further decline in Mission & Service revenue of \$1 million per year. It is important to note that we are uncoupling "fundraising targets" from what we will actually use in the budget. We hope the decline might only be in the magnitude of \$500,000 per year, but we need to hope for the best and plan for something less than that.
- 2.9% increase for cost of living allowance per policy, and approved by Executive of General Council last fall
- 2% increase in employer pension contributions, as approved by the Executive of General Council
- Maintaining all external grant programs at 2012 levels to allow discernment of significant reductions that will likely be required in 2014
- \$200,000 annual operating budget to support the work of the Comprehensive Review Task Group. As is our practice for important one-time initiatives, this will be funded from reserves.
- \$600,000 one time costs to relocate the national Archives to a lower cost site, which will yield a net saving of over \$1 million over the next 4 years. Half of this will be funded by the Archives Reserve.
- A loan from reserves of \$400,000 for the second year of three years to fund the Legacy Initiative fundraising expenses, the amount to be repaid in five to seven years. This initiative will add two more Fund Development Officers working at the congregational

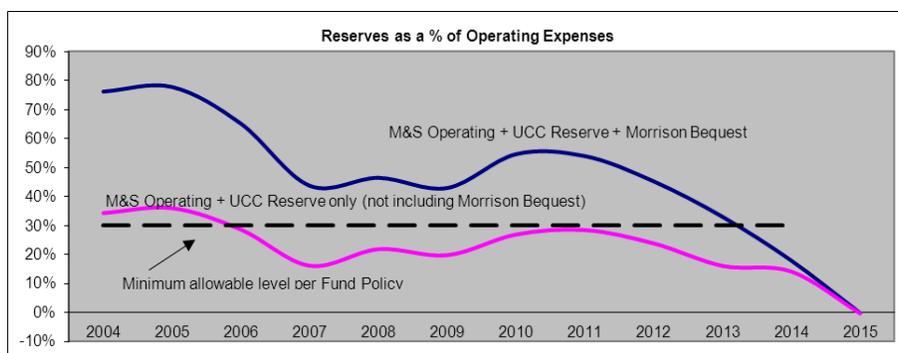
Updated April 25, 2013

level where they are most needed, as well as two administrative staff and associated direct costs.

- A reduction of \$35,000 per year for five years in the amount transferred from the charitable annuities program, reflecting the smaller size of the program and per the report by the actuary. This program continues to be backed by a conservative portfolio of bonds earning a competitive rate of return.

The revised 2013 budget proposals we will present in May will include:

- Significant reductions to all 2014 grant programs which comprise almost 40% of our overall budget. Notice has been repeatedly provided to our partners.
- Significant staff reductions including severance and other transition costs
- Space saving efforts to reduce rental and other fixed costs.



The chart shows we will breach our 30% of operating costs reserve policy in 2014 unless expenses are cut or revenue exceeds plan; and that reserves would be depleted by the end of 2015.

Extending the Three Year Plan to 2015:

The Permanent Committee on Finance has directed staff to continue to work to extend the current three year plan to 2015 and beyond. The numbers shown to date are for illustration purposes only and reflect the need for substantial cost reduction.

Treasury Fund Investments:

The annual return on Treasury investments for 2012 was 8.45%, which was 0.83% better than the benchmark for similar funds. The pension plan and the Foundation also achieved solid returns, 9.02% and 9.17% respectively. The 2013 year-to-date results are – at time of writing – quite good but the investment climate is volatile. As previously reported, a very significant 2012 milestone was the completion of an independent review of our investment manager, which endorsed our manager on both investment performance and responsible investment leadership. The review of Fiera was conducted by Mercer – an acknowledged leader in the independent evaluation of investment managers, but especially well known for their thought leadership in responsible investing. The Church Treasury Investment Committee has continued to actively pursue responsible investing initiatives (RI) unilaterally and in partnership with the Working Group on Socially Responsible Investment and Resource Extraction. In addition to participating in SHARE's core engagement program, we are generally pursuing a more activist shareholder stance: voting our proxies and lending our name to a variety of letter writing campaigns

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consistent with our views on climate change, human rights and other concerns. SHARE is the leading Canadian provider of such services and acts as advisor to many religious denominations and ecumenical groups. <http://www.share.ca/services/shareholder-engagement/current-engagement-topics/>

In the fall, the Executive approved the filing of shareholder proposals related to executive compensation. Since filing the proposals there has been a lot of back and forth between filers and the banks' officers. Eventually the filers agreed to withdraw the proposals, when each bank agreed to enter into a process of consideration of what kinds of metrics would make sense. Our feeling is that negotiation will move us further ahead in the long term rather than pressing for a vote at the next round of annual meetings. There is a growing level of interest and potential support for the direction in which we are trying to move. If things came to an immediate vote this year many institutional shareholders may not be ready to support us.

Audit Update:

The preliminary audit work in late 2012 has gone well with progress reported in a number of key areas. We have been working with PriceWaterhouseCoopers to identify and implement opportunities for improvement in the overall audit process and our internal processes. This will be an area of continuing attention for each of staff, the Audit Committee and the Permanent Committee. Steps have also been taken to strengthen the linkages between the Audit Committee and the Permanent Committee. We are fortunate that Hugh Johnson has agreed to serve on both committees.

Finance and Philanthropy Staffing:

Erik Mathiesen has now completed his first year of service as Executive Officer, Finance. We have not replaced Erik's Mission through Finance role and with our budget challenges will now eliminate that position. We will continue to support congregations and treasurers in the areas of compliance, best practices etc, but will increasingly use webinars and a call centre model. Key Philanthropy positions were filled in 2013 with Cheryl Curtis and Sarah Graham Walker joining the team.

Information Technology and Systems:

IT here at the Church is constantly looking at ways in which we can better serve those whom we support. Sometimes that means we improve the systems we have implemented in the past and other times that means we work with units & members across the church to implement new systems to suit new needs. Some of the items we have worked on this past year include migrating away from our older and slower servers to newer and faster ones as well as improving internet connections to better suit web and video conferencing across the church. One of the examples of an improved system being worked on now is Online PAR. We are looking to empower our local congregations to update their donations locally by moving PAR to an updated online version. Like all transitions involving change, this has not been without its challenges but after a year of work this is nearing its completion.

Insurance Initiative:

We continue to actively market the benefits of participating in the national insurance program.

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The loss ratio has improved – so far – over the last two years, and there is evidence that other providers have increased rates markedly. The broker has projected adding 85-100 congregations over the next 12 months. Consistent with the mandate of the fund, we have allocated over \$425,000 from the Self Insurance Fund to extend the “free” Directors and Officers Liability insurance for one more year and avoid a premium increase for participants.

General Council Office Relocation:

A Memorandum of Understanding has been signed with Bloor Street United Church consistent with the terms and conditions approved by the Executive in March 2012. At this time, the projected move date is November 2018.

Negotiations are underway to extend the lease at our current location and to downsize the amount of space we choose to renew. Any professionally done reorganization would cost over \$1 million, so we plan instead to squeeze in as best we can without significant spending. We anticipate giving back half the 4th floor. We also finalized the agreement to move the Archives to the Toronto Christian Resource Centre.

Loan Guarantees:

- **Facilitative Loan Guarantees** (per policy) – Loan Guarantees of \$586,000 are outstanding to Wellington Square and Cayuga Community Church. The original guarantee amount was \$2.2 million. Both are on or ahead of schedule. The guarantee to the Dow Centre/St Luke’s in Sarnia was retired ahead of schedule.
- **Symons Valley loan:** Per 2008 Executive of General Council directive, \$500,000 of national loan funds have been deployed to reduce the Royal Bank loan to \$2.2 million and a local capital campaign is underway to match this contribution. The congregation is growing, but not at the hoped for rate. Calgary Presbytery is continuing to work on longer term local financing.

Overall Financial Position:

The financial summary in Appendix I reflects the revenues and expenses associated with the Operating Budget. Revenue and expenses from major self-funding work, such as Pension and Group Insurance have been unbundled (shown as expense with offsetting revenue).

- **Retail Sales** continue to trend downwards. In 2012, we closed the Distribution Centre and entered into an ecumenical partnership for this work.
- **Recovery of Admin** costs includes salaries and other charges rebilled to Conferences and the Pension Fund, etc.
- **Other Revenue** includes property tax rebates, GST rebates, commissions and shipping and handling charges.
- **Reserve Transfers** includes all transfers, including designated funds, the Morrison bequest, trusts and endowments.
- **Grants** include all payments to external entities, including the Conferences, Canadian and international partners and theological schools. This expense category is usually fully spent and we have committed to maintaining grants at the existing level for 2013 and communicated the likelihood of cuts for 2014 onwards.

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- **Staff Costs** are \$250,000 under budget as intentional management of vacancies offset severance payments.
- **Travel and Committee Meetings** The GC41 expenses came in about 10% under budget due to tenacious expense management and some late fee reductions from the venue.
- **Professional Fees** are over budget due to higher legal fees and incremental audit fees.
- **Property** Recurring costs such as insurance and property tax are on target. Investments in aboriginal church and manse repairs are not budgeted per se as they are funded from the Real Property Fund.
- **Investment Expenses** Bank fees reflect increased use of credit cards for payment. This budget line may need to be increased over time. Note we do not budget or report investment manager fees, but rather net these against investment income.

Three Year Plan Update

Surplus / (Deficit)	Fall 2010 Original 3 Year Plan	Spring 2012 Budget Approval	Fall 2012 Outlook	SPRING 2013
2011	1,126 approved	243	803	803
2012	(124)	(156) approved	76	(526)
2013	(1,002)	(397)	(1,222)	(2,991)
Total	0	2	(343)	(2,714)

This exhibit attempts to summarize the iterative nature of financial management and the adjustments made to try and stay on target for the years 2011-2013.

The original three year plan approved in Fall 2010 targeted a breakeven budget over the three year period after a painful staff restructuring and across the board reductions in our grant programs. The realized savings in the first year offset deficits later on.

It is now apparent that with the revenue shortfalls we have experienced we will not achieve the three year plan of “breaking even”. The term “breaking even” can be misleading in our financial context because we have been continuing to draw down reserves to achieve this result. We anticipate some very difficult decisions will need to be made in this triennium to achieve a financially sustainable church. We pray that out of these difficult decisions come new beginnings.

Submitted by: Brian Cornelius, Chairperson, On behalf of the committee

Members for 2009-2012:

Brian Cornelius, Chairperson (GCE)	Peter Hardy	Claude Hender (GCE)	John Hurst
Hugh Johnson	Randy Manikel	Elsie Manley-Casimir	Ian McPherson
Marion Pardy	David Rutherford	Erik Mathiesen, Staff Resource	David Armour, Staff Resource

APPENDIX I
Budget Analysis & Updated Three Year Plan - BEFORE NEEDED COST REDUCTIONS ARE MADE

The United Church of Canada - General Council Office - Operating Budget -										
	2010	2011	2012	2012	2012	2013	2013	2013	2014	2015
	Actual	Actual	Budget (as approved)	Forecast	Last	Now	Revised	Revised	Revised	Revised
					Fall		Outlook	Outlook	Outlook	Outlook
					(base line)		(base line)	(base line)	(base line)	(base line)
Revenues:										
M&S Contributions & Transfers	33,081	30,425	31,136	29,347	30,282	28,028	27,063	25,992	27,063	25,992
Retail Sales	2,021	1,968	1,837	1,727	1,609	1,621	1,575	1,549	1,575	1,549
Other Revenues & Recoveries	4,220	4,347	3,960	3,985	3,083	3,716	3,666	3,712	3,666	3,712
Transfers from Reserves	5,139	5,632	5,815	5,612	6,860	5,750	4,520	4,591	4,520	4,591
Total Revenues	44,461	42,372	42,748	40,671	41,834	39,115	36,824	35,843	36,824	35,843
Expenses										
Grants	17,897	17,180	16,624	16,207	16,580	16,204	16,204	16,204	16,204	16,204
Staff Costs	16,591	14,637	15,679	15,132	16,109	15,464	15,599	15,833	15,599	15,833
All Other Expenses	9,740	9,752	10,289	9,879	10,367	10,464	9,641	9,641	9,641	9,641
Total Expenses	44,228	41,569	42,592	41,218	43,056	42,132	41,444	41,678	41,444	41,678
Excess of Revenue over Expenses	233	803	156	(547)	(1,222)	(3,017)	(4,620)	(5,834)	(4,620)	(5,834)
Reserve balance										
M&S Operating Reserve	2,170	3,286		2,460	2,460	67	70	67	70	67
Morrison Bequest	11,500	10,136		9,125	9,125	7,137	1,549	23	1,549	23
UCC General Reserve	9,002	8,023		7,707	7,707	6,715	5,782	(243)	5,782	(243)
Total	22,672	21,445		19,292	19,292	13,919	7,401	(153)	7,401	(153)

APPENDIX FIN 2 Draft 2013 Integrated Revenue Generation Plan

Highlights:

- Stewardship and M&S research will be completed and acted upon with a focus to reinforce the 45% of church donors who support M&S and appeal strongly to the 55% who do not.
- The strong theological basis for stewardship will be continued and further developed
- Significant increase in energy, resources and staffing within the Unit will be assigned to maximize M&S revenue in 2013 and 2014 with a particular focus on increasing participation beyond 45%.
- Enhanced reach to congregations to support stewardship and M&S will be provided through online tools and web based support
- Rapid scaling up of the Foundation to \$40 million in assets and \$18 million in co-investments will provide the opportunities for enhanced services, custom offerings, more strategic granting and achieving the objective of eventual self-funding
- With the increased earned income by the Foundation the unit will rapidly cease the draw upon reserves to fund the legacy giving thrust, terminating the draw on reserves shortly after the first year of a three year program.
- The information base necessary to support the above will be supported by renewed working partnerships within GCO.

1. Primary Objective of the Plan:

Maximize all donated revenue to The United Church of Canada by increasing the active engagement in stewardship as a vital part of the faith journey.

2. Strategies:

- a) Simplify and clarify the call to action with a strong theological and faith based foundation
- b) Maximize stewardship throughout the church through strong leadership and support
- c) Maximize Mission and Service giving through strong leadership and support
- d) Maximize legacy and major giving as a strong long term form of stewardship
- e) Maximize the Foundation's capacity to manage long term gifts and funds to support individuals, congregations, presbyteries, conferences and GC.
- f) In partnership with the other units, develop the information base within GCO to support the analysis, strategy and communications required for fundraising.

3. Tactics:

a) Simplify and clarify the call to action with a strong theological and faith based foundation

- i) continue to provide a strong theological basis for stewardship, M&S and legacy giving
- ii) complete the stewardship and M&S research and integrate the results into all materials and content
- iii) simplify the message of supporting the work of the church using "God's Mission, Our Gifts"
- iv) focus materials and resources with priority to providing resources to congregational ministry and to the Mission and Service of the church

b) Maximize stewardship throughout the church through strong leadership and support

- i) reignite stewardship support with an online toolkit for stewardship leaders
- ii) enhance services through web delivered workshops and development sessions
- iii) provide tight alignment of stewardship messaging, leadership and support with M&S messaging, leadership and services
- iv) continue to focus resources, tools, training and staffing to congregations

- v) maximise pre-authorized giving (PAR) with the new online capabilities
- vi) continue to enhance donor experience by improved donor services, improved donor database and continuing to improve and promote online giving.

c) Maximize M & S giving and participation through strong leadership and support

- i) integrate the results of the stewardship and M+S research into M+S 2013 plan
- ii) enhance the visibility of M+S by thanking, connecting and asking programs including the 2013 thank you program, increased visibility of M+S throughout the work of the church and the 2013 goal setting process with a strong focus on increasing donor participation in M&S beyond 45%
- iii) enhance the ability to provide tangible links back to congregations for the M&S work carried out in Canada and around the world
- iv) enhance communications with congregations, ministers, M&S enthusiasts, UCW and donors
- v) increase staffing assigned to M&S by reassignments within the Unit
- vi) continue to build Gifts with Vision and Emergency Giving as extensions of M+S and as strong alternatives to the rapidly increasing congregational giving to other non-United Church charities

d) Maximize legacy and major giving as a strong long term form of stewardship

- i) continue the legacy giving initiative with the launch of new materials in 2013
- ii) given the state of the church's reserves - reduce reserve based funding of the legacy giving initiative as quickly as possible in 2013 and fold the program into the unit's operating budget following its first full year of the three year test
- iii) further integrate legacy giving into Stewardship, M&S and the Foundation
- iv) continue to balance the legacy giving investment with the short term M+S revenue requirements
- v) continue to develop a strong partnership with the Foundation in legacy giving

e) Maximize the Foundation's capacity to manage long term gift funds to support individuals, congregations, presbyteries and Conferences.

- i) provide careful attention to the support required by the rapid scaling up of the Foundation's assets over the past two years from \$4 million to \$13 million at close of 2012 to \$40 million by mid-2013.
- ii) continue to provide the earned income of the Foundation to the church to offset the Foundation's operating costs with a short term target of being fully self-funded
- iii) provide stronger marketing for the creation of customized medium and long term designated funds to support the work of the church
- iv) provide stronger marketing to all courts and organizations of the co-investment opportunities now available for co-investors of differing asset scales
- v) continue to build the Foundation's capacity for strategic granting to support innovation and new models of ministry
- vi) profile the opportunities that the Foundation can provide for the proceeds of the sale of properties and gifts of bequests in the mission of the church.

f) In partnership with the other units, develop the information base within GCO to support the analysis, strategy and communications required for fundraising.

- i) assign a staff member to be the unit lead for each partnership.
- ii) develop clearly articulated shared objectives of each partnership
- iii) confirm that the requirements for effective fund raising are identified
- iv) develop a measurable deliverable partnership plan with each unit
- v) establish regular reporting of the financial, I.T, web, production and program information

PERMANENT COMMITTEE ON GOVERNANCE & AGENDA ACCOUNTABILITY REPORT

Origin: Permanent Committee on Governance and Agenda

The Permanent Committee on Governance and Agenda met three times since the last meeting: once face to face and twice by conference call. The following summarizes the work that has been done.

Manual Revisions: Governance and Agenda received a status report from the Manual Revision Committee indicating that revisions to the Manual are complete and it is in being laid out for production by Resource Production and Distribution. Governance and Agenda and the Permanent Committee on Ministry Employment and Policy Services reviewed sections of the Handbook to ensure that nothing had been lost in the revisions of the Manual. The Manual Revision Committee is now working to update adjunct materials, such as the Governance Handbook, to make them more user-friendly.

Comprehensive Review Task Group: Nora Sanders provided an update of the work of the Comprehensive Review Task Group noting that the process has gotten off to a good start. Part of the May meeting of the Executive of the General Council will be spent discussing the Comprehensive Review. Governance and Agenda discussed the need for balance during this time of review. Ongoing work should continue, but there is likely little need to undertake routine reviews of most work or committees/task groups. In light of the knowledge that the framework in which the United Church functions may/will change, it may be wise to preface reports with words such as “in the current context...”

Lenses for this Triennium: Governance and Agenda continues to hold our commitment to use three lenses to view the work of the Executive this triennium. For the May meeting of the Executive, Conferences have been asked to report on any *Intercultural* initiatives that are happening in their Conference when they provide their Conference Update. At our face to face meeting in January, Alcris Limongi provided an overview of the *Affirming Ministry* process followed by a discussion of how the process could be adapted to the context of the Executive of the General Council. Subsequently, Affirm United has offered to provide assistance with educational programs for the Executive. The role of *Youth Forum* was discussed and consultations will be held with the Permanent Committee on Programs, Ministry and Mission to inform discussions about Youth Forum to assist in planning for General Council 42.

Follow-up to General Council 41: The Committee dealt with a number of issues coming out of General Council 41. Karen Smart reported that General Council came in approximately \$170,000 under budget. Background work is underway regarding inclusion of a symbol from the Evangelical Brethren on the crest. Conference Executive Secretaries have been asked to ensure that alternates to the Executive of the General Council are kept informed as appropriate for their Conference. Work continues on the proposal process including a conference call with Terence Corkin of the Uniting Church of Australia.

Tracking the Work of the 41st General Council: The tracking sheets have been reviewed, approved and have been posted on the United Church website at <http://www.united-church.ca/general-council/gce>.

Executive of the General Council Meeting Planning: The evaluations received from the October meeting were reviewed and considered in planning for future meetings of the Triennium. Issues addressed included leadership development, governance education, evaluation instruments, clarification of roles, distribution of materials received passed deadline, meals and snacks, and table group facilitation.

Recruiting Chairs for Committees that report to the Executive of the General Council: This issue was referred to Governance and Agenda from the Nominations Committee. After discussion a proposal to revise the process in keeping with the reflections of Nominations Committee has been prepared.

Respectfully Submitted

Shirley Cleave (chair)

Members of Governance and Agenda:

Adam Brown

Shirley Cleave

Ivan Gregan

Bev Kostichuk

Roy West

Gary Paterson

Nora Sanders

Will Kunder, Conference Executive Secretary (Manitou)

Karen Smart (Staff Resource)

MINISTRY AND EMPLOYMENT POLICIES AND SERVICES ACCOUNTABILITY REPORT

Origin: Permanent Committee on Ministry and Employment Policies and Services

Introduction

This is the golden time in the triennium, when the work that has been assigned to the Permanent Committee on Ministry and Employment Policies and Services has been delegated to the appropriate process and people are diligently exploring the issues, concerns, dreams and ideas that have arisen from the 41st General Council 2012. It is also the season of Easter, a time of looking anew at the growth and energy and passion that is rising within each of us as we respond to the call of our Creator to continue to shape the future of this United Church of ours. At its meeting in November, the Permanent Committee discerned a path forward on the items that are currently before it, using a variety of strategies like working groups, and enhanced by our technological capacity to build community remotely. As such, a number of conference calls have occurred since then to receive, respond to, and lift up various aspects of our mandate. There is one proposal coming to the Executive of the General Council regarding Disability Management, found in the Blue Sessional section of the workbook (MEPS 2), that arises from a recommendation to the Permanent Committee from the Disability Task Group received by this Executive in March 2012. A few further highlights are below:

Report on Other Steering, Task, and Working Groups of the Permanent Committee *Steering Group on Candidacy Pathway*

The Steering Group is continuing its work and will be reviewing the annual reports of the pilot projects at its upcoming meeting in May. At its March meeting, the sub-Executive of the General Council appointed Marie-Claude Manga as a new member to the Steering Group. Together with the Permanent Committee's new representative to this Steering Group, Adam Hanley, and the remaining members, the task of monitoring the pilot projects in British Columbia, Bay of Quinte and Manitou Conferences will be reported to the Permanent Committee in June, highlights of which will be reported to the Executive in the fall.

Diaconal Ministry Working Group

The Diaconal Ministry Working Group has continued reviewing the results of the survey conducted in 2012. The group is now writing its report based on the survey results and the extensive consultation that has been conducted. The group will present a summary of its work to the biennial gathering of the Diakonia of the United Church of Canada (DUCC) when they meet at Tatamagouche Centre from April 30 – May 3. A final report and proposal will be submitted to the Permanent Committee in June, highlights of which will be reported to the Executive in the fall.

Task Group on Disability Policies and Procedures

The Task Group on Disability Policies and Procedures delivered a report with 20 recommendations to the Permanent Committee and, a proposal to implement three of the recommendations was submitted to the Executive of the General Council and approved in March 2012. The action of the Executive was recorded in minutes and reported to the 41st General Council 2012. However, those recommendations were not incorporated into an explicit motion to

the General Council authorizing the necessary changes to *The Manual*. Therefore, *The Manual 2013* will not reflect those approved changes to policy.

The Ministry and Employment Unit will continue its work on disability policy issues, particularly on efforts to create a single Disability Resource document. In addition, if the Disability management Proposal (MEPS 2) is adopted by the Executive of the General Council, an implementation strategy will be established. All remaining recommendations of the Task Group on Disability which can be implemented without a change to *The Manual* will be considered by the Permanent Committee.

The policy changes approved by the Executive of the General Council in 2012 will be proposed to the 42nd General Council in 2015. If approved, the new Disability Resource document will be amended to accommodate the changes to *The Manual*.

Discontinued Service List Working Group

The working group was established to consider the practice surrounding the dissemination of the Discontinued Service List (Disciplinary) and specifically to consider whether the list should be published and made available to the public. The current practice is that enquiries are made to the Ministry and Employment Unit to find out if a minister's name is on the List as part of the screening process for calls or appointments. The Discontinued Service List (DSL) currently consists of one list separated into three: Pre-2006 disciplinary and voluntary DSL; post-2006 disciplinary DSL; and post-2006 voluntary DSL. At its last meeting, the Permanent Committee expanded the mandate of the Working Group to consider communication of all three Lists. A final report with recommendations is anticipated for the Permanent Committee in June.

Steering Group on Recruitment

The Steering Group on Recruitment will be meeting in April. The goal of the meeting is to provide additional orientation to the work for the new staff resource, Bronwyn Corlett, to review the Group's mandate and goals, and to lay out a process for establishing a recruitment strategy going forward. The group will review the previous assessment and direction of the recruitment plan as well as consider new ideas and strategies. Group necessity and composition also will be reviewed since group work was extended until June 2013 but did little work in 2012 in anticipation of a new staff resource. Development of a project plan for recruitment should be well underway by June 2013, and reported to the Permanent Committee, highlights of which will be reported to the Executive in the fall.

Human Resource Policy Review Working Group

This is an ongoing group of the Permanent Committee, mandated to review all of the policies governing employment in the General Council/ Conference Offices every three years. The next meeting will be in April with any recommendations for policy changes coming to the Executive of the General Council this fall.

Settlement Cost and Restrictions Working Group

The Permanent Committee has mandated the Settlement Costs and Restrictions Working Group to: review the current guidelines that apply to moves resulting from the annual Transfer

Committee meeting and; consider whether the development of denominational guidelines for the relocation of all ministry personnel being called or appointed would be helpful for the church. This group has not yet begun its work due to restrictions of staff time and resources. The project will be underway by June 2013.

Other Work

Update on Effective Leadership and Healthy Pastoral Relationships

An open-space consultation was held on November 30 and December 1, 2012 to begin planning the testing phase for the Effective Leadership and Healthy Pastoral Relationships proposal approved by the 41st General Council 2012. By the end of the meeting, representatives from 11 Conferences left with proposals to present to their respective Executives for testing either policies, practices, or both.

By the middle of March, conferences will have submitted a brief project plan as approved by their Executive. The plans contain:

- a) the policies or polity changes in the Effective Leadership report on which the conference will be focusing;
- b) what activities the conference will engage in order to test the changes;
- c) what outcomes they hope to observe and measure;
- d) the time lines for the project, and;
- e) who (individuals or groups) will be involved in the project.

A Project Management Team comprised of elected members and staff has been designated to oversee this project on behalf of the Permanent Committee.

Ministry Compensation

A small working group of the Permanent Committee who were part of the Ministry Compensation Task Group has been assembled to provide advice to staff in the ongoing progress of the implementation of the recommendations from the 39th General Council 2006. An update on this work is found in the General Secretary's report.

Economic Adjustment (Cost of Living 2014)

The yearly economic adjustment for the pastoral relations minimum salaries and for the General Council and Conference office staff system is determined by a formula established by the Executive of the General Council in 2002. For 2014, the formula determines the economic adjustment to be 1.5 per cent. The Permanent Committee confirmed this increase at its last meeting.

Joint Groups

Members of the Permanent Committee are participating in three cross-committee working groups: the Working Group on Migrant Churches and the Working Group on Socially Responsible Investment and Resource Extraction of the Permanent Committee on Programs for Ministry and Mission, and the Joint Ministry Working Group of the Theology and Inter-Church, Inter-Faith Committee. While reports on this work can be found in the respective committees' accountability, it is important to acknowledge the contributions of the elected members and staff

to these important issues and to recognize the inter-connectedness of these items for the broader constituency.

Closing Comments:

It has been a humbling and inspiring experience to begin anew the work of this Permanent Committee and to encounter the skills and gifts that each of these members bring to this ministry. There is such wisdom across this church, and such passion for the health and vitality of our pastoral charges and ministry personnel. This is evidenced in the many volunteers who serve on our steering groups or who participate in conversations about this work in their own context. This work is also richly and competently supported by a team of staff at the General Council Office and in the Conference offices, good people from whom there is much to learn. May our Easter sunrise moments continue to invite and inspire renewal across our church.

Submitted by:

Tracy Murton, Chairperson, Permanent Committee on Ministry and Employment Policies and Services

Members for 2012-2015

Ann Austin-Cardwell
Elizabeth Brown
Marion Carr
Brian Copeland
Victoria Fillier
Bob Gibson
Lynda Gow
Vilvan Gunasingham (GCE)
Eric Hamlyn
Adam Hanley (GCE)
Debra Kigar
John Kim (GCE)
Lorna King
Jack Spencer
Earl Reaburn (Staff Resource)
Alan Hall (Staff Resource)

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY ACCOUNTABILITY REPORT

Origin: Permanent Committee on Programs for Mission and Ministry

A major focus of the March meeting of the Permanent Committee on Programs for Mission and Ministry (PCPMM) was on the proposal for the creation of a new single mission program unit for the General Council Office. The committee was asked by the General Secretary to review and comment on a concept paper proposing bringing together the staff structures of Partners in Mission (PIM) and Communities in Ministry (CIM). The Permanent Committee on Programs for Mission and Ministry recognized that, while it does not have responsibility for staff oversight, its work, and in particular the Unit-Wide structures of PCPMM would be affected.

The PCPMM affirmed the proposal as outlined in the following text drawn from the concept paper:

At the core of the new unit... partnerships...

The proposal maintains the long commitment of the United Church to partnership as an expression of God's call to be about God's mission with others. It is in relationship with others, and in particular, those who are on the margins, that the church can see the world more clearly, as *Mending the World* suggested, through God's tears. Increasingly we also understand that we can see the life and hope of the church in new ways through the wisdom, faithfulness and joy of partners. The proposal invites the church to acknowledge that these relationships now cross between global and Canadian, between historic church missions and new emerging relationships with migrant church communities, and between global justice organizations and Canadian based social ministries. Partnership has historically involved the church in solidarity and accompaniment. In other words, these relationships don't exist simply to serve the church's needs, but require of us responsibility for action and response including at times the willingness to risk much for prophetic witness. This ongoing commitment is represented in the overview design through interconnection with the Permanent Committee, Programs for Mission and Ministry in Task and Working Groups.

Partnerships will continue to be staffed and a central part of the ongoing work will continue to be resource sharing (grants). However many partnerships will continue without funding, but will be nurtured by staff and through new forms of relationships which will engage the congregations and ministries of the church.

The theological foundations and principles for partnership are found in the two recent reviews of global and Canadian partnerships. These documents provide a significant basis for valuing partnerships at the heart of the United Church's engagement with God's mission and will provide the core principles for the functioning of partner relations.

...interconnected to transformational work with congregations and ministries of the United Church.

Continuing to deepen the commitments expressed in *The Edge*, the Church in Mission Unit will engage the church through a number of staff clusters with a clearly defined task of

listening, responding and building supportive relationships with congregations, presbyteries, conferences and ministries within a particular focus area. While these focus areas will be in place for the transition to the new unit, they are meant to be fluid, adaptive and responsive to the needs of the church and its ministries as well as global and Canadian partners. Each of these focus areas will establish and support networks specific to the area of work. These networks will likely include ministries themselves, but also leaders who are trained and engaged in supporting the work. The number of networks will be limited and will define the capacity of the Church in Mission Unit to undertake work. The reality of significantly reduced funding and staffing means that the Church in Mission Unit will focus its work on defined and limited areas of work. There will be many things that have in the past be seen to be part of the program work of the General Council that will not be done, in order to ensure that key areas of work are done well. The Church in Mission Unit will maintain some capacity to engage in denominationally shaping work.

Staff of the Church in Mission Unit will function in ways that ensure learning and engagement with partners across all parts of the unit, and interconnection between networks. Each staff cluster will have a lead staff and a likely complement of three or four. The lead staff of the staff clusters will be supervised by the Executive Minister of the Unit.

The Permanent Committee will provide the primary reference for decisions that are determined to require elected member action as well as the establishment of Task or Working Groups related to solidarity and advocacy or partner relationships.

The PCPMM explored in depth the implications of the new staffing structure to its two Unit-Wide committees and to the permanent committee itself. The Chairs of the Unit-Wide Committees were invited to be present throughout the meeting. After significant discussion the PCPMM agreed that the new staffing structure will require a revisioning of the elected member structures of the PCPMM. While it appears from past experience that the PCPMM has authority to determine its own sub-committee structures, it recognizes that the Partners in Mission and Communities in Ministry Unit-Wide structures have long histories (through the preceding divisional structures) and that their work involves oversight of significant areas of mission for the whole church. The two committees and their sub-committees also represent the involvement of approximately 50 elected members. Because of this the PCPMM wishes to ensure that the Executive concurs with its decision to disband the PIM and CIM Unit-Wide committees following their fall meetings in 2013.

The Executive's agreement will also be sought for the PCPMM's decision to establish a working group composed of members of the PCPMM and the Unit-Wide Committees to discern the role and terms of reference for an "elected member structure to continue the work represented by the Unit-Wide committees in relationship to the PCPMM."

Global Partner Presence on the General Council Executive

The PCPMM was asked to advise the Governance and Agenda committee on the role of the global partner at the meetings of the Executive of General Council. The PCPMM is recommending that the current practice be continued with the global partner drawn from the

Partner Council by rotation through the global regions and that the assignment be for the full term of the GCE triennium.

Youth Forum

Further advice was requests by the GC42 Planning Committee on the role of Youth Forum at General Council. An evaluation report from the 41st General Council was reviewed. The PCPMM recognized that similar issues concerning youth forum emerge at every General Council surrounding the purpose of the forum. It also recognized the importance of the event for strengthen youth leadership within the church. A working group has been established to develop recommendations for the 42nd General Council Planning Committee.

Food Sovereignty

The PCPMM considered a report from the Partners in Mission Unit entitled: “Towards Food Sovereignty for All.” The report centers on the idea that people must reclaim their power of decision-making in the food system by rebuilding the relationships between people and the land, and between producers and consumers. It calls for a “fundamental shift in focus from food as a commodity to food as a public good.”

The PCPMM formally adopted the concept of food sovereignty as articulated in the report and commended the report to the church for study. The report is found online at <http://www.united-church.ca/general-council/gce>.

GC41 Proposals and Priorities

The PCPMM was asked by the General Secretary to review the program related actions of the Council and to advise on capacity and priorities for addressing the decisions. The meeting considered in depth the actions of General Council, work undertaken to date by staff, and the capacity in place to complete the actions. The PCPMM determined that the program related decisions of the 41st General Council are substantially complete or underway, and that they will be able to be completed within existing capacity. The PCPMM recognized that this capacity will change significantly in the 2014-2017 budget cycle. However it felt that since most of the work was underway, that the GC41 decisions need to be included in the overall evaluation of what work will continue into the next triennium.

The PCPMM focused as well on the GC41 decisions concerning Israel and Palestine. Again it determined that work was substantially underway and was within capacity to undertake. The PCPMM did consider the question of whether a delay in the implementation of the economic actions against settlements products might be warranted to allow time for the church to study and engage the issues surrounding settlements. The PCPMM agreed that its recommendation is for the proposed campaign to begin rather than be delayed.

GLBTT Consultations

The PCPMM returned (from the end of the last triennium) to consideration of a report on a major consultation process of GLBTT people within the church. The report is found as Appendix PMM1. The PCPMM proposes that the Executive of General Council receive the report and its recommendations, affirm its directions and core commitments, direct the Permanent Committees

to engage the report's recommendations, and commend the report to the Comprehensive Review Task Group. A number of recommendations are proposed to be forwarded to the General Council for action.

The PCPMM heard a report on the work of the Adoptions Task Group (related to the history of church-run maternity homes), the Socially Responsible Investment Task Group, and a proposed consultation on disabilities. Finally, the PCPMM appointed a working group to review the status and viability of the church's educational centres.

Sincerely submitted by,
Rev. Mary Royal
Chair
Permanent Committee, Programs for Mission and Ministry

Appendix PMM 1

GLBTT NATIONAL CONSULTATIONS

To: Permanent Committee, Programs for Mission & Ministry
Origin: GLBTT National Consultation Planning Team
Unit: Communities in Ministry / Communautés et ministères (CIM)

We sing of God's good news lived out, a church with purpose: faith nurtured and hearts comforted, gifts shared for the good of all, resistance to the forces that exploit and marginalize, fierce love in the face of violence, human dignity defended, members of a community held and inspired by God, corrected and comforted, instrument of the loving Spirit of Christ, creation's mending. We sing of God's mission. (A Song of Faith, 2006)

BACKGROUND AND INTRODUCTION

The United Church of Canada has a long history of addressing issues that hamper that ability for the gifts of all of its members to be shared for the good of God's mission. Specifically, regarding gay, lesbian, bisexual, transgender, Two-spirited (GLBTT) people, their families and friends, the United Church of Canada addressed and corrected a number of discriminatory policies that prevented the participation of talented clergy and committed faith-filled congregants.

During the 1980s the United Church committed to examine many issues relating to human sexuality and relationships. In 1988, the 32nd General Council affirmed "that God's intention for human relationships is that they be faithful, responsible, just, loving, health-giving, healing, and sustaining of community and self." In addition this Council affirmed that "sexual orientation in and of itself is not a barrier to participation in all aspects of the life and ministry of the Church, including the order of ministry." (32nd General Council, 1988).

As dialog about the 1988 statement on Membership, Ministry and Human Sexuality proceeded congregations across Canada continued to be in different places regarding the welcoming of gay, lesbian and bisexual clergy. As a result, the Division of Ministry Personnel and Education commissioned a consultation. The goals of this 1999 consultation were to:

- Become more aware of the difficulties facing lesbian, gay and bisexual ministry personnel;
- Determine concrete actions to deal with violations of Church policy regarding sexual orientation;
- Encourage ongoing education with congregations, presbyteries and conferences regarding Church policy
- Establish safe pastoral care for lesbian, gay and bisexual ministry personnel, candidates, and laity throughout the church;
- Identify and address other outstanding issues regarding sexual orientation, such as analysis of systemic discrimination and human rights.

Sixteen ministry personnel participated in this one day consultation on April 19-20, 1999. Thirty-six recommendations were proposed. For many reasons, only partial and sporadic progress was made on implementing these recommendations. As will be noted below in the discussion of the

findings of the 2011 consultation, some of these issues remain, some have transformed and some new issues have emerged. (A copy of the consultation report is available upon request)
In 2000, partly in response to the findings of this consultation and in response to Petitions 125, 126, 127, 128, the 37th General Council passed the following motions:

- Renounce the 1960 statement¹ that homosexuality is a sin²
- Encourage courts, congregations and members to learn ways to offer healing for the damage inadvertently caused by the historic stance of our church on homosexuality³
- Affirm that human sexuality orientations (Lesbian, Gay, Bisexual, Transgendered and Heterosexual orientations)⁴ are a gift from God, part of the marvelous diversity of creation.⁵
- Affirm Lesbian and Gay partnerships, actively work for their civil recognition, and recognize them in Church Documentation and Services of Blessing.⁶
- Direct the Division of Mission in Canada to find new and creative ways to encourage congregations of the United Church of Canada to enter into the Affirming Congregation⁷ study process.⁸

At the same time, the Church also committed itself to work for the civil recognition of same-sex partnerships. These commitments lead to the Church's advocacy in 2003 to call for the federal government to recognize same-sex marriage.

Despite these advances, by 2009 the Church body had not yet lived into the goal of being an "instrument of the loving Spirit of Christ" where all human dignity is defended" (The Song of Faith, 2006). As a result of this recognition, the 40th General Council directed:
"to host a national consultation within the next three years, with gay, lesbian, bisexual, transgender and two-spirited members of the United Church to discuss homophobia and heterosexism in the church, and that Affirm United be invited to name at least three people to be on the planning committee." (GC40 2009 – 083)

The goal of this consultation was to collect useable data regarding current conditions within the United Church for all people in the sexual orientation and gender identity continuums, and where it needs to be in the future. In addition, as the Church strives to become an intercultural church welcoming all people, including GLBTT members of the United Church, this consultation sought ways to address individual and institutional homophobia, heterosexism, transphobia, and other

¹ Homosexuality was named as a sin within the "Report on Christian Marriage and Divorce" (GC 1960 ROP, p. 163)

² Record of Proceedings 2000, page 166.

³ Ibid, page 166

⁴ At the time of this motion transgender was listed as a 'sexual orientation.' We now have a better understanding of transgender as one gender identity within the *gender continuum*, and not within the continuum of sexual orientation. (see Recommendation 4).

⁵ Record of Proceedings 2000,, page 168.

⁶ Ibid, page 169.

⁷ *Affirming* means to be fully inclusive of all people in the sexual orientation and gender identity continuums. 'Affirming Congregations' was renamed 'Affirming Ministry' in 2003. This program encourages UCC bodies (congregations, presbyteries, conferences, educational centres) to study what it means to be publicly welcoming and inclusive. (see Appendix D for a complete glossary of terms)

⁸ Record of Proceedings 2000,, page 170

forms of oppression in the Church. The consultation was called to report to General Council 41 in 2012.

METHODOLOGY

The consultation was planned by a team of 5 people. Three were appointed by Affirm United/S' affirmer Ensemble: Sally Harris (BC), Linda Hutchinson (ON), and Brian Mitchell-Walker (SK). Two were appointed by the General Council Office: Tristin Chapman (ON) (Trans/Gender Diversity Task Group rep), and Moses Kanhai (SK) (PC-PMM rep). The team received the support of two General Council staff. In addition, a professional consultant, Beth Zemsky, who has extensive experience working with the GLBTT community from an intercultural perspective, was invited to join the team. Jamie Armstrong was invited to conduct the data analysis which helped formulate recommendations for this report.

The goal of this consultation was to engage the Church in an ongoing journey towards broader inclusivity by building upon the foundational policy work described above to examine the life of people of diverse sexual orientations and gender identities in the church. Towards that end, the process of this consultation was intentionally constructed to be as inclusive as possible. The objective was to hear from as many people as possible across the country, both in the GLBTT community and others who care about these issues. In addition, recognizing that people hold multiple identities—sexual orientation and gender, age and stage of life, race and class, cultural and linguistic diversity—and that these identities inform diverse experiences in the church, recruitment of facilitators and participants was designed to broadly reach across networks. The hope was that as the participants listened and shared their stories throughout the consultation, everyone involved would be strengthened in their resolve to offer radical hospitality to all.

The consultation began with a national gathering from June 16–19, 2011 in Guelph, Ontario that provided intensive training for 12 people who would serve as regional facilitators. In addition, the participants created a framework for regional gatherings and processes for data gathering. (See Appendix A for the template for the gatherings)

Regional gatherings were held between August and October 2011 in Vancouver, Edmonton, Saskatoon, Winnipeg, London, Toronto, Ottawa, Montreal (English language), Montreal (French language), Quebec City, and Halifax. Two smaller gatherings were also conducted in conjunction with the *Rendezvous* and *Imagine* events.⁹ Finally, additional data was collected via an online consultation and an online survey.

Participants were invited to “help to shape an open, welcoming and affirming United Church of Canada.” Over 380 people responded to this invitation and participated in the consultations. The participants represented a range of sexual orientations (i.e. gay, lesbian, bisexual, and heterosexual), gender identities (male, female, transgender and gender queer), and age ranges. (See Appendix B for complete demographic information.) With over 80% of the participants identifying as Caucasian, the racial/ethnic profile of the participants was much less diverse.

⁹ *Rendezvous 2011* was a gathering of youth, young adults, and their leaders held in Toronto (August). *Imagine* was held at Naramata Centre as a GLBT Retreat for people of all ages (May 2011).

While mirroring the demographic profile of the Church as a whole, the racial and age profile of the participants does pose a limitation to the generalizability of these findings and points to the need for different strategies to reach diverse audiences - specifically youth, people living with HIV, and aboriginal people.

FINDINGS: RESPONSE THEMES

Participants were engaged in 3 – 5 hour gatherings that asked them to consider times when they felt like they mattered or experienced marginality in their interactions with the Church. In addition, participants discussed the following questions:

- In the context of the United Church of Canada, what does “welcoming” mean?
- Who might be missing in the church because of transphobia, homophobia, heterosexism, or other forms of oppression that impact welcoming in your community?
- What in your church ministry would you need to authentically be your full self?
- What role would you like others to play in supporting the ongoing transformation of the United Church of Canada?

Below is a thematic synopsis of participant responses.

Theme: The Church has made progress

The Church has made progress in providing welcoming and affirming environments; particularly in those churches affiliated with Affirm United/S’affirmer Ensemble as an Affirming Ministry. The welcome respondents found in the United Church mattered deeply to them. The most frequently mentioned ways welcome was expressed was through intentional personal connection with newcomers, overt displays that indicated GLBTT welcome, invitations to bring personal gifts to the Church community, and drawing from scripture to include GLBTT issues in worship, hymns, and conversation. Those who experienced this welcome found healing, wholeness, and spiritual fulfillment in their connection to the United Church. Respondents also reported deepening their involvement and their commitment to the Church as a result. Many participants suggested that the Church should do more to celebrate and brag more about the progress it has made and do more to get the word out that the UCC is a safe place for all people in the sexual orientation and gender identity continuums.

Sample Responses¹⁰:

- I was brand new to UC after being kicked out of an Evangelical church. A family that usually sat on the far side of the church would come and sit with me to make me feel welcome and connected... I responded by getting more involved in the church. (Gay male lay leader, Edmonton)
- I was told by church to ‘come just as you are’ It meant so much. I was stunned by the acceptance ... the moment before elation when something so incredible has happened it’s taken your breath away...when you can barely grasp the gift you’ve just been given. Like on

¹⁰ All sample responses were drawn directly from participants’ comments. The only editing conducted was regarding verb tense and prepositions to make the comments more readable. In all cases, the meaning and intent of the comments were not altered.

a cold winter day, that “turned to spring” (Male to Female [MTF] trans member, Online consultation)

- The minister at my church welcomed all to communion, and he included "regardless of sexual orientation"! This caused a real change in my feelings about church involvement. For the first time I dared to consider that this could be a spiritual home for me. A huge heavy door opened a bit and said “Come in.” I reacted by increasing my involvement in church groups, in projects and activities. I feel that my contribution is now accepted and has value. (Gay male UCC staff member, Ottawa)
- My Pastoral Charge accepted me and my family. They hired me full time, knowing my kids have two moms. I am an ordained woman with only a few years’ experience and they put their faith/trust in me. People have treated my children and spouse with love and care. It makes me feel extremely cared for, loved, HEALED. The healing continues from the marginalizing I've encountered. I feel wonderful - able to fulfill my calling without the bullshit about sexuality getting in the way! (Lesbian clergy, Ottawa)
- I wanted to join the UCC because it welcomed gay, lesbian people through the Rainbow flag on the sign outside the church. The enthusiasm of the minister and excitement of the congregation lead me to becoming a member. I felt like a family member being welcomed into a community. Felt like I 'belonged.' I became very much involved; joined church groups; participated in services (lay-leader); assisted in workshops; invited new found friends into my home. (Lesbian member, Ottawa)
- I heard “We welcome you as the person you are, and ask you share your gifts with us.” It was such a gift to be welcomed as I was, to share what I knew as a gift. I wasn’t even a member of the UCC yet. I felt really and truly valued – that what I had to say would be received with respect; that my journey up until that point was honoured, and my journey with them would be honoured as well. It was one of the most incredible experiences I’ve had in my life. It led to how I could now live into who I truly was – honestly and truthfully. As a result, I could begin to deal with the stuff associated with being a minister in the church, freely and openly, and truthfully discern what God was calling me to do. (Gay clergy, Online consultation)
- February 2011 my pastor met with the congregation to tell them I am transgendered and how I wished to present myself in the future. ... I was WELCOME! just as I am!!!! No qualifications, no restrictions. Now here is the astounding part - the congregation extended their apologies for me even feeling I had to ask! Now there is love! There is acceptance!! I will forever treasure that. (MTF transgender member, Online survey)

Theme: The progress is not uniform across the denomination

Despite developing church-wide welcoming policies, the experience of GLBTT clergy, congregants, their families, and friends varies tremendously across contexts in the Church. Their lived experience in UCC settings is dependent upon a number of factors including location, congregational leadership and practices, and the attitudes and behaviors of congregants. Unfortunately, in a number of these settings marginality, based on sexual orientation and gender identity, continues.

Sample Responses:

- When I was applying for call as an out person in a same-sex relationship, I received fewer interviews than my straight colleagues, who often only applied to one or two places. I had

- three interviews from twelve applications. (Queer clergy, Edmonton)
- I used to replace my minister for worship 3 times in one of his parishes. When the minister informed them that I was going to do worship, people refused because I got married to a woman. I felt upset because I thought that in all congregations people were inclusive. (Female bisexual lay leader, Edmonton)
 - At a fundraising meeting we were invited to state pronouns and someone made a joke about it. The person said their gender was “brilliant” I felt like my concerns about being differently gendered didn't matter. I felt erased. (Transgender member, London)
 - I had a wedding to my spouse when it was legalized. Our minister never asked if we would like to be married. I felt betrayed and not fully part of church; not celebrated or affirmed. I was told it was better to have the wedding done at another church. (Lesbian member, London)
 - I was "settled" to a very isolated and conservative community. Within the first week of arriving I was told “It's okay you are gay, just don't shove your lifestyle down our throats.” There was an assumption that my husband and I were going to force people to change. I was rejected before they knew me based on sexual orientation. I felt angry because I was rejected and isolated. I worked hard to become a minister and now my ministry was being shut down before it could even begin! I withdrew and became depressed. I kept going but knew the limits of my freedom. (Gay male clergy, Saskatoon)
 - I was serving a congregation in a fairly isolated part of BC. Within the first few weeks of my arrival I had heard lots of homophobic comments, even though (or because?) I had come out in the interview process. The tipping point was when a leader said to me, "Gays belong in Vancouver". It wasn't only this single comment, but an accumulation of such comments. Within about 6 months I went on medical leave for severe depression, and left completely after one year. (Gay member clergy, Online survey)
 - I heard numerous comments by people that were condemning of GLBTTA¹¹ people, and nothing positive or welcoming was present. If we are to make movement from being a church associated with society and empire to a church that recognizes and owns being a church of marginality, we need the tools to speak our truth. We are a closeted church. We need to begin the difficult journey of losing our liberal attitude. (Gay male UCC staff, Ottawa)

Theme: Call for the Church to move from a welcoming stance to embracing affirmation of clergy of all sexual orientations and gender identities, congregants, and their families and friends.

Historically the Church has developed GLBTT welcoming policies, but deferred adherence to these policies to the attitudes and readiness of local leaders and congregations. Thus, while the Church has taken a stance for welcoming all people in the sexual orientation and gender identity continuums, conceding implementation has had the impact of affirming and reinforcing the continuation of transphobia, homophobia and heterosexism as the norm at the local level. Organizational cultural change requires behavioral, attitudinal, and systemic change and, like most change, often produces discomfort for those involved. As the Church moves towards actualizing the goal of being an intercultural church, it will be important for it to examine who

¹¹ The ‘A’ in GLBTTA refers to people who are asexual (sometimes referred to as non-sexuality). In its broadest sense, it is the lack of sexual attraction to others, and, in some cases, the lack of interest in sex.

structurally is being asked to hold the discomfort for the denomination. The current system of local implementation of the Church's GLBTT welcoming policies privileges the discomfort of those in the dominant culture who are opposed to these policies or not yet ready to embrace radical welcome for all people in the sexual orientation and gender identity continuums. As a result, GLBTT people are invited into a system in which they are asked to absorb the discomfort and the consequences of congregations not living into the call for the Church to embody Christ's radical welcome.

Sample Responses:

- When same-sex marriage became legal in Canada, the congregation felt the need to “discern” whether to marry, rather than celebrating that same-gender marriage was now legal, and discerning HOW to bring this into congregation life. All the discussion was focused on the problems of same-gender marriage for the congregation. (Lesbian clergy, Ottawa)
- The pastoral charge I served voted not to do same-gender marriage. There was no discussion when the motion was presented. When I asked afterwards what did it mean about me and my relationship, I was told not to take it personally. I felt rejected - they hired me knowing I was married to a person of the same gender. I tried to carry on. It became psychologically and spiritually more difficult. I left a great team and both churches. (Lesbian clergy, Montreal/French)
- I tried to approach my current congregation about updating their marriage policy. Many people on the board kept saying, 'people will leave our church.' I felt like I was not in a safe place. What about my GLBTQ friends leaving? Would they be welcomed there? (Heterosexual clergy, London)
- I applied for a ministry position in a congregation. I was interviewed, offered the job, came out to the selection committee, and then told "oh - this is not going to work." I was told outright that being a lesbian was not welcomed in their community or pulpit. I felt rejected, angry, shocked. But I was spared an unhealthy pastoral relationship and was grateful that they knew themselves well enough to know it wouldn't work. I am pissed off that this is still a reality! (Lesbian clergy, London)
- I was told that it would be difficult to find a settlement site for an openly lesbian candidate. During interviews, the search committees debated if their congregation was ready for a lesbian minister. The church is not really committed to eliminating homophobia, but is waiting for it to die out. This halfway acceptance means that one United Church is welcoming and accepting, while another requires a Board meeting to allow a same sex couple to marry, and still a third has hate. (Lesbian clergy, Online survey)

Theme: Church governance needs to take a leadership role

Respondents reported a clear desire for the national church to take a leadership role in moving the denomination from welcoming policy to affirming practice. Indeed, independent of the question asked, responses related to the need for the national Church to take a stronger leadership, governance, and enforcement role were among the top concerns of all participants. (see Appendix C)

Sample Responses:

- I was bullied from my pulpit that I faithfully served for over 10 years upon my 'coming out.' I

was isolated at every level of church governance. Absolutely devastated - morally, physically, emotionally, intellectually, and spiritually. I felt lost, alone, set into the wilderness with no map or provisions... We say we are 'welcoming' but we have no idea what that means. (Gay male member, Online survey)

- I was accepted and about to sign a Call, and then talked about my spouse and identified their gender. I was then being refused the position. What is the responsibility in that moment to say that this is an illegal action? There's a balance of safety and faithfulness, justice and health. Is it right to be exempt from the Human Rights Code because you're a religious order? What is the Church's theology...the news headlines vs. theology in individual Pastoral Charges? What does the Church stand for? (Gay clergy, London)
- It is way past time some of the regional and national leaders of our church raised their voices in support of GLBTT persons and presence... (Gay male member, Online survey)
- United church says we support same-sex marriage. Don't let congregations make a choice. (Gay male member, Saskatoon)
- Nothing can be done without considerable support from the national Church in the form of a policy that is enforced. We cannot afford to sanction homophobia any longer. (Gay male member, Quebec City)
- As an institution, the UCC must publicly stand against homophobia - in word and deed, through letters to the editor, public policy positions, and other demonstrable gestures. (Lesbian member, Montreal/English)

We sing of a church seeking to continue the story of Jesus by embodying Christ's presence in the world. We are called together by Christ as a community of broken but hopeful believers, loving what he loved, living what he taught, striving to be faithful servants of God in our time and place. (A Song of Faith, 2006)

RECOMMENDATIONS

The following recommendations emerged from the planning team's analysis of the data collected through the consultation process.

- 1. The United Church should *stand in and for* its core identity as a justice-seeking and non-discriminatory welcoming church, as it lives into its mission concerning sexual orientation, gender identity, and intercultural inclusion.**

We call for the United Church to take a stand for its identity (theology, values, and deepest aspirations) by living into *God's mission* for the Church as it strives to practice the radical inclusiveness that is embedded in story of Jesus' life and teachings.

A consistent theme voiced by participants throughout this consultation was a love of God and a commitment to the Church, despite sometimes experiencing painful encounters associated with their church interactions. They envision a Church that "embodies Christ's presence in the world" by living into the mission and theology articulated in the United Church's *New Creed* and the *Song of Faith*. They desire a Church that articulates its God-centered values and principles, and then judges its behavior against that standard. We recommend that the

Church frame all issues concerning inclusion, sexuality, and gender within the context of this call from God to be hopeful and expansive believers.

Suggested Interventions:

- Recommended resources to explore the history and theological narratives of the church's identity around sexual orientation, gender identity, and intercultural inclusion:
 - Open Hearts: Resources for Affirming Ministries in The United Church of Canada (Affirm United/S' affirmer Ensemble, 2011)
 - Moving Toward Full Inclusion: Sexual Orientation in The United Church of Canada (2010)
 - Of Love and Justice: Towards the Civil Recognition of Same-Sex Marriage (2003)
 - That All May Be One: A Resource for Educating toward Racial Justice (2000)
 - The Authority and Interpretation of Scripture (1992)
- Encourage all United Church ministries/courts—including the General Council Office—to undertake the Affirming Ministry process.
- Include more explicit declarations of inclusion on the websites of all courts which:
 - states the church's identity around it's welcome, inclusion and affirmation of people of all sexual orientations and gender identities,
 - lists all Affirming ministries and links to congregational websites – or links to united-church.ca and/or affirmunited.ca,
 - endorses the Affirming Ministry process and encourages all United Church ministries/courts to undertake the process.
- An ad campaign launched by the national Church to state its policy and practices regarding sexual orientation and gender identity

2. We call for the Church to reemerge as a leader for justice by undertaking specific actions to move local congregations to embrace the United Church's welcoming policies for all people in the sexual orientation and gender identity continuums.

We acknowledge that the history and culture of the United Church is to value freedom of religious expression throughout the denomination. And yet, as the findings of this consultation highlight, our church polity (based on freedom of religious expression) still encourages congregations to make a choice as to whether they discriminate or not in policies associated with worship (i.e. who we will marry, baptize, etc. – and who we will not).

We would like to think, given its prophetic mission, the United Church is a leader in working towards justice in the world. However, many participants shared stories that reflected the discrimination (i.e. lack of safety, non-welcoming atmosphere, inability to participate in worship, refusal to marry, discriminatory comments, etc.) that is a reality in many of our congregations. The United Church today finds itself in the position of allowing discrimination towards GLBTT people, even while this is outlawed in civil society.

Engaging in the kind of cultural change throughout the denomination that would lead to full implementation of GLBTT welcoming policies, and acknowledges the negative impact of

homophobia, heterosexism, transphobia, and other forms of oppression, is difficult and long-term work. This work will require active leadership from every level of the Church governance and leadership structure. We do not believe that the call to be “faithful servants of God” regarding these issues will be possible without it.

Suggested Interventions:

- General Council to offer a formal statement of apology to all people that have been hurt by the practices and polity that encourage and reinforce the right to discriminate based on sexual orientation and gender identity.
- Conferences and Presbyteries to provide support to congregations as they develop welcoming practices, through oversight, workshops, and facilitation/sharing of resources.

3. Reflect on practices of inclusion and discrimination, intentionally increase expressions of welcome and opportunities for all to participate in the life of the Church, affirming the realities of all people in the sexual orientation and gender identity continuums.

“There is a strong correlation between people’s sense of community and what they identify as key attributes for a church. These include:

- Being a welcoming place for all
- Providing fellowship and support
- Committing to serve others
- Transforming faith into action”¹²

Respondents noted that affirming the realities of GLBTT people in worship, hymns, inclusive language, congregational events, and conversation was an important indication of welcome. Further, several respondents wished for more opportunities to express themselves, tell their stories, participate in worship, take on leadership roles in their congregation, and share their gifts in other ways that would benefit their Church communities.

Suggested Interventions:

- All Church Courts to develop and implement additional affirming worship resources (print and online) for all people in the sexual orientation and gender identity continuums.
- General Council to direct:
 - the coordination and sharing of affirming worship resources
 - the development of guidelines regarding the effective use of affirming worship resources, in diverse United Church settings.
- Congregations to implement signs of welcoming - symbols, pictures, outdoor signage, language, pronouns, bulletins, mission statements, conversations, all gender washrooms, pride parades, community outreach, small group ministry, church partners, etc.- that includes all people in the sexual orientation and gender identity continuums.
- Congregational resources to reflect on practices of inclusion and discrimination:
 - Open Hearts: Resources for Affirming Ministries in The United Church of Canada (Affirm United/S’affirmer Ensemble, 2011)

¹² The United Church of Canada 2011, Identity Survey, Executive Summary page 2

- Challenging Empire:
 - Stories and Activities to Transform Your Community,
 - Power and Diversity workshop.
 - Tools for Congregational Welcoming (Emerging Spirit's Living the Welcome - The Journal, Workshop #4, Module #4, pgs. 167-178).
 - "Reviewing Policies through the Lens of Inclusiveness" Saskatchewan Conference Affirming Ministries Committee.
- 4. We recommend educational and relationship-building initiatives, coordinated with the efforts towards creating an intercultural church, that create safe environments where differences are celebrated, affirming relationships are nurtured, and all can be their authentic selves in their relationship with God and each other.**

Despite the significant progress the United Church has made towards inclusion (i.e. GC40's Commitment to Inclusion – see Appendix F), individuals tend to remember and give more weight to their experiences of marginalization than they do to their experiences of mattering. Unfortunately, as the respondents in this consultation reported, experiences of marginality for people of all sexual orientations and gender identities are still widespread throughout the Church. A barrier for many GLBTT people in their relationship with the Church is that the United Church's policies have changed at a faster pace than the change in relationship between GLBTT members and some clergy and people in the pews. This situation can create fear and anxiety because GLBTT people, their families, and friends do not know what to expect as they enter new contexts within the United Church. The changes that are now necessary to achieve full inclusion are both attitudinal and behavioral.

Many of the responses were clear that this goes beyond the marginalization of GLBTT people only. This level of change requires opportunities for everyone to be able to affirm their own identities and learn how to be allies to each other. The Church has already made some progress towards this goal. The fact that almost half of the participants in this consultation were heterosexual indicates that there is already a strong sense of ally-ship in the church that can be expanded upon to remind the Church body that the issue of inclusion belongs to all who are called to God's mission.

Suggested Interventions:

Education:

- Mandatory online/webinar training for ministry personnel, on sexual orientation and gender identity justice (i.e. homophobia, transphobia, and heterosexism).
- General Council support for Affirm United's volunteer-led Affirming Ministries program, in order to build the capacity to support an increased number of ministries entering into the process:
 - Administrative support for the volunteers that coordinate the national Affirming Ministries educational process
 - Assist Affirm United/S' affirmer Ensemble in the development of resources to support Affirming Ministries in living out their commitment.

- Development of an affirming “ally” program to support those who wish to live into the values of radical inclusion, whether or not their home congregation has become an Affirming Ministry.
- Support the educational recommendations made in the following reports:
 - Trans/Gender Diversity Task Group
 - Commitment to Inclusion
 - Covenanting for Life
 - Intercultural Task Group
 - Youth & Young Adult Ministry Strategy
- Listen to the experience of transgender people in the United Church and their concrete suggestions to transform Church environments to affirm transgender people and gender diversity.

Relationship-Building:

- Integrate the work of Affirm United/S’affirmer Ensemble into the core structure and work of the church. Affirm United needs to be more utilized, championed, and resourced in a way that supports intercultural change in the church.
- All courts of the United Church to partner locally and globally with those in civil society and other faith groups who speak out against institutionalized homophobia, transphobia, and heterosexism.
- Create a variety of forums (in person, on line, etc.) in which people of racial/ethnic and age (youth) diversity can express opinions/concerns and grapple with diversity in the areas of sexual orientation and gender identity

In and with God, we can direct our lives toward right relationship with each other and with God. We can discover our place as one strand in the web of life. We can grow in wisdom and compassion. We can recognize all people as kin. We can accept our mortality and finitude, not as a curse, but as a challenge to make our lives and choices matter. (A Song of Faith, 2006)

CONCLUSION

This consultation provided a vehicle for 383 participants from across Canada, many of whom had to travel long distances, to come together to share their pain, faith, hope, and commitment to build a truly inclusive United Church. The participants were grateful to have had this opportunity to speak about their experiences. They perceived the consultation as an important first step. The next equally important step is for this consultation to be followed by the development of a concrete 5 year work plan to do the necessary work to bring about the suggested changes.

The participants in this consultation believed that the goal of creating an inclusive church is a broad agenda that is critical to the future development and soul of the United Church. Ultimately, the participants reminded us that inclusion is not about providing some members of the Church with special treatment, but rather recognizing all people, including people in the sexual orientation and gender identity continuums, as vital members of the family of God. As one participant said “[I] pray that in 20 years we will not use the rainbow symbols in the Christian Church,” [because they are no longer necessary.]

Conducting this consultation was a tremendous learning experience for all involved. We suggest that the United Church consider utilizing the methodology and framework of this consultation as a template to continue the conversation in conferences, presbyteries, and congregations. In addition, we cannot presume, despite the success of this consultation, that we have all the information we need to move the Church forward towards full intercultural inclusion. As the Church and society continues to change, this experience will need to be refreshed and renewed. Therefore, we recommend that the church hold another round of consultations in 5-7 years.

Respectfully submitted,

Brian Mitchell-Walker, Chair, Planning Team

Planning Team: Sally Harris, Linda Hutchinson, Ryan Tristin Chapman, Moses Kanhai, Brian Mitchell-Walker. Staff: Alcris Limongi (Staff Resource), Jordan Sullivan (Staff Support)

GS27 IMPLEMENTATION OF GENERAL COUNCIL MOTION ON PALESTINE/ISRAEL EDUCATION AND ECONOMIC ACTION

Origin: General Secretary, General Council

The General Secretary, General Council seeks direction from the Executive of the General Council on the timing of implementation of the decisions of the 41st General Council concerning Israel and Palestine:

Option A:

That the Palestine/Israel Education and Economic Action Campaign be activated beginning spring 2013, in the following phases:

- **June - September 2013: engagement with select companies and retail stores, and selection of target items;**
- **September 2013 - June 2014: consumer economic action, highlighting spiritual reflection and action for Advent, Christmas, and Lenten seasons**
- **July - December 2014: Evaluation, follow-up actions, and preparation of report for March 2015 Executive meeting.**

Or

Option B:

That the launch of the campaign be deferred until further direction from the Executive to allow more time for “study, prayerful discernment and personal action by the members of the church” and the following initial steps, some of which are underway:

- **Engagement within the church and with government on the request to the Government of Canada for labelling of settlement products**
- **Development of an ecumenical letter asking the Government of Canada to support a freeze on settlement expansion**
- **Educational activities including information for the church on the website, and speakers visiting congregations**
- **Work on other parts of the motion of the 41st General Council including specifically sections 10 and 11.**

I. Introduction

The 41st General Council continued the church’s long commitment to deepening relationships and supporting the voices of Palestinian Christians coupled with a deep concern for the welfare and security of Israel. The Council affirmed continuing support for a two-state solution to the turmoil of the region, offering security and justice for both Israel and Palestinians. The Council named the occupation, begun in 1967, as a major contributor to the injustice that underlies the

violence of the region. It denounced the ongoing violence and promotion of hatred for Palestinians in the occupied territories by some settlers and others. It also lifted up as an important concern the ongoing aggression and incitement of hatred towards the state of Israel and its people. It denounced this ongoing aggression and incitement, and with it all questions of Israel's right to exist or that seek to undermine its legitimacy as a state. The Council therefore called for the end of all settlement construction, as well as the dismantling of the Separation Wall in all places where it crosses over the "Green Line." The Council directed that United Church members be encouraged to avoid the purchase of settlement products and that an information campaign on this issue be developed and offered to the church.

A full copy of the motion from Council is attached to this proposal. Section 9 provides the directions on economic action. Section 2 provides guidance that may be relevant to the timing of the work.

Since the 41st General Council:

- The largest volume of correspondence received after GC 41 related to this topic, representing widely divergent positions.
- Informational materials have been developed and posted on the United Church website.
- A list of speakers has been developed and made available to the church through the website, and numerous informational and educational sessions have been hosted in churches.
- A letter has been sent to the Government of Canada on the identification of settlement products, and is the basis of a "Take Action" campaign.
- The Centre for Israel and Jewish Affairs (CIJA) withdrew from the Canadian Christian Jewish Consultation following the Council's decision. The United Church offered to stand aside from the consultation to allow it to continue. CIJA then offered to meet. The other Christian churches participating in the consultation have declared their unwillingness to proceed without the United Church present, Conversations are underway through the Canadian Council of Churches to determine whether it is possible to continue this consultation.
- Explorations have begun on the development of an ecumenical letter to the Government of Canada on the call for a freeze on settlement construction.
- Work has been done to develop an outline and supporting materials for an economic action campaign.
- Work remains to be done on parts of the Council's motion on Israel/Palestine, specifically on sections 10 and 11.
- The Program Committee has indicated support for the early commencement of an economic action campaign.

A more detailed summary of correspondence will be available for the Executive during the meeting.

The Final Motion As Amended And Carried Read:

TITLE: GS3 – THE WORKING GROUP ON ISRAEL/PALESTINE POLICY

Originating Body: General Secretary

The Working Group on Israel/Palestine Policy

Financial Implications if known:

Staffing Implications if known:

Source of Funding if known:

That the 41st General Council 2012:

- 1) receive the report of The Working Group on Israel/Palestine Policy;
- 2) direct that United Church policies and actions, in relation to Israel and Palestine, reflect the content of the report as these have been affirmed in the motions number 3 through 13 and recommend the report and its policies to its members for study, prayerful discernment and personal action.

Direct that United Church of Canada policy in respect to the conditions necessary for peace:

- 3) Continue to call for rejection of all forms of violence and of incitements of violence and hatred by all parties in the conflict.
- 4) Continue to identify the end of the occupation as necessary for peace in the region by:
 - a. continuing to name the occupation as a major contributor to the injustice that underlies the violence of the region;
 - b. identifying the end of all settlement construction by Israel as a necessary first step in entering into good faith negotiations toward ending the occupation;
 - c. calling on Israel to dismantle settlements within the occupied territories;
 - d. calling on Israel to dismantle the separation barrier in all sections where it crosses over the Green Line;
 - e. identifying equitable access to water as a critical factor in a just settlement of the conflict;
 - f. urging the Canadian government to provide leadership among nations advocating for the end of the occupation.
- 5) Affirm that non-violent resistance to the occupation is justified and should be supported by all who seek an end to the occupation.

- 6) Acknowledge with deep regret the past policy of calling on Palestinians to acknowledge Israel as a Jewish state as a prerequisite to peace.**
- 7) Affirm the importance of a just resolution of the rights of refugees throughout the world and the Palestinian Right of Return by continuing to uphold the legal rights of all refugees to return to their home, affirm that in the situation of Israel/Palestine this right extends to both Jewish and Palestinian peoples, and support a negotiated settlement to the Right of Return for Palestinian refugees that maintains the demographic integrity of Israel.**
- 8) Address the critical role that some forms of Christian theology have played in legitimizing the occupation by:**
 - a. challenging Christian beliefs that theologically justify the occupation and Israel's possession of a greater Israel that includes the West Bank, East Jerusalem and Gaza;**
 - b. requesting that the Theology and Inter-Church Inter-Faith Committee explore the implications of theologies and beliefs that support the occupation.**

Direct that United Church policy in respect to action to be taken:

- 9) Call on United Church members to take concrete actions to support the end of the occupation by:**
 - a. directing the Executive of the General Council to give high priority to establishing a church-wide campaign of education and economic action directed against one or more settlement products that can be identified as produced in or related to the settlements or the occupied territories;**
 - b. identifying the goal of the campaign as building awareness of United Church members of the illegal settlements' unjust continuation of the occupation and its impact on the lives of Palestinians and Israelis;**
 - c. supporting the campaign through accompanying resources such as this working group report, the *Kairos Palestine* document, and others that are clearly directed toward an end to the occupation;**
 - d. directing the Executive of the General Council to explore the wisdom of divesting in companies that are profiting from or supporting the occupation;**
 - e. encouraging members of the United Church to avoid any and all products produced in the settlements;**

- f. requesting that the Canadian government ensure that all products produced in the settlements be labelled clearly and differently from products of Israel;**
 - g. requesting that the Canadian government ensure that products produced in the settlements not be given preferential treatment under the Canada–Israel Free Trade Agreement;**
 - h. inviting the participation of other Canadian churches in the campaign.**
- 10) Identify the importance of trust-building programs between Palestinians and Israelis by:**
- a. encouraging stronger connections between United Church programs and organizations that build understanding between Palestinians and Israelis;**
 - b. exploring and supporting initiatives for increasing connections in Canada between Palestinian Canadians and Jewish Canadians.**
- 11) Emphasize the importance for all Christians, and in particular members of the United Church, of visiting and engaging directly with Palestinian Christians by:**
- a. encouraging United Church people to respond to the call from Palestinian Christians to come and see the Holy Land through their eyes, encouraging support of Palestinian-based tourism, and providing materials to United Church members for supporting ethical travel in the Middle East;**
 - b. encouraging positive economic action in support of the Palestinian economy and making available to United Church members information on programs and services like the Alternative Tourism Group and the Olive Tree Campaign;**
 - c. continuing to support the Ecumenical Accompaniment Program for Palestine and Israel and encouraging United Church members to participate.**
- 12) The United Church of Canada expresses a hope and commitment to be able to contribute to justice, even in a small way, that leads to peace in Israel/Palestine. An even more compelling hope is that we might contribute to dignity for all peoples in the region and respect for the particular calling of the land of Israel/Palestine.**

General Council proposes that the 41st General Council directs that The United Church of Canada policy in respect to the conditions for peace in the region include:

- a. **Naming that the ongoing aggression and incitement to violence towards the state of Israel and its people is an important contributor to the injustice that underlies the violence in the region.**
 - b. **Denounce the ongoing aggression and incitement to violence towards the state of Israel and its people by many and diverse parties, individuals and governments in the region and around the world**
 - c. **Denounces all questions of Israel's right to exist or that seek to undermine its legitimacy as a state.**
 - d. **In order to do this justice, peace and human dignity work, call on United Church members to continue to deepen and strengthen their relationships with the Jewish community and with the help of the 2003 resource *Bearing Faithful Witness*. And continue to deepen and strengthen their relationships with the Islamic community and with the help of the "That We May Know Each Other" 2006.**
- 13) The United Church of Canada also denounces the ongoing violence towards and promotion of hatred for residents of the occupied territories by some settlers and others.**

This ongoing violence and hatred causes great harm to our ecumenical partners in Israel and Palestine who have asked us and others for support at this time.

MEPS2 PROPOSAL ON DISABILITY MANAGEMENT

Origin: Permanent Committee on Ministry and Employment Policies and Services

The Permanent Committee on Ministry and Employment Policies and Services proposes:

That the Executive of the General Council authorize the following changes to the short term disability plans effective January 1st, 2015:

- 1) That a two week qualifying period for all plans be established and that 100% of salary be paid during the qualifying period;**
- 2) That all plans be self-insured and managed by a claims management provider;**
- 3) That a benefit of 100% be provided to all members during the first six months of absence**

Background:

The plan design changes are a response to an outstanding recommendation from the Task Group on Disability Policy and Procedures to investigate the rationale for The United Church of Canada's three different short term disability plans. An interim report from the Task Group on Disability Policies and Procedures was received by the Executive of the General Council at its March 2012 meeting and three recommendations were approved to ensure *The Manual* and future policy documents or resources contain equitable provisions and corrected language concerning disability. (MEPS 29 2012-03-24-26).

With assistance from Morneau Sobeco, the General Council office staff analyzed the current three short term disability plans to ensure that ministry personnel and lay employees are treated equitably, the cost of the plan(s) are reasonable, justifiable and sustainable, the plan(s) are streamlined, and that the plan(s) optimize and reflect good standards of practice.

At its February 2013 meeting, the Permanent Committee on Ministry and Employment Policies and Services reviewed a range of options and approved the recommendations above for the consideration of the Executive of the General Council. Appended to this proposal is the report on Disability Management, which provides an overview and evaluation of a range of options with regards to the qualifying period, funding, adjudication, benefit levels and associated costs.

The Permanent Committee did not consider whether there is wisdom in delaying the implementation of this proposal pending the broader recommendations of the Comprehensive Review Working Group.

DISABILITY MANAGEMENT REPORT

Origin: Permanent Committee on Ministry and Employment Policies and Services

SECTION ONE: POLICY PROVISIONS

Currently, there are three different short-term disability benefit plans:

Plan Name	Qualifying Period for Benefits	Funding & Adjudication	Disability Benefits Payable
Restorative Care Plan - RCP (covers Ministry staff in pastoral charges)	1 month (during which 100% salary continuance in effect)	Self-insured, claims are assessed by Shepell-fgi	To the member: 100% of salary plus housing To the pastoral charge: 85% of salary plus housing
Short Term Disability – STD (covers lay staff in pastoral charges)	2 weeks (during which 100% salary continuance may be in effect)	Insured, claims are assessed and paid by Great West Life	85% of salary to the member
Salary Continuance Plan (covers staff in General & Conference Offices)	5 days (during which 100% salary continuance in effect)	Self-insured, doctors note forwarded to Human Resources	100% of salary

SECTION TWO: OBJECTIVE OF THIS REVIEW

The Disability Working Group was established by Permanent Committee on Ministry and Employment Policies and Services to review the issues that arise when ministry personnel living in a manse become disabled. During their work on this topic, the Disability Working Group recognized the United Church’s disability plans should reflect a “principle of caring” and the United Church must strive to treat all employees fairly and compassionately across the country. Amongst other recommendations, the Disability Working Group recommended staff investigate the rationale for having three different disability plans with varying reimbursement and administrative requirements, and if there was any opportunity to streamline or amalgamate the plans.

Staff at the General Council Office, in partnership with the consulting team at Morneau Sobeco, analysed the three different disability plans to ensure as much as possible:

- that ministry personnel and lay employees are treated equitably
- the costs of the plan(s) are reasonable, justifiable and sustainable
- they are streamlined
- they optimize and reflect good standards of practice

Options for Plan Re-Design

Many different plan configurations and changes were considered and analyzed. The three primary areas in which possible changes were identified pertained to:

1. The qualifying period for benefits
2. How the plans are funded/adjudicated
3. The benefits or reimbursement levels to both those who are disabled and to the employer.

All of the plan changes analyzed are noted below for consideration.

Changing the Qualifying Period

In order to standardize the provisions applicable to all plan members, it is recommended there be a two week qualifying period for all. This will be a change for those currently covered by the RCP and Salary Continuance plan. It is also recommended all members receive 100% of salary paid during the 2 week qualifying period. This will be a change for some members currently covered under the Short Term Disability plan and an additional cost to those pastoral charges which do not now continue salary during this period.

Other options which were considered:

- Have a 2 week qualifying period for those covered by the Salary Continuance and STD plans, and retain the one month waiting period under the RCP plan. This would require changing the Salary Continuance plan.
- Make no changes to the RCP, STD or Salary Continuance plans.

Rationale

As one of the goals of this review was to streamline and equalize the terms and conditions for disability benefits as much as possible, there was no compelling reason to retain the three different qualifying periods.

There are several considerations to contemplate when selecting a qualifying period. The qualifying period should not be too short, because an organization does not want to incur the expense of opening a disability case for illnesses like a cold or flu, which will only last a few days. However, the qualifying period should not be too long, because good standards of practice suggest organizations have better success at managing disability cases when there is early intervention. Early intervention helps ensure the member not only feels supported, but is seeking the appropriate care and treatment(s).

A two week qualifying period is being recommended because it was felt that the current 5 day qualifying period under the Salary Continuance plan is too short a duration, while the one month period under the RCP is too long. Having a two week qualifying period for all will not capture illnesses like the flu or cold, but will still provide the United Church with the opportunity for early case intervention. It is anticipated this recommendation will be cost neutral for those covered by the Salary Continuance Plan, there would be a cost increase to the pastoral charge for

those currently covered by the Short Term Disability plan (if the employer is not currently paying salary during the qualifying period) and there would be a small cost savings to employers for those covered by the RCP because of the shortened qualifying period.

Changing the underwriting and Claims Management Arrangements

In order to standardize the provisions applicable to all members, it is recommended all plans should be self-insured and managed by a claims management provider like Shepell-fgi. This will currently be a change for those covered under the STD and Salary Continuance plans.

Other options which were considered:

- Change the Salary Continuance Plan to an insured plan with Great West Life and make no changes to the RCP or STD plans.
- Make no changes to the RCP, STD or Salary Continuance plans.

Note: Although a third option would have been to move the RCP to an insured basis and have the claims adjudicated by Great West Life, this option was not fully explored, as the decision was made during the 2008 marketing project that an insurance company would not be able to adequately meet the needs of sick ministry personnel due to the inflexibility and stringency of insurance company regulations and requirements.

Rationale:

Again, as one of the goals of this review was to streamline and equalize the plans as much as possible, there was no compelling reason to retain the three different underwriting and administrative arrangements.

The recommendation to self-insure the STD plan and move the claims adjudication for those currently in the STD and Salary Continuance plans to Shepell-fgi will ensure disability claims are managed and adjudicated on the same basis. Although we are projecting this will increase administrative costs by approximately \$100,000 per year, this increased cost will be offset in part because of the projected savings in having the Salary Continuance plan cases actively managed by Shepell-fgi*. This is also a lower cost option than moving those covered by the Salary Continuance plan to an insured basis and having the claims managed by Great West Life which would have increased costs by over \$186,000 per year.

*Consistent with the goals to streamline and equalize the plans, this recommendation assumes one claims adjudicator. For the moment, Shepell.fgi is identified as the preferred provider since they currently adjudicate claims for the RCP. If a satisfactory agreement to adjudicate all claims cannot be reached, another provider will be sourced.

Changing the Benefit Levels

This is the most complicated aspect of streamlining the plans. As a result, two recommended options are being proposed for consideration:

- Option 1: Benefit of 100% to all members during the first six months of absence. This would require increasing the benefits available under the STD plan, but would not require any changes to the benefit level under the RCP or Salary Continuance Plans.
- Option 2: Benefit of 100% to all members during the first three months of absence, and then a lower benefit of 85% for the next three months of absence. This would require changing the benefits available under all the current plans.

Other options which were considered:

- Benefit of 85% to all members for the first 6 months of disability. This would require decreasing the benefits available under the RCP and Salary Continuance plans.
- Benefit of 90% to all members for the first 6 months of disability. This would require decreasing the benefits available under the RCP and Salary Continuance plans.
- Benefit of 85% to members under the Salary Continuance and STD plans during the first 6 months of absence, and a 100% benefit to members under the RCP. This would require decreasing the benefits available under the Salary Continuance plan.
- Make no changes to the benefit levels – Benefit of 100% to members under the RCP and Salary Continuance Plans during the first 6 months of absence, and a benefit of 85% to members under the STD plan.

Note: For all of these options, all employers would continue to pay all members at the approved benefit level, and the employers themselves would then be reimbursed at 85% from the plan for the first 6 months of absence (similar to how the RCP program for ministry staff is currently designed).

Rationale:

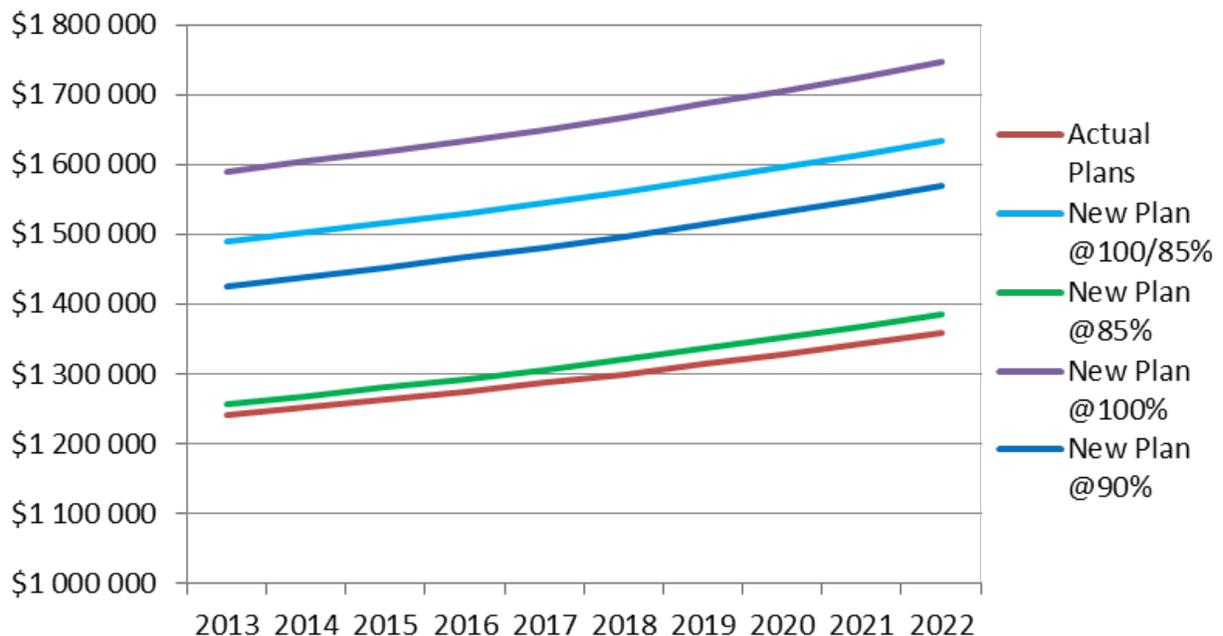
Given that one of the goals of this review was to ensure the plans as much as possible are equitable, those options which did not provide the same benefit to all members are not recommended.

Recognizing that ministry personnel are accustomed to a 100% benefit (currently outlined under section 37 of the Manual), staff wanted to recommend at least one option which would preserve this level of benefit to ministry personnel. Hence, Option 1 is being recommended. This achieves both goals previously outlined – it ensures the same benefit to all members, while maintaining the current benefit ministry personnel have. However, this option will not only increase current costs, but will significantly increase future disability plan costs. Future cost considerations must be analyzed to ensure any changes made are not only affordable today, but remain affordable well into the future. Cost considerations are one of the main reasons why Option 2 is being recommended.

Option 2 strikes a balance between equalizing the benefits available to all staff, maintaining the 100% benefit to ministry personnel (at least for the first three months of disability), while at the same time is more affordable well into the future. In addition, it also more closely aligns with industry standards.

Good standards of practice for managing disability cases suggest organizations will have greater success in managing short-term illnesses when there is incentive for the employees to return to work. Having a plan under which the benefit to members is 100% of their salary, provides no financial incentives for the members to return to work. A 2012 Toronto Board of Trade survey indicated the majority of employers – 46% - offer disability benefits levels of between 67% and 70%. Only 21% of employers reported benefit levels of 100%, and 4% of all employers had no short term disability benefit plans. Therefore, decreasing the benefits available under the RCP and Salary Continuance plan will align these plans more closely with industry standards.

The actuarial team at Morneau Sobeco completed a 10 year feasibility study to demonstrate the current costs of the plan, and the impact to future plan costs the different benefit levels would have:



See Appendix A for the assumptions used for this 10 year projection.

As the above chart demonstrates, in 2013 our current plans would cost approximately \$1,245,000. If Option 1 were selected our current costs would increase to just under \$1,600,000. However, if Option 2 were selected, our current costs would increase to just under \$1,500,000. Looking forward to 2022, our costs for the current plans would be approximately \$1,375,000, costs for Option 1 would be \$1,750,000, while costs for Option 2 would be just over \$1,600,000.

In addition, if the short term disability plans and salary continuance plans move to a self-insured basis, the financial risk for the United Church increases, so a funding formula will have to be instituted to set premiums at a level that will cover all of the costs of the plan, and keep the reserve funds required to manage these claims at a sufficient level. Morneau Sobeco is

recommending the Church retain \$1.3 million in reserve funding (based on 2012 financial data, the current RCP and STD reserves meet this threshold).

For 2013, costs for the plans, expressed as premium rates are:

	Assessed Rate	Remitted Rate
RCP	1.25%	N/A
STD	0.48%	.925%
Salary Continuance	0.433%	N/A

Note: The assessed rate is the rate paid by employers, the remitted rate is the rate paid to the insurer – because RCP and Salary Continuance is currently self-insured, there is no remitted rate.

For 2013, the total plan costs, expressed as one blended premium rate employers would have to pay based on the different reimbursement options are as follows:

	Assessed Rate	Annual Premium For an Employee with Pensionable Earnings of \$50,000	Annual Premiums (Paid into the Plans)
Current Plans	0.87%	\$435	\$1,343,369
Option 1	1.11%	\$555	\$1,585,953
Option 2	1.04%	\$520	\$1,485,938

The impact of these assessed rate changes at the pastoral charge or employer level is difficult to quantify:

- For ministry personnel covered by the RCP, there would be a small pastoral charge saving due to the shorter qualifying period and a lower blended rate.
- For those covered by the existing STD plan, there would be a cost increase to those employers not currently continuing salary during the qualifying period. In addition, the assessed rate would be increased significantly if one blended rate was implemented (Note: Employers have not been assessed the full required rate increased during the last two renewals, that is why the remitted rate is higher than the assessed rate).
- For those covered by salary continuance, there would also be a significant cost increase because the blended rate is much higher than the current average claim costs.
- As the chart above demonstrates, overall premiums paid into the plan will vary by approximately \$100,000-\$200,000 annually depending upon which option is elected.

In order to demonstrate the cost impact a local pastoral charge might incur, the following example has been provided.

Assumptions: The pastoral charge has one ministry personnel participating in the plans, with pensionable earnings of \$52,000 and one lay staff member with pensionable earnings of \$42,000.

If both were ill or disabled for the full 6 months, the cost to the pastoral charge (premium + net salary continuance) for the 2 would be:

	Cost of Disability
Current Plans	\$8,612
Option 1	\$11,367
Option 2	\$11,281

Under Option 1, although disability costs for the minister would decrease by 23%, the costs for the lay member would increase by more than 13 times, thereby resulting in an overall premium increase of \$2,755 per year. This is in comparison to Option 2 which would represent an annual premium increase of \$2,669. Neither option takes into account the cost of a temporary replacement for the staff member.

The same comparison for the General Council Office for a staff member with pensionable earnings of \$52,000 would be:

	Cost of Disability
Current Plan	\$26,000
Option 1	\$6,319
Option 2	\$6,262

However, if we look at the overall composition of the plan (with ministry personnel representing 2/3 of the population and lay staff representing 1/3), overall disability costs would increase by approximately 5%.

If the General Council Office and Conferences were viewed separately, the premium equivalent under the salary continuance arrangement is about \$80,000 but the annual premium for Option 1 would be about \$205,000. Under Option 2 it would be slightly less at \$192,000.

It is recommended any changes that are approved be implemented for **January 1, 2015**, as any plan design changes would need to be approved by the Executive of the General Council and will take time to communicate to pastoral charges/members and administratively implement.

Appendix A: Assumptions in 10-Year Projection

The key assumptions used in Morneau Sobeco's 10 year feasibility study are as follows:

Claims Assumptions:

Plan	# of Insured in 2012	Average Pensionable Earnings in 2012	# of Claims	\$ Paid	Average Number of Days Paid
RCP	1,745	\$52,200	70	\$820,000	82
STD	1,082	\$25,400	36	\$183,000	86
Salary Continuance	466	\$50,700	15	\$80,000	38

Actuarial Assumptions:

- Workers retire at age 65
- 1/6 of retiring workers are not replaced
- 5/6 of retiring workers in the RCP and Salary Continuance plans are replaced by workers having an average age of 45
- 5/6 of retiring workers in the STD plan are replaced by workers having an average age of 35
- Frequency and duration of claims are age/gender adjusted
- Salary scales will increase by 2%
- Fees will increase by 2%

PMM2 GLBTT REPORT

Origin: Permanent Committee on Programs for Mission and Ministry

The Permanent Committee on Programs for Mission and Ministry proposes:

that the Executive of General Council receive the report and the recommendations of the GLBTT National Consultation, and:

- 1. Affirm the directions expressed in the report and its recommendations as core commitments of the United Church of Canada and,**
- 2. Direct its Permanent Committees to engage the recommendations of the report in their responsibilities and,**
- 3. Commend the report and its recommendations to the Comprehensive Review Task Group and,**
- 4. Concur with the decision of the Permanent Committee on Programs for Mission and Ministry to refer the following recommendations for action by the Executive and for implementation by the General Secretary:**
 - a) The United Church should stand in and for its core identity as a justice-seeking and non-discriminatory welcoming church, as it lives into its mission concerning sexual orientation, gender identity, and intercultural inclusion.**
 - b) We call for the Church to re-emerge as a leader for justice by undertaking specific actions to move local congregations to embrace the United Church's welcoming policies for all people in the sexual orientation and gender identity continuums**
 - c) Reflect on practices of inclusion and discrimination, intentionally increase expressions of welcome and opportunities for all to participate in the life of the Church, affirming the realities of all people in the sexual orientation and gender identity continuums.**
 - d) We recommend educational and relationship-building initiatives, coordinated with the efforts towards creating an intercultural church, that create safe environments where differences are celebrated, affirming relationships are nurtured, and all can be their authentic selves in their relationship with God and each other.**
 - e) We recommend that the church hold another round of consultations in 5-7 years.**

TICIF1 “A QUESTION OF MEMBERSHIP”

Origin: Theology and Inter-Church Inter-Faith Committee

The Theology and Inter-Church Inter-Faith Committee proposes that:

the Executive of General Council concur with the intention of the Theology and Inter-Church Inter-Faith Committee to proceed with a study on the meaning of membership for The United Church of Canada and bring recommendations to the 42nd General Council.

Background

What does it mean to be a member of The United Church of Canada? What does it mean for the church when formal understandings of membership no longer work? Should membership be primarily about discipleship and faith, or about governance of the church? Is baptism necessary for membership and or leadership in the church? Is it possible for someone to be a member of the United Church without belonging to a congregation? How might individuals involved in new emerging faith communities be members of the church? What might membership mean in non-congregational settings like community ministries? What happens to membership for those whose church closes and for whom no other United Church community is accessible? How does the United Church deal with a generational shift away from formal structures and therefore formal understandings of membership? Is membership at all a meaningful term today? If membership is no longer working, how can the United Church govern itself?

These are only some of the questions that are emerging once again in the church surrounding the meaning and function of membership. The United Church has explored extensively its understanding and practice of membership since the 1960's. In 1962 the Division of Mission in Canada released the report “Doctrine and Practice of Church Membership.” It was followed by several years of exploration on Christian Initiation (1980 – 1984) including the first remit extended to all pastoral charges. The most recent report “Belonging: Privilege and Responsibility” was received by the 37th GC (2000).

In 1984 and 2000, remits were sent to pastoral charges and presbyteries testing the affirmation that all who are baptised are members of the church. (The remits emerged from the ambiguous meaning of Basis 5.8.1. which suggest that all baptised children are members, but have the “privilege and duty” when they reach the age of discretion to enter into “full membership”.) In essence the failure of both remits is understood to mean that a formal profession of faith (expressed for children as confirmation) in addition to baptism is required for membership. While the 1984 remit also sought clarity around the admission of children to communion, and failed, momentum reflected in the liturgical practices of the church, and the significant and timely report “*A Place For You*” has clearly answered the question, regardless of the remit, that children are indeed welcome at communion. The 2000 remit tested a proposal that the church no longer use the term “full membership.” While the remit also failed, it is clear that momentum has continued with many churches no longer making a clear distinction between baptism and “full” membership.

The 37th General Council (2000), possibly in anticipation of the difficulties presented by the remit, requested the Theology and Faith committee to prepare the “necessary resources that would enable The United Church of Canada to engage in a discussion of the meaning and theology of baptism as well as the nature of the church (ecclesiology).” While no formal action was taken by the Theology and Faith Committee on this request, the current committee responded for other reasons to the challenge of ecclesiology with the report “A Church With Purpose” to the 41st General Council (2012.)

In 2011, the General Secretary issued a ruling related to the welcoming of baptised members of the church into full membership. The issue that surrounded the ruling was the challenge for many congregations in limiting the participation of church councils and boards only to those in full membership. The ruling authorized a greater openness in interpreting the meaning of profession of faith, for example by allowing sessions to record membership following a common profession of faith on the installation of a church council.

While questions remain of the relationship of baptism, full membership, and profession of faith, it is clear that other questions surrounding the meaning of membership are taking on greater significance.

As rural and remote congregations close, what avenues of continued membership remain for faithful members for whom there is no easily accessible United Church community? The Uniting Church of Australia authorizes Presbyteries to maintain membership roles in such situations. Should this be a practice in the United Church?

Community (outreach) ministries are questioning models of the church that exclude people on the margins of society (most often encountered in community ministries) as not full participants or members of the church. Are not many of the attributes of church membership, they question, present among the people who participate in these ministries irrespective of, or perhaps specifically because, they are often among the poorest and most vulnerable members of our society?

Currently membership is limited to those recorded by a church session or its equivalent (with the exception of armed forces chaplaincies). Membership, in other words, presupposes an established and traditional congregational model. Many new forms of community are emerging. How might it be possible for those who choose to express their faith in these new forms of community to share in membership and leadership in the United Church? Is it possible to open other avenues of church membership that acknowledge much greater variety in what faith communities will look like today and certainly into the future?

Generational shifts that reject formal understanding of institutional membership raise significant challenges of how the church might involve younger generations in leadership and governance. How might those who share in a passion for the mission and engagement of the church, but who do not accept current patterns of membership as meaningful, be included in the leadership the church needs?

Increasing numbers of United Church congregations are responding to requests from members of other faiths who wish to align themselves with the United Church while also remaining connected to their home faith. Is it possible to structure a form of associate membership that has a different quality to it than “adherent?” Does the term “adherent” any longer adequately address the character of commitment and engagement that is represented by those who choose to align themselves with the United Church?

Increasingly, people come into the church without being baptised as infants. While adult baptism, in this context, can clearly be a public profession of faith, some choose to take this step only after a longer journey of exploration and formation. In many cases it is leadership roles in the congregation that bring individuals to the faith commitment expressed in baptism. Is baptism, in this context, the required entry point to membership and active participation in the life of a congregation, or is it better seen as a significant step of discipleship and spiritual commitment emerging from that participation?

Scholars point to a major paradigm shift in church membership from *Believing – Behaving – Belonging* to *Belonging – Behaving – Believing*¹. Our current membership practice clearly represents the former paradigm. What might it mean to open our understanding of membership to a new paradigm of membership in which the entry point is the choice to join to participate in God’s mission?

The Theology and Inter-Church Inter-Faith Committee believes that this reflection on membership is timely and necessary at this moment in the church’s life. It believes that the work it will undertake is likely to intersect with the work of the Comprehensive Review Task Group. It also therefore proposes that the two groups consult to ensure that their respective explorations are connected and integrated.

¹ Christianity After Religion. Diana Butler Bass. 2012

AMC 1 NATIONAL INQUIRY PETITION: MISSING AND MURDERED ABORIGINAL WOMEN AND GIRLS

Origin: Aboriginal Ministries Council, Indigenous Justice and Residential Schools

The Aboriginal Ministries Council and the Committee on Indigenous Justice and Residential Schools propose:

That the Executive of the General Council ...

1. Publicly support the call of the Native Women's Association of Canada (NWAC) and the Assembly of First Nations (AFN) for the Government of Canada to convene as soon as possible a National Inquiry into missing and murdered Aboriginal women and girls in Canada, with Aboriginal women to have a leadership role in the design, decision-making, process and implementation of this inquiry;
2. Direct the General Secretary to write to Prime Minister Stephen Harper, apprising him of The United Church of Canada's support for the Inquiry, and urging him to act quickly to institute it;
3. Communicate this decision across the United Church, and to all Canadians, via a media release to major media outlets; and
4. Encourage all members of The United Church of Canada to sign the NWAC petition for a National Inquiry, and to write to their respective Councillors, Mayors, MLAs and MPs with a copy to the Prime Minister.

Background:

The NWAC petition can be found online at:

http://www.nwac.ca/sites/default/files/download/NWAC/2012%20NWAC%20Inquiry%20Petition_FINAL.pdf

French version:

http://www.nwac.ca/sites/default/files/download/NWAC/2012%20NWAC%20Inquiry%20Petition_francais_FINALE.pdf.

In early 2004, the United and Anglican churches joined with NWAC to launch the Sisters in Spirit campaign raising concerns about elevated levels of violence against Aboriginal women. The campaign included a letter from then-Moderator Peter Short and a congregational action kit.

In 2005, the federal government established a \$10 million fund to help Sisters in Spirit do research and education, and develop a database of missing and murdered Aboriginal women and children. In 2010, the government withdrew support to Sisters in Spirit for research and

education, and transferred funding for the database to the RCMP, whose missing persons database, however, does not have a specific focus on Aboriginal women.

Renewed calls for a national public inquiry into missing and murdered Aboriginal women have not been accepted by the Prime Minister, although the government did back a Liberal motion to establish an all-parties committee to look into the issue, which passed unanimously Feb. 19. The AFN and NWAC have objected that this Committee will be controlled by government members; will have very limited resources and staff, and no power to require witnesses to attend; its report may or may not be substantial; and does not require any government action or response.

Ongoing work in support of missing and murdered Aboriginal women and girls continues to rest with the General Council's Aboriginal Ministries Circle staff.

United Church webpage on the Sisters In Spirit project:

<http://www.united-church.ca/aboriginal/rights/sis#background>

Article: Harper brushes off calls for inquiry into violence against Aboriginal women:

<http://www.canada.com/Harper+brushes+calls+inquiry+into+violence+against+aboriginal+women/7961147/story.html#ixzz2QD4AjILf>

Article on Parliamentary committee:

http://www.huffingtonpost.ca/hon-carolyn-bennett/committee-missing-and-murdered-indigenous-women- b_2956852.html

Information from the National Forum on Community Safety and Ending Violence, Edmonton, April 9-10, 2013, organized by NWAC and the Assembly of First Nations

Nearly 600 Indigenous women and girls are known to have gone missing or been murdered in Canada over the last two decades. First Nations, Métis and Inuit women and girls are five times more likely to experience violence than any other population in Canada. And even this may be a conservative estimate as often family-related violence like spousal assault is not reported.

Past and present colonization means First Nations, Inuit and Métis girls and women face extreme inequality—poverty, lower education and employment levels and much higher involvement in the justice, child welfare and correctional systems. All of this structural violence contributes to the high levels of physical and sexual violence that Indigenous women and girls face in Canada.

GS29 APPOINTMENT OF AN ABORIGINAL MEMBER TO THE COMPREHENSIVE REVIEW TASK GROUP

Origin: General Secretary, General Council

Proposal: The General Secretary, General Council proposes that:

the Executive of the General Council approve the appointment of an additional member to the Comprehensive Review Task Group, on the advice of the Aboriginal Ministries Council.

Background:

The Aboriginal Ministries Council has written to the General Secretary objecting to the composition of the Comprehensive Review Task Group because it has no aboriginal representation. Specifically the request has been made for the appointment of two additional members to the Task Group, representing the Aboriginal Community. That letter is attached to this proposal.

In August 2012, the 41st General Council directed that a Comprehensive Review of the structure and operations of the United Church of Canada be conducted. The Task Group to do this work was appointed by the General Council Executive in November 2012.

The wording of the motion passed by General Council was that:

*the Executive of the General Council, not later than its first meeting of the triennium, **appoint a task group of five to seven individuals, selected through the Nominations process, and supported by staff.***

The overall task of this group is to examine the comprehensive vision and circumstances of The United Church of Canada and develop a report and

recommendations for the 42nd General Council 2015 that will best enable the church to live faithfully in God's world at this time in the church's life.

On the advice of the Nomination Committee, the Executive appointed six members to the Task Group: Catherine Hamilton, Vic Wiebe, Lauren Hodgson, Beth Symes, Wilson Genose, and Kenji Marui. A seventh member was not appointed because the Moderator, who is ex officio on all committees and task groups had indicated his intention to take part in the work of the task group. There is, therefore, the potential to add a member to the task group within the direction given by the General Council.

The idea of appointing a small task group was that it would not include membership from all constituencies within the Church, and that members would not be there to represent particular constituencies. The appointments included people who would offer a range of perspectives within the Church, (although not all perspectives), but the group is small enough to have in depth

conversations and they are expected to engage with all parts of the church and ensure that the church as a whole has input into the recommendations.

The Aboriginal Ministries Council is a unique body within the United Church of Canada. It has representation on the General Council Executive but it also functions as a parallel structure. The creation of the Aboriginal Ministries Council recognized that historically Aboriginal members have not fully been heard within the United Church of Canada.

G&A2 CORRESPONDING MEMBERS OF THE EXECUTIVE OF THE GENERAL COUNCIL

Origin: Permanent Committee on Governance and Agenda

The Permanent Committee on Governance and Agenda proposes

That the Executive of the General Council name the Executive Officer of the Church in Mission Unit as corresponding members at each meeting of the Executive, and be invited to participate in table groups.

Background

The Executive may invite any persons at any time to be corresponding members of the Executive (*The Manual 522*).

The last triennium the two General Council Officers and the Executive Officers of Human Resources and Financial Services, all of whom report directly to the General Secretary, were named as corresponding members of the Executive.

The General Secretary has noted that it is valuable to her work to have four senior staff members, named as corresponding members at each meeting, and that they be invited to participate in table groups.

With Carol Hancock's departure from her role of General Council Officer, and Michael Blair's new role of Executive Office of the new Church in Mission Unit, it is requested that Michael Blair be named as corresponding members at each meeting, and that he be invited to participate in table groups.

**GS28a REMITS AUTHORIZED BY THE 41ST GENERAL COUNCIL 2012:
REMIT NO. 1 – VACANCIES IN SESSION, CHURCH BOARD
AND CHURCH COUNCIL**

Origin: General Secretary, General Council

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remit number 1 to be sent to presbyteries as a Category 2 remit.

Background:

The 41st General Council 2012 authorized six remits as Category 2 remits. Under The Manual, it is the responsibility of the Executive of the General Council to receive and review all Category 2 remits before they are issued.

Section 5.9.2 of the Basis of Union provides that the full members of the pastoral charge elect the members of the Session (other than the members of the Order of Ministry settled in that pastoral charge).

There may be vacancies from time to time in the elected membership of the Session, Church Board or Church Council. Under section 5.9.2 of the Basis of Union, a vacancy exists until it is filled by the pastoral charge.

The 41st General Council (2012) adopted the policy that the Session, Church Board or Church Council may fill any vacancies in its own membership until a meeting of the pastoral charge can be held for that purpose.

This would require a change to section 5.9.2 of the Basis of Union.

The 41st General Council (2012) authorized this Remit to test the will of the Church as to whether the Session, Church Board or Church Council should have the right to fill any vacancies in its own membership until a meeting of the pastoral charge can be held for that purpose.

The Question:

Does the Presbytery agree that the Session, Church Board or Church Council may fill any vacancies in its own membership until a meeting of the pastoral charge can be held for that purpose, and the Basis of Union shall be amended to reflect this policy, as follows:

	existing		changes shown		proposed
5.9.2	The members of the Session, other than the member(s) of the Order of Ministry settled in the Pastoral Charge, shall be elected by	5.9.2	The members of the Session, other than the member(s) of the Order of Ministry settled in the Pastoral Charge, shall be elected by those in	5.9.2	The members of the Session, other than the member(s) of the Order of Ministry settled in the Pastoral Charge, shall be elected by

	existing	changes shown	proposed
	those in full Church membership, and shall hold office under regulations to be passed by the General Council.	full Church membership, and shall hold office under regulations to be passed by the General Council. <u>If there is a vacancy, the Session may fill the vacancy until the Pastoral Charge elects a replacement.</u>	those in full Church membership, and shall hold office under regulations to be passed by the General Council. If there is a vacancy, the Session may fill the vacancy until the Pastoral Charge elects a replacement.

**GS28b REMITS AUTHORIZED BY THE 41ST GENERAL COUNCIL 2012:
REMIT NO. 2 – STAFF AS LAY MEMBERS OF PRESBYTERY**

Origin: General Secretary, General Council

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remit number 2 to be sent to presbyteries as a Category 2 remit.

Background:

The 41st General Council 2012 authorized six remits as Category 2 remits. Under The Manual, it is the responsibility of the Executive of the General Council to receive and review all Category 2 remits before they are issued.

Section 6.2.5 of the Basis of Union provides that lay members of presbytery include staff in administrative or program positions in the United Church, if they are United Church members and have been appointed to their position by a court of the church.

It is not permissible under Human Rights legislation to implement and enforce this policy. Lay employees in the United Church cannot be required to disclose whether they are United Church members unless church membership is a job requirement, and it is not a requirement for most lay positions.

United Church employees who are members of the United Church have other opportunities to serve as members of the presbytery, either through election by their congregations or as members at large.

The 41st General Council (2012) approved the deletion of the category of presbytery membership for staff in administrative or program positions in the United Church.

This would require a change to section 6.2.5 of the Basis of Union.

The 41st General Council (2012) authorized this Remit to test the will of the Church as to whether to delete the category of presbytery membership for staff in administrative or program positions in the United Church.

The Question:

Does the Presbytery agree that the category of presbytery membership for staff in administrative or program positions shall be deleted, and the Basis of Union shall be amended to reflect this policy, as follows:

	existing		changes shown		proposed
6.0	The Presbytery shall consist of:	6.0	The Presbytery shall consist of:	6.0	The Presbytery shall consist of:
6.2	lay members of the	6.2	lay members of the	6.2	lay members of the

	existing		changes shown		proposed
	United Church:		United Church:		United Church:
6.2.5	appointed to administrative or program staff positions by a court of the Church	6.2.5	appointed to administrative or Program staff positions by a court of the Church;		[6.2.6 to 6.2.13 to be renumbered accordingly as 6.2.5 to 6.2.12]
...			[sections 6.2.6 to 6.2.13 to be renumbered accordingly as 6.2.5 to 6.5.12]		

**GS28c REMITS AUTHORIZED BY THE 41ST GENERAL COUNCIL 2012:
REMIT NO. 3 – PRESBYTERY REPRESENTATION FROM
PRESBYTERY ACCOUNTABLE MINISTRIES**

Origin: General Secretary, General Council

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remit number 3 to be sent to presbyteries as a Category 2 remit.

Background:

The 41st General Council 2012 authorized six remits as Category 2 remits. Under The Manual, it is the responsibility of the Executive of the General Council to receive and review all Category 2 remits before they are issued.

A “presbytery-accountable ministry” is defined in the By-Laws to mean any kind of local ministry unit that is accountable to the presbytery.

Some presbytery-accountable ministries have the right to representation in the presbytery through presbytery membership. Section 6.2.10 of the Basis of Union provides that right to outreach ministries.

Other presbytery-accountable ministries have the right to representation through corresponding membership in the presbytery. Section 6.3.3 of the Basis of Union provides that right to camps and outdoor ministry programs.

Still other presbytery-accountable ministries have no representation in the presbytery under the Basis of Union.

The 41st General Council (2012) approved the policy that presbytery membership shall include a representative from each presbytery-accountable ministry in the presbytery.

This would require a change to sections 6.2.10 and 6.3.3 of the Basis of Union.

The 41st General Council (2012) authorized this Remit to test the will of the Church as to whether presbytery membership shall include a representative from each presbytery-accountable ministry.

The Question:

Does the Presbytery agree that presbytery membership shall include a representative from each presbytery-accountable ministry in the presbytery, and the Basis of Union shall be amended to reflect this policy, as follows:

existing		changes shown		proposed	
6.0	The Presbytery shall	6.0	The Presbytery shall	6.0	The Presbytery shall

	existing		changes shown		proposed
	consist of:		consist of:		consist of:
6.2	lay members of the United Church:	6.2	lay members of the United Church:	6.2	lay members of the United Church:
6.2.10	one representative from each Outreach Ministry within the bounds of the Presbytery; and	6.2.10	one representative from each <u>Presbytery Accountable Outreach</u> Ministry within the bounds of the Presbytery; and	6.2.10	one representative from each Presbytery Accountable Ministry within the bounds of the Presbytery; and
...		
6.3	The Presbytery shall include as corresponding members:	6.3	The Presbytery shall include as corresponding members:	6.3	The Presbytery shall include as corresponding members:
...		
6.3.3	one representative from the Board, or equivalent administrative body, for each camp or outdoor ministry programme within its bounds which is owned or operated by the United Church.	6.3.3	one representative from the Board, or equivalent administrative body, for each camp or outdoor ministry programme within its bounds which is owned or operated by the United Church.		

**GS28d REMITS AUTHORIZED BY THE 41ST GENERAL COUNCIL 2012:
REMIT NO. 4 – TRANSFER AND SETTLEMENT –
PRESBYTERY RECOGNIZED MINISTRIES OR PRESBYTERY
ACCOUNTABLE MINISTRIES**

Origin: General Secretary, General Council

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remit number 4 to be sent to presbyteries as a Category 2 remit.

Background:

The 41st General Council 2012 authorized six remits as Category 2 remits. Under The Manual, it is the responsibility of the Executive of the General Council to receive and review all Category 2 remits before they are issued.

There is a discrepancy in the Basis of Union between the authority of the Transfer Committee and the authority of the Settlement Committee.

Under section 9.9 of the Basis of Union, the Transfer Committee has authority to transfer Candidates to Conferences where they are best matched to presbytery-accountable ministries.

Under section 9.6.2 of the Basis of Union, the Settlement Committee has authority to settle members of the Order of Ministry [this would include candidates after commissioning or ordination] to presbytery-recognized ministries.

The term “presbytery-recognized ministry” is broader in scope than “presbytery-accountable ministry”. A presbytery-recognized ministry may have no accountability to the presbytery but is still recognized by the presbytery as a valid expression of Christian ministry.

To resolve this discrepancy, the 41st General Council (2012) approved the policy that the Transfer Committee shall have the authority to transfer Candidates to Conferences where they are best matched to presbytery-recognized ministries.

This would require a change to section 9.9 of the Basis of Union.

The 41st General Council (2012) authorized this Remit to test the will of the Church as to whether the Transfer Committee should have the authority to transfer Candidates to Conferences where they are best matched to presbytery-recognized ministries.

The Question:

Does the Presbytery agree that the Transfer Committee shall have the authority to transfer Candidates to Conferences where they are best matched to presbytery-recognized ministries, and the Basis of Union shall be amended to reflect this policy, as follows:

	existing		changes shown		proposed
9.9	The Transfer Committee shall have authority to transfer Candidates for the Order of Ministry recommended for ordination or commissioning to the Conference where, in the judgement of the Transfer Committee, their skills and gifts best match the needs and gifts of Presbytery Accountable Ministries.	9.9	The Transfer Committee shall have authority to transfer Candidates for the Order of Ministry recommended for ordination or commissioning to the Conference where, in the judgement of the Transfer Committee, their skills and gifts best match the needs and gifts of Presbytery Accountable Ministries <u>and other Presbytery Recognized Ministries.</u>	9.9	The Transfer Committee shall have authority to transfer Candidates for the Order of Ministry recommended for ordination or commissioning to the Conference where, in the judgement of the Transfer Committee, their skills and gifts best match the needs and gifts of Presbytery Accountable Ministries and other Presbytery Recognized Ministries.

**GS28e REMITS AUTHORIZED BY THE 41ST GENERAL COUNCIL 2012:
REMIT NO. 5 – ELECTION OF COMMISSIONERS BY
OVERSEAS PERSONNEL**

Origin: General Secretary, General Council

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remit number 5 to be sent to presbyteries as a Category 2 remit.

Background:

The 41st General Council 2012 authorized six remits as Category 2 remits. Under The Manual, it is the responsibility of the Executive of the General Council to receive and review all Category 2 remits before they are issued.

The formula for overseas personnel to elect commissioners to the General Council is set out in 8.4 of the Basis of Union.

This formula does not reflect current realities. It assumes the United Church has a much larger number of overseas personnel than currently and in the foreseeable future. The formula allows one commissioner for every 18 overseas personnel, with a minimum of three. At the current time, there are approximately 25 overseas personnel serving the church.

The formula also provides for a balance between lay and ordered representation, which is not possible with three commissioners.

It also provides that overseas personnel on home assignment are eligible for election, and that there must be representation from each of the major geographic areas of work. With current numbers, it may not be possible to satisfy both of these conditions.

The 41st General Council (2012) adopted the policy that overseas personnel appointed by the United Church shall be entitled to elect three commissioners to the General Council from among their number, and those elected must be members of the Order of Ministry or lay members of the United Church.

This would require a change to section 8.4 of the Basis of Union.

The 41st General Council (2012) authorized this Remit to test the will of the Church as to whether overseas personnel should be entitled to elect three commissioners to the General Council from among their number, and those elected must be members of the Order of Ministry or lay members of the United Church.

The Question:

Does the Presbytery agree that overseas personnel shall be entitled to elect three commissioners to the General Council from among their number, and those elected must be members of the

Order of Ministry or lay members of the United Church, and the Basis of Union shall be amended to reflect this policy, as follows:

	existing	changes shown	proposed
8.0	The General Council shall consist of:	8.0 The General Council shall consist of:	8.0 The General Council shall consist of:
8.4	Overseas Personnel who are appointed by the United Church shall not be eligible for election as commissioners to the General Council by a Conference, but Overseas Personnel who are members of the United Church shall be entitled to representation at each General Council on the basis of one commissioner for every eighteen such Overseas Personnel, but in any case at least three commissioners, elected as follows:	8.4 Overseas Personnel who are appointed by the United Church shall not be eligible for election as commissioners to the General Council by a Conference, but Overseas Personnel who are members of the United Church shall be entitled to representation at each General Council on the basis of one commissioner for every eighteen such Overseas Personnel, but in any case at least three commissioners, elected as follows:	8.4 Three Overseas Personnel who are lay members of the United Church or members of the Order of Ministry and who are elected by Overseas Personnel shall not be eligible for election as commissioners to the General Council by a Conference.
8.4.1	Normally one-half of such commissioners shall be members of the Order of Ministry and one-half shall be members of the laity, and at least one commissioner shall be from each of the major geographic areas of work; and	8.4.1 Normally one-half of such commissioners shall be members of the Order of Ministry and one-half shall be members of the laity, and at least one commissioner shall be from each of the major geographic areas of work; and	
8.4.2	Such commissioners shall be elected by ballot from the Overseas Personnel who will be on home assignment in Canada at the time of the meeting of the	8.4.2 Such commissioners shall be elected by ballot from the Overseas Personnel who will be on home assignment in Canada at the time of the meeting of the	

	existing		changes shown		proposed
	General Council.	8.4	General Council. <u>Three Overseas Personnel who are lay members of the United Church or members of the Order of Ministry and who are elected by Overseas Personnel shall not be eligible for election as commissioners to the General Council by a Conference.</u>		

**GS28f REMITS AUTHORIZED BY THE 41ST GENERAL COUNCIL 2012:
REMIT NO. 6 – ASSOCIATE RELATIONSHIP WITH MIGRANT
CHURCH COMMUNITIES**

Origin: General Secretary, General Council

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remit number 6 to be sent to presbyteries as a Category 2 remit.

Background:

The 41st General Council 2012 authorized six remits as Category 2 remits. Under The Manual, it is the responsibility of the Executive of the General Council to receive and review all Category 2 remits before they are issued.

The 41st General Council (2012) adopted two policies concerning migrant church communities.

These migrant church communities belong to denominations outside of Canada. They are associated with the World Methodist Council, the World Communion of Reformed Churches or a partner denomination through the United Church’s global partnership program.

The first policy allows Associate Relationships between the United Church and these other denominations. Individual congregations or ministries may be made Associate Members under the Associate Relationships. The General Council gave its executive the responsibility to set policies that will govern Associate Relationships. No remit is necessary for this new policy.

The second policy gives full Presbytery membership to individuals who are in formal ministry leadership in congregations or ministries that are Associate Members. These individuals would be entitled to be full members in the Presbytery in which their congregations or ministries are located.

The General Council authorized a remit for this second policy because it would require a change to section 6.0 of the Basis of Union: the membership of the Presbytery.

The Question:

Does the Presbytery agree that:

- a) a person who is in formal ministry leadership in a congregation or ministry with Associate Membership in the United Church shall be entitled to full membership in the Presbytery in which the congregation or ministry is located; and
- b) the Basis of Union shall be amended to reflect this policy, as follows:

	existing		changes shown		proposed
6.0	The Presbytery shall consist of:	6.0	The Presbytery shall consist of:	6.0	The Presbytery shall consist of:

	existing		changes shown		proposed
6.1	members of the Order of Ministry:	6.1	members of the Order of Ministry:	6.1	members of the Order of Ministry:
6.2	lay members of the United Church:	6.2	lay members of the United Church	6.2	lay members of the United Church:
6.3	The Presbytery shall include as corresponding members:	6.3	<u>people in formal ministry leadership in congregations or ministries:</u> <u>(1) of other denominations;</u> <u>(2) that have been granted associate membership in the United Church in accordance with policies adopted by the Executive of the General Council; and</u> <u>(3) that are located within the bounds of the Presbytery.</u>	6.3	people in formal ministry leadership in congregations or ministries: (1) of other denominations: (2) that have been granted associate membership in the United Church in accordance with policies adopted by the Executive of the General Council; and (3) that are located within the bounds of the Presbytery.
		6.4	The Presbytery shall include as corresponding members: <i>[sections 6.3.1 to 6.4.15 to be renumbered accordingly as 6.4.1 to 6.5.15]</i>	6.4	The Presbytery shall include as corresponding members: <i>[sections 6.3.1 to 6.4.15 to be renumbered accordingly as 6.4.1 to 6.5.15]</i>

PMM1 DISBANDING THE UNIT-WIDE COMMITTEES

Origin: Permanent Committee on Programs for Mission and Ministry

The Permanent Committee on Programs for Mission and Ministry proposes that:

- i. the Executive of General Council concur with their decision to disband the Partners in Mission and Communities in Ministry Unit-Wide Committees following their fall 2013 meetings.**

- ii. that the Executive of General Council concur with the decision of the Permanent Committee on Programs for Mission and Ministry to establish a working group composed of three members from the Permanent Committee on Programs for Mission and Ministry, and the chairs of each unit-wide committee, to discern the role and terms of reference for an elected member structure to continue the work represented by the unit-wide committees in relationship to the Permanent Committee on Programs for Mission and Ministry.**

**GS31 REQUEST FROM MANITOBA NW ONTARIO TO FREEZE
CONFERENCE GRANTS TO CONFERENCES ENGAGED IN
EFFECTIVE LEADERSHIP AND HEALTHY PASTORAL
RELATIONSHIPS TESTING**

Origin: General Secretary

The General Secretary, General Council proposes that:

**the Executive take no action on the Motion from the Conference of Manitoba and
Northwestern Ontario**

Background:

The Conference of Manitoba and Northwestern Ontario is one of the conferences taking part in testing related to Effective Leadership and Healthy Pastoral Relationships models authorized by the 41st General Council. In the motion where the Conference Executive approved participation in this testing, they included the following request:

..... that the Conference of Manitoba and Northwestern Ontario, in conjunction with its desire to participate in the Effective Leadership project testing, request that General Council Executive commit to maintaining the Operating Grants to the Conferences involved in the testing at least the 2013 levels for the full period of the testing until GC 42 in 2015.

11 out of 13 Conferences are taking part in Effective Leadership and Healthy Pastoral Relationships testing. Therefore if this proposal were to be accepted, it would mean either: (a) two conferences would have to absorb the entire reduction proposed for conference grants, or (b) a **much** smaller saving could be achieved through cuts to conference grants meaning that significant additional reductions would need to be found in the areas of other grants or staffing.

Executive Secretaries have worked together on how the proposed overall reduction to conference grants is to be applied in 2014 and have come to agreement that the proposed reduction would allow them to continue to meet existing commitments.

It is understood that the Conference would not have had either of the aforementioned bits of information when their motion was passed.

GS 25 Opening Motions

Origin: General Secretary, General Council

General Secretary, General Council proposes:

That the Executive of the General Council:

- 1. Approve the minutes of the Executive of the General Council meeting held on October 26-29, 2012.**
- 2. Receive for information, the minutes of the meetings of the Sub-Executive of the General Council held October 1, November 19, December 12, 2012, and January 29 and February 21, 2013.**
- 3. Receive for information the following:**
 - **General Secretary, General Council's Accountability Report**
 - **Moderator's Accountability Report**
 - **42nd General Council Planning Committee Accountability Report**
 - **Committee on Indigenous Justice and Residential Schools Accountability Report**
 - **Pension Board Accountability Report**
 - **Joint Grants Report**
 - **Aboriginal Ministries Council Accountability Report**
 - **Theology and Inter-church Inter-faith Committee Accountability Report**
 - **Permanent Committee on Finance Accountability Report**
 - **Permanent Committee on Governance and Agenda Accountability Report**
 - **Permanent Committee on Ministry and Employment Policies and Services Accountability Report**
 - **Permanent Committee on Programs for Mission and Ministry Accountability Report**
 - **Correspondence to the Executive of the General Council until April 5, 2013**
- 4. Adopt the following proposals:**
 - **G&A2 Corresponding Members of the Executive of General Council (page 106)**
 - **GS28a Remits Authorized by the 41st General Council, 2012: Remit 1 – Vacancies in Session, Church Board and Church Council (pages 107-108)**
 - **GS28b Remits Authorized by the 41st General Council, 2012: Remit 2 – Staff as Lay Members of Presbytery (pages 109-110)**
 - **GS28c Remits Authorized by the 41st General Council, 2012: Remit 3 – Presbytery Representation from Presbytery Accountable Ministries (pages 111-112)**
 - **GS28d Remits Authorized by the 41st General Council, 2012: Remit 4 – Transfer & Settlement – Presbytery Recognized Ministries or Presbytery Accountable Ministries (pages 113-114)**
 - **GS28e Remits Authorized by the 41st General Council, 2012: Remit 5 – Election of Commissioners by Overseas Personnel (pages 115-117)**
 - **GS28f Remits Authorized by the 41st General Council, 2012: Remit 6 – Associate Relationship with Migrant Church Communities (pages 118-119)**
 - **PMM1 Disbanding the Unit-Wide Committees (page 120)**

Background

Evaluation and experience has shown that the agendas of meetings of the Executive are full and that time for fulsome discernment and discussion of important items is occasionally lacking.

A consent agenda is a tool to help focus the Executive meeting on what is most important. Proposals which are routine or non-controversial actions or routine changes in policy or procedure are also included in the consent agenda. At the meeting, any voting member of the Executive may request to move any item(s) from the consent agenda to be placed on the meeting's agenda. By courtesy, advance notice would be given to the General Secretary.

In this consent agenda you will find the minutes of the previous meetings, all accountability and interim reports of committees, task groups and working groups. The list of the correspondence to the Executive (as per the Correspondence Policy adopted at the May 2008 meeting) is included with the reports to be received for information. There are 8 proposals in this consent agenda.

Process

The process for acting on the consent agenda in the opening sessions will be as follows:

1. Presider/chair: "You have all received the workbook, with the consent agenda. Does any member wish to move an item from the consent agenda to be placed on the meeting's agenda by the Agenda Table?"
2. If any voting member requests it, an item is moved. (By courtesy, advance notice would be given to the General Secretary.)
3. Presider/chair: "Without discussion, then, the consent agenda is ready for a vote. Those in favour? Opposed? All items on the consent agenda are adopted."

GS 26 Procedural Motions

Origin: General Secretary, General Council

General Secretary, General Council proposes:

Procedural Motions

Worship, Music, and Theological Reflection

That the worship leadership for this meeting be provided by Adam Brown, Mary, Royal, Bill Smith, Norma Thompson and John Young.

That the music leadership for this meeting be provided by Joe Ramsay and Peter Woods.

That the theological reflector for this meeting be Alan Boyd.

Resource People

That Resource people for this meeting be the Executive Ministers and Officers, Charles Black, Diane Bosman, Cynthia Gunn, James Scott and Karen Smart.

Administrative Staff/Volunteers

That the administrative staff for this meeting be Sarah Bernath, Susan Fortner, Philip Isard, Susan Sigal and Shirley Welch. That the administrative volunteers be Gary McKay, Karen McLean and Jean Wilson. The minute secretary for this meeting be Susan Fortner.

Chaplain

That the Chaplain for this meeting be Erin Todd.

Friend in Court

That the Friend in Court for this meeting be Marie-Claude Manga.

Reference and Counsel

That the Reference and Counsel for this meeting be Graham Brownmiller and Florence Sanna.

Sessional Committee Co-Chairs

That the co-chairs of Sessional Committees for this meeting be:

Blue Sessional Committee: Charlotte Griffith and Adam Hanley;

Yellow Sessional Committee: Bill Steadman and Jess Cobb.

Agenda

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

GS30 SUPPORT TO ENGAGE IN FULL COMMUNION CONVERSATIONS

Origin: General Secretary, General Council

Proposal: That the Executive of the General Council:

- **authorize the General Secretary, General Council to enter full communion conversations with the United Church of Christ (USA) and with other Denominations who so desire.**
- **authorize the General Secretary to appoint United Church representatives to such joint reference groups are needed to begin work towards full communion agreements .**
- **direct the General Secretary to report back to the Executive from time to time on the progress of these conversations.**

Background:

In the spring of 2012 The Executive of the General Council authorized the initiation of bilateral conversations with a number of denominations towards Mutual Recognition of Ministry agreements. This process has begun, and one of the denominations approached, the United Church of Christ in the US has expressed a preference for work toward a full communion agreement, in keeping with their understanding and practice of building church-to-church relationships in which mutual recognition of ministries is only one element of the process. It is likely that this would be the preferred direction of some of the other denominations we have approached, and it is also a direction which may be opened up in the future as a result of other dialogue processes.

A decision to move in the direction of full communion conversations in some cases recognizes that mutual recognition of ministry has most often been developed in the context of a full communion agreement. While we continue to affirm the value of focussing on mutual recognition of ministries with some partners, and have begun exploring such a process with several,¹ to move in the direction of a full communion conversation has the potential to contribute to a renewal of our vision of what it means to be church in the world, and to engage us in experiences of dialogue both enriching and challenging.

Colleagues from the United Church of Christ have offered from their experience five marks of full communion: common confession of Christ; mutual recognition of members; common celebration of the Lord's Supper/Holy Communion; mutual recognition and reconciliation of ordained ministries; and common commitment to mission.

Reflections on the implications of full communion suggest that it is a process of moving toward "patterns of deeply mutual responsibility and accountability,"² as a faithful and hopeful response to God's call to participate together in mending the world. Conversations toward full communion offer participating denominations the possibility of fuller engagement with each other in many aspects of mission and ministry, including mutual recognition and exchange of ministers.

¹ Presbyterian Church in the Republic of Korea; United Church of Christ in the Philippines; Presbyterian Church in Canada.

² Joseph D. Small, "What is Communion and When is it Full?", *Reformed World*, 56:2, June 2006, 167.

THE UNITED CHURCH OF CANADA

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

**Monday, October 1, 2012 – 12:00 p.m.
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:22 p.m. on Monday, October 1, 2012, by teleconference call. The Moderator Gary Paterson presided.

Attendance

Voting Members: Thom Davies, Beverly Kostichuk, Marie-Claude Manga, Charles McMillan, Lynella Reid-James, Nora Sanders, Mardi Tindal, Gary Paterson,

Regrets: Shirley Cleave, Nelson Hart, Florence Sanna, Bill Rogers, John Kim

Welcome

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting and invited the participants to do a check in and followed with a prayer.

Constituting the Meeting

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu."

"In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Procedural Motions

Motion: Thom Davies/Marie-Claude Manga **2012-10-01-008**

That Karen Smart be the corresponding member, and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

Carried

Minutes of the Sub-Executive of the General Council

Motion: Charles McMillan/Bev Kostichuk **2012-10-01-009**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on September 6, 2012.

Carried

Terms of Reference for the Comprehensive Review Task Group

Nora introduced the motion.

Motion: Bev Kostichuk/Thom Davies

2012-10-01-010

That the Sub-Executive of the General Council approve the following as the terms of reference for the Comprehensive Review Task Group:

Mandate

The United Church of Canada finds itself in the midst of exciting and challenging times of change: changing forms of church, changing contexts for ministry, changing human and financial resources, changing generations of members and leaders. How do we articulate and live our call to be the church in these changing times?

Through a broad-based engagement of the church, input from ecumenical and global partners, and conversations across generations, this small group will name the opportunities before us and the vehicles that will enable us to be a vital, agile, and faithful church.

General Council Motion

The 41st General Council 2012 directed that, after the 41st General Council 2012, the Executive of the General Council, not later than its first meeting of the triennium, appoint a task group of five to seven individuals, selected through the Nominations process, and supported by staff.

The overall task of this group is to examine the comprehensive vision and circumstances of The United Church of Canada and to develop a report and recommendations for the 42nd General Council 2015 that will best enable the church to live faithfully in God's world at this time in the church's life.

The group will

- attend to the sense of identity of the United church including the themes emerging from the 41st General Council 2012
- articulate the vision that is found in the decisions made and work done in recent years and during the 41st General Council 2012 in order to inform their work
- look at all significant aspects of the organization and operations of The United Church of Canada in all of its courts, including attention to the interaction and connection of courts
- draw on the information and analysis already gathered through Permanent Committees and staff-led reviews
- prepare alternative models of program, governance, and staff structures as the basis for soliciting in-depth input from diverse voices across The United Church of Canada
- develop a process for ensuring that future work brought by Permanent Committees or mandated by General Council will take into consideration the church's ability to fund future work and consider how it fits with ongoing work
- give interim reports and receive feedback from the Executive of the General Council at each meeting throughout the triennium
- create a place to mutually engage GC41 Commissioners throughout the current triennium

Membership

The task group will be made up of seven members who have the requisite skills and experience and a love of The United Church of Canada. Priority will be given to ensuring that some of the membership is drawn from the younger leadership in the church.

The current Moderator, the Right Rev. Gary Paterson, will serve as one of the seven members. The General Secretary and other staff as assigned will provide support to this task group.

Skills and Experience

The task group will be primarily composed of people with a deep understanding of the United Church. It is hoped that the membership will also include people who do not necessarily have in-depth experience with United Church governance structures but who possess transformational expertise or significant knowledge of other organizations in order to bring an “outsider” perspective to the conversation.

Each member will possess skills and experience in more than one of the areas listed below. The final composition of the group will ensure that experience in each of these areas is present in the task group’s membership:

- in-depth understanding of United Church polity and ethos
- experience in planning and/or leading large-scale organizational change efforts
- ability to analyze complex qualitative and quantitative data, research, and reports; experience in “crowdsourcing” or technologies to engage the wisdom of large communities
- financial analysis, strategic planning, and risk management experience
- capacity to reflect theologically on the mission, governance, and ethos of the church
- other gifts and skills not named here that would bring depth, breadth, or inspiration to the work of this task group

All task group members will be predisposed to collaboration and teamwork, understanding of diversity issues, passionately committed to the future of The United Church of Canada and willing to discern God’s yearnings for this work.

Expectations and Term

The task group will meet in person as necessary, with other meetings occurring by telephone and video conference call and e-mail exchange. Consultation with a broad range of voices will be required. The term of this task group is from November 2012 to the 42nd General Council, August 2015.

Carried

Appointment of member of Permanent Committee on Ministry and Employment Policies and Services to the Pension Board**Motion: Marie-Claude Manga/Mardi Tindal****2012-10-01-011**

That the Sub-Executive of the General Council appoint Permanent Committee on Ministry and Employment Policies and Services member, Brian Copeland, to replace Gordon Staples as a Permanent Committee representative on the Pension Board of The United Church of Canada.

Carried

The meeting was adjourned at 12:22 p.m. by Moderator Gary Paterson.

Moderator, Gary Paterson

General Secretary, Nora Sanders

THE UNITED CHURCH OF CANADA

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL
Draft MINUTES
October 26 - 29, 2012**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Friday, October 26 to noon on Monday, October 29, 2012 at the General Council Offices, Etobicoke, Ontario. The Moderator, Gary Paterson, presided.

Attendance

Nicole Beaudry, Adam Brown, Graham Brownmiller, Shirley Cleave, Jess Cobb, Brian Cornelius, Thom Davies, Alvin Dixon, Laura Fohse, Susan Gabriel, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, Claude Hender, barb janes, Ray Jones, Donna Kennedy, John Kim, Bev Kostichuk, Steve Lowden, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Bob Mutlow, Gary Paterson, Martha Pedoniquotte, Colin Philips, Lynella Reid-James, Bill Rogers, Mary Royal, Nora Sanders, Michael Shewburg, Bill Steadman, Anna Stewart, John Thompson, Norma Thompson, Mardi Tindal, Pauline Walker, Doug Wright, John H. Young

Corresponding Members

David Allan, Bill Doyle, Bruce Faurschou, Bruce Gregersen, Doug Goodwin, Alan Hall, David Hewitt, Will Kunder, Rosemary Lambie, Lynn Maki, Erik Mathiesen, Fred Monteith, Ramzi Zananiri, Cheryl-Ann Stadelbauer-Sampa, Ambury Stuart, Bill Smith, Beverley Green, Nichole Vonk

Regrets

Gloria Cook, Ivan Gregan, Nelson Hart, Carol Hancock, Carmen Lansdowne, Faith March-MacCuish, Florence Sanna, Bill Smith, Erin Todd, Jim White

Friday, October 26, 2012

The Moderator welcomed the Executive to gather on the traditional land of the Mississauga of New Credit First Nations. As a mixture of strangers and friends he asked all to join in community for a moment of silence and gathering of thoughts.

Worship

Worship was led by Gary Paterson, Alydia Smith, Lydia Pedersen, and Abiel Khalema. The scripture reading Matthew 7:7-8 was read by Kaitlin Bardwich.

Welcome Procedural Motions & Consent Part 1

The Moderator constituted the meeting in both languages. He welcomed those staff present and his partner Tim Stevenson.

Nora Sanders introduced the procedural motion.

GS 2 Procedural Motions**Motion: Nora Sanders/Brian Cornelius****2012-10-26-012****Worship, Music, and Theological Reflection**

That the worship leadership for this meeting be provided by Alydia Smith.

That the music leadership for this meeting be provided by Lydia Pedersen and Fred Graham.

That the theological reflector for this meeting be Bill Steadman.

Resource People

That resource people for this meeting be the Executive Ministers and Officers, Charles Black, Diane Bosman, Cynthia Gunn, James Scott, Karen Smart and Alydia Smith.

Administrative Staff/Volunteers

That the administrative staff for this meeting be Sarah Bernath, Susan Fortner, Philip Isard, Susan Sigal, Shirley Welch and Ann Perry. The administrative volunteers are Karen McLean and Jean Wilson. The minute secretary for this meeting be Susan Fortner.

Chaplain

That the Chaplain for this meeting of the Executive of the General Council be Bruce Faurshou.

Friend in Court

That the Friend in Court for this meeting of the Executive of the General Council be Marie-Claude Manga.

Reference and Counsel

That the Reference and Counsel for this meeting of the Executive of the General Council be Graham Brownmiller and Bill Rogers.

Agenda

That the Executive of the General Council adopt 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 Agenda Table.

Carried**Governance - Meeting Overview**

Shirley Cleave, Chair of the Permanent Committee on Governance and Agenda spoke regarding the focus of the work for Friday: first, looking at the work coming out of the 41st General Council Ottawa and secondly, community building during table group times.

Moderator's Accountability Report (*Addendum A pages xx-xx*)

The Moderator acknowledged and thanked Former Moderator Mardi Tindal. He spoke to the role of this Executive as a body that has been called to complete a chosen task.

The Moderator reflected on the realistic and honest challenges that not only the United Church is facing but all denominations are struggling with. Highlighting the work of the Open Space Report (*Addendum B Open Space Themes*) he noted that it is clear that we are continuing to

grapple with how we are to be church, the continual struggles between urban and rural churches, and how we live into being an intercultural and inclusive church.

He spoke of the communities he has visited, and the many conversations he has had. He challenged and encouraged people to listen to one another. He talked about the State of the Church, and our continued dialogue on the hard issues such as the Israel / Palestine Report and Enbridge. He expressed again the need to challenge our culture of despair. What gives us hope? As an Executive, we have rooted our hope in God, we have been called into a partnership.

In conclusion the Moderator raised his vision that the Comprehensive Review will be a platform for us to address what is happening across the church. He closed with the poem 'Decision' by Boris Novack.

Former Moderator Mardi Tindal offered a prayer of thanksgiving for the Moderator.

Table Group Introductions

Shirley Cleave introduced the topic of building community within each table group. Table group discussion began.

Governance – Who We Are

Shirley Cleave spoke to the many roles people held in this meeting. She introduced Tracy Murton, Chair of the Permanent Committee on Ministry and Employment Policies and Services, who led an orientation session.

Tracy offered a series of questions to help the group learn about each other encouraging the Executive to interact with each other throughout the court.

Nora Sanders introduced Colin Philips and shared with the Executive what it is like for Colin to participate in this meeting. Nora thanked Colin for his grace and how he teaches us all.

The Moderator offered a prayer for Colin Philips.

Nora Sanders explained the roles of the Friend in Court (Marie Claude Manga), Chaplain (Bruce Fauschou) and Reference and Council (Graham Brownmiller and Bill Rogers).

Friend in Court

Marie Claude Manga introduced Sarah Beer, who was attending the meeting as a visitor. Sarah works in partnership with Centro Esperanza in Chiclayo, Peru, a United Church partner since 2008. Sarah is also spending time on this home assignment to learn more about the workings of the various aspects of the wider United Church.

Governance – Theology of Governance

The Moderator spoke to the 'theology of governance – the theology of leadership' by offering the question, "What are we here for?", and read in French a prayer by Oscar Romero. He spoke to the United Church being an organization that roots its power in community. As representatives, we are the people. Our governance is rooted and lodged in the people. We

understand governance best when we frame it as how can we serve, what is the purpose, where do we go?

Table groups were then asked “What is the thread you are going to hold on to? What are you hoping to do and accomplish in the next three years?” The Moderator then offered that when we answer those questions we will have the thread to guide our governance.

Feedback was then invited from the tables.

Scavenger Hunt

Diane Bosman introduced the organizers of the Scavenger Hunt and the group dispersed through the building in teams.

Governance – Lenses Through Which We Work

Mary Royal, chair of the Permanent Committee on Programs for Mission and Ministry introduced the next session on the lenses through which we work. She gave an update on the proposal carried at the 41st General Council to become an affirming General Council and Executive. Mary then introduced Adele Halliday.

Intercultural Church

Adele Halliday, Team Leader Transformational Ministries (Communities in Ministry/Communautés et ministères) addressed how we link interculturalism and governance.

She posed the question what is the culture of this General Council Executive? Culture is shared, often unspoken and, more importantly, it is a way of being. By further examining this, she offered that the more we become aware of culture we also realize that there is no such thing as a culture free perspective. In concluding her presentation she asked the table groups to explore the following questions:

- What might be some of the myths, assumptions, and beliefs in The United Church of Canada? At the Executive of the General Council?
- What values are incorporated into governance planning and meetings?
- If internal aspects of culture are implicitly learned, are there some things that might need to be un-learned?

When invited back, table groups shared some of their ideas on assumptions and values, language, voice and power. The table groups again were asked to think about what they heard and how it relates back to governance under the umbrella of decision-making, planning processes and community building.

In conclusion the Moderator thanked Adele and informed the Executive that their notes would be compiled and shared.

Governance – How We Work Together

Shirley Cleave invited the group to spend some time reviewing the Whole People’s Covenant in table groups. The task was to use this document to help understand how the Executive covenants

to work together. The table groups were then invited to create their own table group covenants to assist with how they will be in community at their table.

Conference/Other Reports

Bev Kostichuk, member of the Permanent Committee on Governance and Agenda, informed the Executive that throughout the meeting Conference representatives and other groups will be invited to introduce themselves and explain how they connect those in their Conference, including Commissioners, to the work of the Executive of General Council and General Council.

Global Partner

The Moderator noted that Ramzi Zananiri, due to travel fatigue, was not able to be present at this time and would present his report on Saturday.

Youth Strategy

Mary Royal introduced Amy Crawford, Program Coordinator Youth, Young Teens and Children, Communities in Ministry/Communautés et ministères.

Amy spoke to the Integration of Young People in the Work of the General Council, a strategy which was approved in November 2011. This strategy involved an orientation session in which youth and young adults are encouraged to be heard and be part of conversations at the table. In the fall of 2011 there was an identity survey done for the church. Part of that survey addressed the youth. Some of the issues identified in that survey were: unfamiliarity with formal meeting rules, poor grasp of issues, preference for one-on-one situations, tuning out because discussion is boring, nervous about expressing oneself in front of others, others dominating the conversation, topics not relevant.

Amy addressed the comments made in the survey by looking at a “ladder of participation”. She noted that not only the youth but any marginalized group might be on this ladder. The youth and adults need to work together to re-shape the direction of the church. The Executive was then invited in their table groups to talk about what might be some practices that could include young people right away.

The Moderator thanked Amy for her presentation.

Theological Reflection

Bill Steadman reflected on the day as being one of relationship building as the Executive prepared themselves and gathered to deal with the tasks at hand using the scripture Mark:12.

The Moderator offered words of closing for the day and blessings.

Saturday, October 27, 2012

The Moderator welcomed all and thanked staff and volunteers who have offered their time to make this meeting function.

Worship

Alydia Smith and Fred Graham led worship. The scripture passage Matthew 7:7-8 was read by Nicole Beaudry.

Governance – What the Work Is

Shirley Cleave introduced the next piece of work on governance: ‘what the work is: typical meetings’. Shirley spoke to the difficulties of separating governance and management. She noted that the roles and responsibilities of the Executive of the General Council are laid out in *The Manual* under Bylaws 520-527. One of the roles of the Executive is being in relationship with General Council. To do this we need to prepare, follow-up, establish purpose, appoint members, receive reports/remits that are denomination shaping. We are responsible for how we are going to function as a body and to take ownership of this. Some of the work named that would be the responsibility of the Executive was: accountability reports, educational opportunities, sessional committees, consent agenda, omnibus motions and the proposal process.

GS 1 Opening Motions

Motion: Nora Sanders/Shirley Cleave

2012-10-26-013

General Secretary, General Council proposes:

That the Executive of the General Council:

1. Approve the minutes of the Executive of the General Council meeting held on March 24-26, and August 18, 2012.
2. Receive for information, the minutes of the meeting of the Sub-Executive of the General Council held September 6, 2012.
3. Receive for information the following:
 - General Secretary, General Council’s Accountability Report
 - Moderator’s Accountability Report
 - 41st General Council Planning Committee Accountability Report
 - Committee on Indigenous Justice and Residential Schools Accountability Report
 - Member of the World Council of Churches Accountability Report
 - Pension Board Accountability Report
 - Aboriginal Ministries Council Accountability Report
 - Theology and Inter-church Inter-faith Committee Accountability Report
 - Permanent Committee on Finance Accountability Report
 - Permanent Committee on Governance and Agenda Accountability Report
 - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
 - Permanent Committee on Programs for Mission and Ministry Accountability Report
 - Correspondence to the Executive of the General Council until ~~February 10,~~ October, 2012
4. Adopt the following proposals:
 - G&A 1 – Revised Terms of Reference for Policy 3.16, General Secretary’s Supervision Committee (pages 103-106)
 - ~~GCE 2 – Doctrine of Discovery (GC41 – GCE14 – REF GCE60 2012) (pages 107-109)~~

- GS 3 – Conference Records Review (page 132)
 - ~~GS 4 – Task Group on Adoptions from United Church Maternity Homes (pages 133-134)~~
 - GS 5 Members of the Order of Ministry in Leadership in Other Faith Traditions (page 134a)
 - ~~GS 6 – When Presbytery Chairs Take Office (page 134b)~~
 - GS 7 Settlement for Pastoral Charges Not in Compliance With Pastoral Relations Policies (page 134c)
 - GS 8 Documents and Notices Sent By Courier (page 134d)
 - GS 9 Presbytery Calling Congregational Meetings (page 134e)
 - GS 10 Sending Documents by Email (page 134f)
 - GS 11 Oversight of Retired Members of the Order of Ministry (page 134g)
 - GS 12 Members of the Order of Ministry Under Appointment Exercising Functions of Ministry (page 134h)
 - GS 13 Appointing a New General Secretary (page 134i)
 - GS 14 Audited Financial Statements for Pastoral Charge (page 134j)
 - GS 15 Historic Congregational Roll (page 134k)
 - GS 16 Distribution of Funds by Disbanding Congregations (page 134l)
 - GS 17 Two Treasurers for Each Pastoral Charge (page 134m)
 - GS 18 General Council Review of Judicial Committee Decisions: Appeals and “Directly Affected Parties” (page 134n)
 - GS 19 General Council Review of Judicial Committee Decisions: Options for Action (page 134o)
 - GS 20 General Council Review of Judicial Committee Decisions: Grounds (page 134p)
 - GS 21 Ratifying and Enacting Remits Authorized by the 40th General Council 2009 (pages 134q-r)
 - GS 22 Clarification of 363C During Maternity/Parental Leave (page 134s)
 - GS 23 Full member Status for Conference-Elected Alternate Executive of General Council Representatives (page 134t)
 - GS 24 *Manual* Changes Approved by General Council – No Action Necessary (pages 134u-v)
5. Refer the following proposals to the Permanent Committee on Governance and Agenda:
- GCE 5 – Inclusion of The Evangelical United Brethren Church Symbol in The United Church of Canada Crest (GC41 HAM 1) (page 110)
 - ~~GCE 9 – Full Member Status for Conference-Elected Alternate Executive of General Council Representatives – (GC 41-MTU3) (page 114)~~
6. Refer the following proposals to the Permanent Committee on Ministry and Employment Policies and Services:
- GCE 6 – Police Record Checks (GC41 GCE2s – REF GS55t 2011) (page 111)
 - GCE 7 – Congregational Designated Ministers (GC41 GCE2y – REF GS56g 2012) (page 112)
 - GCE 8 – Licensed Lay Worship Leaders (GC41 GCE2ab – REF GS 56j 2012) (page 113)
 - GCE 10 – The Granting of the Right to Administer Sacraments to All Diaconal Ministers at the Time of their Commissioning (GC41 ANW1) (pages 115-116)
 - GCE 11 – Full-Time Employment (GC41 HAM 3) (pages 117-118)

- GCE 16 – Proposal to Address Systematic Inequality in Clergy Compensation (GC41 LON 3) (pages 126-127)
 - GCE 17 – Program of Debt/Loan Repayment for Ordered Ministry Personnel (GC41 MTU2) (page 128)
7. Refer the following following proposal to the Pension Board: (page 119)
- GCE 12 – Pension Contributions (GC41 HAM 9)
8. Refer the following following proposal to the Permanent Committee on Programs for Mission and Ministry:
- GCE13 – From Province to Province: The Beaconsfield Initiative January 1-12, 2012; Strengthening Partnerships and Studying the Impact of Canadian Mining Interests in the Philippines (GC41 M&O1) (pages 120-121)
 - GCE 14 – Child Poverty Needs to be the Concern of Everyone (GC41 ANW2) (pages 122-123)
 - GCE 15 – Prophecy and Empire (GC41 BQ 3) (pages 124-125)
 - GCE 18 – Northern Gateway Pipeline (GC41 ANCC1) (pages 129-131)

Carried

General Secretary's Accountability Report (*Addendum C page xx-xx*)

Nora Sanders, General Secretary, General Council, spoke to her report and highlighted the Comprehensive Review. She noted that this would be both challenging and fun. This is to determine what we are and seek to be as a church. This is a time when all perspectives are important. The Executive is going to be called upon to make the decision that could free the church up. She noted that the Permanent Committees are going to be asked to give us some help with setting priorities. Part of this triennium will also be focused on budget constraints, including conference grants. By 2014 there will be major changes.

Nora updated the Executive on the work that has taken place since the summary arising from the 41st General Council regarding The Israel Palestine Working Group Report and the Enbridge motion. It is clear that the majority of the messages received by the General Council office were negative.

Nora raised up the work that is taking place on Effective Leadership, French Ministries and proposal GS4 Task Group on Adoptions from United Church Maternity Homes. Along with this work it was noted that in conjunction with David Wilson, editor of *The Observer*, a change to the covenant between the United Church and *The Observer* has been discussed and will be brought to the sub-Executive for approval.

In concluding her remarks, Nora noted that three key members of senior management will be retiring or leaving. To facilitate these changes a consultant will be brought in to work on this restructuring.

Permanent Committee on Ministry and Employment Policies and Services

Tracy Murton, chairperson of the Permanent Committee on Ministry and Employment Policies and Services spoke to the statistical information gathered on the number of Commissioners under

thirty (30) at the 41st General Council and the previous day's report by Amy Crawford on youth strategy.

Further information was shared on the term 'millennium generation' and how as a church we need to recognize and bridge the gap with this generation. The question was raised as to how do we take the recommendations from the Comprehensive Review and remove the barriers for our youth and young adults.

Tracy also updated the Executive regarding the Ministry Compensation Implementation Report. She provided a broad overview of the Group Insurance Plan. More detail can be found in the workbook. A concern was raised and addressed by Alan Hall, Executive Minister Ministry and Employment Policies and Services regarding to the on-going problems encountered by AON-Hewitt. Alan assured the Executive that staff are working to rectify the situation.

The Moderator thanked Tracy for her report and the challenges and insights that go with this.

Aboriginal Ministries Council Report

Ray Jones, chair Aboriginal Ministries Council, referenced and spoke to the proposal GCE2 Doctrine of Discovery which was pulled from the consent agenda so that an amendment can be proposed.

He noted that the Aboriginal Ministries Council had recently met in Happy Valley, Goose Bay Labrador. He highlighted and shared his experience he had in BC where he lives hosting students from the Sandy Saulteaux Spiritual Centre as part of their global awareness.

In conclusion, he noted the continued need that churches in Aboriginal communities have with regard to a shortage of ministers, and that the Aboriginal Ministries Council considers that addressing this need is one of their main tasks.

The Moderator thanked Ray for his report on behalf of the Council.

Permanent Committee on Finance Report

Brian Cornelius, chair of the Permanent Committee on Finance, thanked the staff at the General Council office and members of the Finance Committee for their work. He shared the theological foundation which is the guiding principle to how this committee works.

Brian addressed the process by which the 2013 Budget Outlook was drafted. He noted there will be some interim actions taken and that maintaining the status quo is not an option at this time. To address this cash shortfall, things such as reducing travel and meeting costs, delay in hiring staff in the event of a turnover, and cuts to major grant programs would need to take place.

In concluding his remarks he noted that members of the Permanent Committee on Finance are very supportive of the Comprehensive Review.

Global Partner

Mary Royal introduced Ramzi Zananiri, our global partner from the Department of Service to Palestinian Refugees of the Middle East Council of Churches (DSPR), Israel/Palestine.

Ramzi spoke to our common link of partnership with the Near East Council of Churches for decades in ministering to Palestinian refugees and the needy. Throughout this partnership the United Church not only enables the DSPR to minister to physical needs, it helps to make the life of the refugees and the needy more bearable by bringing to them a limited measure of hope and by sustaining their faith in their fellow brothers and sisters. The climax of this partnership and relationship is reflected through the formation of the nine person Partner Advisory Council. He spoke to the premise that this Council gives partners access to the decision making structures of the United Church. It allows the partners voices to be heard at all levels, and affirms the role of the partners in accompanying the United Church in its commitment to live out God's mission in Canada and globally.

He concluded by saying that churches of all denominations wish for a peaceful solution between Israel and Palestine.

Governance – Nominations

Shirley Cleave spoke to the nominations process and shared the terms of reference for the Comprehensive Review Task Group with the Executive.

GCE 19: Nominations Report and Proposal

Charlotte Griffith presented the report of the Nominations Committee.

Motion: Charlotte Griffith/Graham Brownmiller

2012-10-26-014

The Nominations Committee proposes that the Executive of the General Council:

1. Receive for information the Nominations Report
2. Appoint the people recommended in the Nominations Report to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

1. Recommendations for Appointment

That the Executive of the General Council appoint or reappoint the following people, with roles and terms as noted:

Comprehensive Review Task Group

(65 nominations for 6 positions)

- Wilson Gonese (OM N&L)
- Cathy Hamilton (OM M&O)
- Lauren Hodgson (OM Tor)
- Kenji Marui (OM Lon)
- Beth Symes (Lay Tor)
- Vic Wiebe (Lay Sask)

Partners in Mission Unit-Wide Committee

(8 nominations for 4 positions)

- Peter Denton (OM MNWO)
- Alana Martin (Lay Mar)
- Sheila Redden-Smith (OM Mar)
- Hope Rowsell (Lay N&L)

Racial Justice and Gender Justice Advisory Committee

(30 nominations for 10-15 positions)

- Jane Armstrong (Lay Tor)
- Ruth Bramham (Lay Tor)
- Thomas Burton (Lay Mar)
- Lewis Coffman (Lay Ham)
- Jennifer Hompoth (Lay Ham)
- Won Hur (OM Tor)
- Grace Lee (OM Tor)
- Brian Mitchell-Walker (Lay Sask)
- Evan Smith (Lay Ham)
- Thérèse Samuel (OM M&O)
- Jeffrey Rock (OM ANW)
- Harold Usher (Lay Lon)

The Manual Committee

(5 nominations for reappointment)

- Cynthia Randall (OM Tor), 3rd term
- Mary-Beth Moriarty (OM Mar), 2nd term
- John Burton (OM BC), 2nd term, chairperson
- Alan Boyd (OM BQ), 2nd term
- George Thurlow (Lay Sask), 2nd term

Academic Awards and Scholarships Sub-Committee

(1 nomination for 1-3 positions)

- Andrew O'Neill (OM Mar)

Financial Assistance Committee

(1 nomination for reappointment)

- Ann Krikken (Lay Mtu), 2nd term

Investment Committee (Pension)

(4 nominations for reappointment)

- Ted Carmichael (Lay), 3rd term
- Doug Greaves (Lay Tor), 3rd term, chairperson
- J. Alex Macdonald (Lay), 3rd term
- Gordon O'Reilly (Lay Tor), 3rd term

Pension Plan Advisory Committee*(3 nominations for reappointment)*

- Marcus Robertson (Lay BQ), chairperson
- Steve Houston (Lay Ham)
- Dan Murphy (Lay)

Representatives of The United Church of Canada to:**The Canadian Council of Churches: Commission on Justice and Peace***(5 nominations for 1 position)*

- Tadashi Mitsui (OM ANW)

The Canadian Council of Churches: Commission on Faith and Witness*(1 nomination for 1 position)*

- Ian Sloan (OM Ham)

The Roman Catholic – United Church Dialogue*(3 nominations for 2 positions)*

- Mardi Tindal (Lay Tor)
- Arthur Walker-Jones (Lay MNWO)

2. Appointments made by other Courts or Authorized Groups (for information)

That the Executive of the General Council receive for information the appointment of the following people, as named by other courts or authorized groups.

Executive of the General Council (GC42 August, 2015)

- Robert Mutlow (OM ANW), *as appointed by Alberta and Northwest Conference*

Judicial Committee (GC44 August, 2021)

- Ted Black (OM Ham), *as appointed by Hamilton Conference*

Communities in Ministry Unit-Wide Committee

- Manasse Habonimana (OM Sask), *as appointed by Journeys of Black Peoples*
- John Young-Jung Lee (OM Tor), *as appointed by the Korean Association*

Healing Fund Council

- Alvina Steinhauer (Lay ANC), *as named by All Native Circle Conference*
- Connie Budd (Lay ANC), *as named by All Native Circle Conference*
- Chris Bolton, *as named by British Columbia Native Ministries*
- Rhonda John (Lay Ham), *as named by Ontario and Quebec Aboriginal Congregations*
- Deanna Big Canoe (Lay Tor), *as named by Ontario and Quebec Aboriginal Congregations*

Partners in Mission Unit-Wide Committee

- Darlene Brewer (Lay Mar), *as named by the Theology and Inter-Church Inter-Faith Committee*

Financial Assistance Committee

- Elizabeth Brown (OM MNWO), *as named by the Permanent Committee on Ministry and Employment Policies and Services*

Steering Group on the Candidacy Pathway

- Marion Carr (Lay BC), chairperson *as named by the Permanent Committee on Ministry and Employment Policies and Services*
- Adam Hanley (OM Ham), *as named by the Permanent Committee on Ministry and Employment Policies and Services*

Carried

Comprehensive Review

Shirley Cleave clarified the mandate of the Comprehensive Review Task Group, and how they will pull this work together. Table groups then were asked to work with two questions, (i) what are your expectations of this process and (ii) what are you most anxious about for this review.

New 6 Omnibus Motion

Motion: Shirley Cleave/Bev Kostichuk

2012-10-26-015

That the Executive of General Council adopt the following proposals:

- New 1 Referral of HAM – Sabbaticals for Persons Involved in Interim Ministry
- New 2 Associate Relationships with Migrant Churches
- New 3 Administration of Sacrament of Baptism in Emergencies
- New 5 Effective Leadership and Healthy Pastoral Relationships

Carried

Governance – Future Hopes of the Structure

Roy West, chair of the 42nd General Council Planning Committee, introduced the next team-building activity: building an animal out of clay that represents the United Church after the Comprehensive Review. Each table shared a poem, song or prose which described their creation.

Permanent Committee on Governance and Agenda Report

Shirley Cleave introduced the members of this committee. She spoke regarding how the work of this committee is directed.

Governance – Proposal Method (*Addendum D The Art of Participating in a Meeting Using the 'Proposal' System*)

Brian Cornelius, chair of the Permanent Committee Finance, explained in detail how the proposal method works and the use of the blue and orange cards. He explained how the proposal system allows for a period of discernment, and enables different conversations. Brian explained how this then allows for the capacity to achieve consensus in the court before going to a motion. The goal is to achieve consensus of the will of the court before moving to a motion. The Executive then practiced how the proposal system works.

The Moderator thanked Brian for walking the court through the proposal system.

Theological Reflection

Bill Steadman reflected on how the United Church is not facing tragedy, but we are facing a change. The language we use will determine the image we wish to share. We do not wish to give up our biblical faith. We are a pilgrimage people and the spirit of God and our trust in the members of the Comprehensive Review Task Group will help guide us forward.

Sunday, October 28, 2012

Worship

Worship with Communion and Covenanting of new senior staff was held in the Chapel. The following General Council staff were covenanted: Erik Mathieson and Cheryl-Ann Stadelbauer-Sampa.

The Mission and Service Fund offering collected totalled \$1,117.15.

Permanent Committee on Programs for Mission and Ministry Report

Mary Royal, chair of the Permanent Committee on Programs for Mission and Ministry, highlighted items from the written report. She spoke directly to the Justice Seeking Justice Living Report that will be central to this committee's work in the coming triennium. Mary also referenced conversations that began this fall about the joining of the Communities in Mission (CIM) and Partners in Mission (PIM) units and how these two units will learn to communicate with each other and be in relationship. Also noted was the frustration that has been heard coming out of the Orange Commission at the 41st General Council regarding socially responsible investing and resource extraction.

GCE 4 Intercultural Ministries: Living into Transformation (GC41 GCE12 – REF PC PMM 17 2012)

Motion: Mary Royal/Kelly McComb

2012-10-26-016

That the General Council:

- 1) receive the report of the Task Group on Intercultural Ministries, entitled "Intercultural Ministries: Living into Transformation";
- 2) adopt this "Vision for Becoming an Intercultural Church," and recommend this vision to General Council and its Executive, Conferences, presbyteries/districts, and pastoral charges – for study and reflection, and encourage all courts to integrate aspects of this vision into their mission and ministry; and
- 3) direct the Executive of General Council to establish accountability processes that would intentionally monitor and build on the intercultural vision, and report to the 42nd General Council 2015 about progress made on this intercultural commitment.

Carried

Motion: Adam Brown/Bev Kostichuk

2012-10-26-017

Refer to General Secretary, General Council to support the integration of the Intercultural Ministries report into the work of the church with the Permanent Committees and for action.

Carried

It was noted as a point of clarification that when the report comes back in 2015 there would be no subsequent reports. The expectation would be that the Executive would work on this throughout the triennium and the Executive itself would report to the 42nd General Council. This report then would not be directed back to a particular permanent committee.

Doctrine of Discovery

Reference and Counsel presented an amended proposal which corrected point 3) to change the title to read “the Doctrine of Discovery” and to amend point 1) viii) as follows:

~~viii) affirm the Royal Proclamation of 1763 as a legal precedent in Canada that upholds the rights of Indigenous Peoples in Canada.~~

viii) Recognize the legal precedent of that section of the Royal Proclamation of 1763 titled “the Indian Provisions”, wherein the Crown acknowledged for the first time Indigenous title to the land beyond the existing North American Colonies and also affirmed that access to these lands would only be granted by the Crown through negotiations with the First Nations.

The amended motion as carried:

GCE 2 Doctrine of Discovery (GC41 – GCE14 – REF GCE60 2012)

Motion: Ray Jones/Marie-Claude Manga

2012-10-26-018

The Executive of the General Council proposes that:

The 41st General Council 2012:

1) adopt this statement:

That The United Church of Canada:

- i) Expresses solidarity with the Indigenous Peoples of the world and supports the rights of Indigenous Peoples to live in and retain their traditional lands and territories, to maintain and enrich their cultures and to ensure that their traditions are strengthened and passed on for generations to come;
- ii) Joins the World Council of Churches in denouncing the Doctrine of Discovery as fundamentally opposed to the gospel of Jesus Christ and as a violation of the inherent human rights that all individuals and peoples have received from God;
- iii) Urges various governments in the world, including the government of Canada, to dismantle all legal structures and policies that are based on, or influenced by, the Doctrine of Discovery, to better empower and enable Indigenous Peoples to determine their own aspirations and issues of concern;

- iv) Affirms its conviction and commitment that Indigenous Peoples be assisted in their struggle to involve themselves fully in creating and implementing solutions that recognize and respect the collective rights of Indigenous Peoples, and to exercise their right to self-determination and self-governance;
 - v) Requests the governments and states of the world, including the government of Canada, to ensure that their policies, regulations and laws that affect Indigenous Peoples comply with international conventions and, in particular, conform to the United Nations Declaration on the Rights of Indigenous Peoples and the International Labour Organization's Convention 169;
 - vi) Encourages all its member congregations to:
 - a. seek a greater understanding of the issues facing Indigenous Peoples,
 - b. support Indigenous Peoples in their ongoing efforts to exercise their inherent sovereignty and fundamental human rights,
 - c. continue to raise awareness about the issues facing Indigenous Peoples, and
 - d. develop advocacy campaigns to support the rights, aspirations and needs of Indigenous Peoples;
 - vii) Supports the continued development of theological reflections by Indigenous Peoples which promote Indigenous visions of full, good and abundant life and which strengthen their own spiritual and theological reflections;
 - viii) Recognize the legal precedent of that section of the Royal Proclamation of 1763 titled "the Indian Provisions", wherein the Crown acknowledged for the first time Indigenous title to the land beyond the existing North American Colonies and also affirmed that access to these lands would only be granted by the Crown through negotiations with the First Nations.
- 2) commit the church to a process of discerning how its own values, actions, policies and structures continue to be informed by the Doctrine of Discovery; and
- 3) take steps to repudiate The Doctrine of Discovery in word and action.

Carried

Theology and Inter-Church Inter-Faith Committee Report

Bill Steadman, chair of the Theology and Inter-Church Inter-Faith Committee spoke to the report highlighting the issue of automatic granting of the sacraments to lay ministry and the concerns raised by the diaconal community. The committee will also be looking at the question of church membership and continue their dialogue on Hindu and United Church relations today. It is expected they will have more to share on this at the May Executive meeting. There is on-going discussion and dialogue in Inter-church Inter-Faith Relations and continues to engage and support a number of key ecumenical relationships.

GCE 3 Regional Team Models

Motion: Bill Steadman/Kelly McComb

2012-10-26-019

The Theology and Inter-Church Inter-Faith Committee proposes that:

The 41st General Council 2012 direct the Executive of General Council to encourage the emergence of *regional team models* of congregational ministries by:

1. gathering and sharing the experience of regional team models across the church;
2. calling on Presbyteries to encourage and facilitate the development of regional team models within their bounds;
3. identifying and addressing structural issues that would facilitate the emergence of regional team models; and
4. examining the implications of and mitigating the negative effects of the growing number of part time ministries in the church.

That the Executive of the General Council adopt Proposal GCE 3.

Carried

MEPS 1 Group Insurance Plan Design Changes

Motion: Tracy Murton/barb janes

2012-10-26-020

The Permanent Committee on Ministry and Employment Policies and Services proposes:

That the Executive of the General Council:

1. Approve that the Restorative Care Plan reimbursement and subsequently, Employer Indemnity reimbursement be changed from 85% of pensionable earnings to 85% of salary plus housing; and
2. Approve a 2.9% increase to the paid long term disability benefits to recognize the impact of increases to the cost of living for those members not actively at work and in receipt of long term disability benefit payments and, be implemented effective January 1, 2013, to coincide and reflect the economic adjustment in salary awarded to active members.

Carried

FIN 1 2013 Budget Outlook

Motion: Brian Cornelius/Roy West

2012-10-26-021

The Permanent Committee on Finance proposes:

That the Executive of the General Council:

1. Receive the 2013 Budget Outlook as presented in the Permanent Committee on Finance Accountability report with the understanding that the 2013 Budget will be finalized in 2013 once the 2012 Mission and Service donation results are known.

2. Approve maintaining existing grant budgets in 2013 but give notice that these same grant levels are not guaranteed in the development of the 2014 budget.

Carried

GS 4 Task Group on Adoptions from United Church Maternity Homes

Motion: Graham Brownmiller/barb janes

2012-10-26-022

The General Secretary, General Council proposes:

That the Executive of the General Council establish a task group to advise on next steps of the United Church of Canada in regards to adoptions.

Carried

GS 6 When Presbytery Chairs Take Office

Motion: John Young/Thom Davies

2012-10-26-023

The General Secretary, General Council proposes:

That the Executive of the General Council amend the by-laws as follows, to implement the policy in proposal GCE 2aa, adopted by the 41st General Council 2012:

C. PRESBYTERY

4.4 Officers

4.4.1 Chair

~~a. Election:~~ The presbytery is responsible for electing a chair ~~annually~~ from among its members.

~~b. Timing of Election:~~ The chair must be elected at a regular presbytery meeting
 (i) in time to take office by June 30, if it is a year when the Conference is not scheduled to meet; or
 (ii) at least 30 days before the Conference meeting, if it is a year when the Conference meets. In this case, the chair takes office at the end of the Conference meeting.

4.4.2 Secretary

a. **Election:** The presbytery is responsible for electing a secretary from among its members. ~~The presbytery must decide the secretary's term of office.~~

That the Executive of the General Council adopt Proposal GS6 as amended by reinstating in 4.4.2A the sentence "The presbytery must decide the secretary's term of office".

Defeated

Brian Cornelius/Michael Shewburg

2012-10-26-024

That the Executive of the General Council adopt Proposal G S6.

Carried

Pension Board Report

Charlie Black, chairperson of the Pension Board, offered an explanation on how the governance structure works for the pension plan, followed by his accountability report and updates from the Pension Board. The Moderator called for questions. Comments and discussion followed.

Theological Reflection

Bill Steadman reflected on what he has observed and learned over the years. People come to church looking for something to take home that inspires and encourages them. Using that analogy he spoke to being open to God’s affirming goodness. Concluding his reflection, he offered a poem written by Diane Trollope.

In Camera Session – General Secretary’s Supervision Committee

Motion: John Young/Alvin Dixon **2012-10-26-025**

That the Executive of the General Council move into an in camera session with the following membership: voting members of the Executive of the General Council.

Carried

Motion: John Young/Norma Thompson **2012-10-26-026**

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

Carried

To receive the report of the General Council General Secretary’s Supervision Committee.

Motion: John Young/Tracy Murton **2012-10-26-027**

Carried

Monday, October 29, 2012

Worship

Worship was offered by Alydia Smith and Fred Graham.

The Executive gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues and insurance proceeds (April 2012 – September 2012).

In Memoriam:

United Church of Canada

Helen Bullocke
Marjory Faulkner
Ruth Pierce

E. Jean Croft
William Jeffrey

Harry Dever
Laura Moore

Mission and Service

Irene Anderson
Elizabeth Fraser Brown
Lois Harvey
William Janzen
Elizabeth Mellow
Nina McPhee
Helen M. Ross

Hunter Barker
Edith Calder
Ivy Horne
George Gordon Malcolm
Audrey McCormick
Hugh Popham
Eva Pauline Smith

Margaret Bickle
Margaret Haight
Dorothy Grace Horst
Jessie Louise Martin
Hardie Emerson McNeil
Mabel Rossborough
Olive Elizabeth Stewart

Berna M. Warren

Walter James Wickware

Comprehensive Review and Table Group Time

Shirley Cleave shared that there were about 200 comments received from the conversations at the table groups earlier in the meeting. These will be made available to the Comprehensive Review Task Group. We have the responsibility to guide and support, but not do the work of the task group. It is not our role to determine process – but we could suggest how that consultation process may happen. Recognizing our role and support, the Executive were invited to identify two pieces of information they would like to say to or share with the task group.

The question then asked of the table groups was; ‘What would you like to tell this Task Group as they begin their work?’

GCE 9 Full Member Status for Conference-Elected Alternate Executive of General Council Representatives – (GC 41 MTU3)**Motion: Bill Rogers/Shirley Cleave****2012-10-26-028**

Manitou Conference proposes that:

the 41st General Council 2012 direct the Executive of the General Council to ensure that Conference-elected alternates to the General Council Executive be afforded full member status, when called upon by Conferences to attend meetings of the Executive of the General Council.

And that the Executive of General Council refer this proposal to the Permanent Committee on Governance and Agenda for action.

Carried**NEW 4 Shareholder Proposal on Executive Compensation****Motion: Brian Cornelius/Thom Davies****2012-10-26-029**

The Permanent Committee on Finance proposes:

That the Executive of the General Council:

- (a) Direct the Permanent Committee on Governance and Agenda, in consultation with the Permanent Committees of Finance and Programs for Mission and Ministry, to develop a process and/or mechanism for the United Church of Canada to participate in the development and submission of shareholder proposals to Canadian corporation annual meetings.
- (b) Authorize, until such process or mechanism is developed, that The United Church of Canada be a signatory to a shareholder proposal to be submitted to the Annual General Meetings of the largest Canadian Banks in which we hold stock in keeping with the proposed resolution outlined below, and
- (c) Direct the General Secretary, General Council, in this instance only, to take the necessary steps for the United Church of Canada to become said signatory.

Carried

Education – Resources

Shirley Cleave informed the Executive of the many resources available to them, such as the Governance Handbook, the GCE Resource Booklet, expense claim forms, etc.

Cynthia Gunn, Legal Council, reviewed the work to date that the Manual Committee has done in preparing the new resources for the simplified *Manual*. She noted that the new *Manual* has hyperlinks that will direct you to the policy and process so it is more effective. The resources available are now shorter and written in language that is clear as to what is mandatory and what is optional. The new *Manual* will come into effect on July 1, 2013 and the publication date is 90 days later.

The Moderator thanked Shirley Cleave for her presentation.

The Moderator offered a prayer for the community of Wawa, Ontario and those who will experience the coming hurricane.

41st General Council 2012 Evaluation

Stéphane Vermette shared the results of the evaluation done on the 41st General Council. Regarding the overall experience participants named particularly as highlights were the amount of time spent in table groups, the presence of former Moderators at the meeting and the signing of the covenant that acknowledges the place of the Aboriginal church. He referred to the challenges of honouring the programs and directions given to the planning committee and working with a clearly defined budget. Stéphane stressed that he was confident that when the final budget numbers are processed they will be very close to the budgeted figure.

Discussion and comments followed.

Global Partner Reflection on Business

Ramzi Zananiri began by thanking The United Church of Canada on behalf of the global partners for the hospitality shown to them at the 41st General Council. The ability to share insights and see that we have many similarities, as well as the contextual challenges showing that we have a common voice which is very affirming. He spoke of the pride he has that the churches have come together with solidarity and support. This is the global church responding to the local churches. The churches have, in an ecumenical nature, come together. He noted that many churches are facing similar reviews of their structures and he is encouraged to see that the United Church is facing this with such open communication through the Comprehensive Review.

Theological Reflection

Bill Steadman invited the court into prayer. In reflecting, he spoke to three days of community building, the ties that bind and to remember that we are a people of faith

Nora Sanders thanked the staff and volunteers who supported the meeting, along with acknowledging Fred Monteith, Bruce Faurshou and Omega Bula for their roles in shaping our church as we come to the end of the last meeting each of them will attend as staff.

Closing Procedural Motion**Authorizing the Sub-Executive of the General Council****Motion: Nora Sanders/Kelly McComb****2012-10-26-030**

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 next meeting of the Executive of the General Council.

Carried

Alydia Smith closed the meeting with prayer.

Moderator, Gary Paterson

General Secretary, Nora Sanders

THE UNITED CHURCH OF CANADA

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

**Monday, November 19, 2012 – 12:00 p.m.
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12: 25 p.m. on Monday, November 19, 2012, by teleconference call. The Moderator Gary Paterson presided.

Attendance

Voting Members: Thom Davies, John Kim, Beverly Kostichuk, Lynella Reid-James, Nora Sanders, Gary Paterson, Bill Rogers, Nelson Hart,

Regrets: Shirley Cleave, Charles McMillan, Florence Sanna, Marie-Claude Manga, Mardi Tindal,

Welcome

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting and followed with a prayer.

Constituting the Meeting

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu."

"In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Procedural Motions

Motion: Nora Sanders/John Kim **2012-11-19-031**

That Karen Smart and Erik Mathiesen be the corresponding members, and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

Carried

Minutes of the Sub-Executive of the General Council

Motion: Bev Kostichuk/Thom Davies **2012-11-19-032**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on October 1, 2012.

Carried

Consent to Increase in Indebtedness – First United Church Social Housing Society

Erik Mathiesen explained the motion. The BC Housing Society is going to give a forgivable loan to our two properties because General Council holds the title to these properties, the Sub-Executive are being asked to approve this.

Motion: Bill Rogers/John Kim**2012-11-19-033**

The General Secretary proposes that the Sub-Executive of the General Council give consent to an increase in the total indebtedness of First United Church Housing Society by \$4,000,000.00, through two loans of \$2,000,000.00 each from B.C. Housing, for the purpose of making improvements to the properties at 501 East Hastings and 540 East Hastings in Vancouver.

Carried**Authorization to Negotiate the Relocation of the United Church Archives**

Nora explained the motion. The Archives may be relocated to a United Church Community ministry location on the street car line in Toronto in the future.

Motion: Lynella Reid-James/Thom Davies**2012-11-19-034**

The General Secretary proposes that the Sub-Executive of the General Council authorize the General Secretary to enter into a lease agreement for the purpose of relocating the Archives within the City of Toronto subject to such an arrangement achieving target savings of at least \$700,000 net of one time moving and leasehold improvement costs and other terms the General Secretary deems appropriate. Authorization is requested because the opportunity is very time limited.

Carried**Appointment of the Chair of the Comprehensive Task Group****Motion: Thom Davies/John Kim****2012-11-19-035**

That the Sub-Executive of General Council appoint Catherine Hamilton as chairperson of the Comprehensive Review Task Group.

Carried

Nora Sanders moved to adjourn the meeting at 12:25 p.m.

 Moderator, Gary Paterson

 General Secretary, Nora Sanders

THE UNITED CHURCH OF CANADA

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

**Wednesday, December 12, 2012 – 12:00 p.m.
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12: 35 p.m. on Wednesday December 12, 2012, by teleconference call. The Past Moderator Mardi Tindal presided.

Attendance

Voting Members: Shirley Cleave, Thom Davies, John Kim, Beverly Kostichuk, Lynella Reid-James, Marie-Claude Manga, Charles McMillan, Nora Sanders, Florence Sanna, Mardi Tindal

Regrets: Nelson Hart, Gary Paterson, Bill Rogers

Welcome

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting and did a check in with the members and then followed with a prayer.

Constituting the Meeting

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 40e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu."

"In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 40th General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Procedural Motions

Motion: Nora Sanders/Shirley Cleave **2012-12-12-036**

That Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

Carried

Minutes of the Sub-Executive of the General Council

Motion: Bev Kostichuk/John Kim **2012-12-12-037**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on November 19, 2012.

Carried

Appointment of Conference Executive Secretary, Hamilton Conference**Motion: Florence Sanna/Marie-Claude Manga****2012-12-12-038**

That the Sub-Executive of the General Council appoint Peter Hartmans to the position of Hamilton Conference Executive Secretary, with a start date of April 1, 2013.

Carried**Point of Information**

Bill Rogers has had to resign from all committees as his wife is not well.

Marie-Claude Manga requested the members to hold her husband Antoine in their prayers at this time.

Past Moderator Mardi Tindal closed with a prayer.

Past Moderator, Mardi Tindal

General Secretary, Nora Sanders

THE UNITED CHURCH OF CANADA

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

**Tuesday, January 29, 2013 – 12:30 p.m.
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. ET until 2:15 p.m. on Tuesday, January 29, 2013 by teleconference call. The Moderator Gary Paterson presided.

Attendance

Voting Members: Thom Davies, Nelson Hart, John Kim, Beverly Kostichuk, Marie-Claude Manga, Charles McMillan, Gary Paterson, Nora Sanders, Florence Sanna, Mardi Tindal

Regrets: Shirley Cleave, Lynella Reid-James,

Welcome

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting then followed with a prayer.

Constituting the Meeting

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 41^e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu."

"In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Procedural Motions

Motion: Nora Sanders/Marie-Claude Manga **2013-01-29-039**

That Alan Hall, Karen Smart, Erik Mathiesen, Tracy Murton, Doug Goodwin, Cameron White, Joe Ramsay and Catherine O'Brien be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

Carried

Minutes of the Sub-Executive of the General Council

Motion: Bev Kostichuk/Florence Sanna **2013-01-29-040**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on December 12, 2012.

Carried

Recommendations for Appointments from the Nominations Committee

Florence Sanna presented the nomination committee report including background information on the applicants.

Motion: Florence Sanna/Thom Davies

2013-01-29-041

That the Sub-Executive of the General Council appoint the following members, with terms as stated.

Task Group on Adoptions from United Church-run Maternity Homes (November 2013)

- Betty Fox (Lay, Newfoundland & Labrador)
- Laurel Walton (Lay, British Columbia)
- Marilou Reeve (Lay, Montreal & Ottawa)

Investment Committee (Pension), specialists (February 2016)

- Claire Kyle, specialist - investment
- Bill Mackenzie, specialist - investment

Anglican Church –United Church Dialogue (January 2014)

- Alf Dumont (Ordained, British Columbia), *acting appointment*

Sub-Executive of the General Council (GC 42, August 2015)

- Erin Todd, Manitou Conference (Ordained)- replace Bill Rogers

Nominations Committee (GC 42, August 2015)

- Jess Cobb, Alberta and Northwest Conference (Lay) –replace Armond Houle

Carried

Transfer of Trusts and Endowments from The United Church of Canada to the United Church Foundation

Nora Sanders reported that this action is required to implement decisions which were made in the previous triennium.

Motion: Bev Kostichuk/John Kim

2013-01-29-042

The General Secretary, General Council proposes:

That the Sub-Executive of the General Council authorize the transfer of an estimated \$30 million in investment assets related to Trust and Endowments from The United Church of Canada to The United Church of Canada Foundation on the basis that:

- (i) The United Church of Canada Foundation will be bound by all of the designations, restrictions and other terms on which The United Church of Canada now holds the assets; and
- (ii) all decisions with respect to allocation and disbursement of these funds will be made by the Joint Grants Committee of The United Church of Canada and The United Church of Canada Foundation, which operates within criteria established by the Executive of the General Council.

Carried

Periodic Re-affirmation of Imagine Canada's Ethical Code

Motion: Thom Davies/Mardi Tindal

2013-01-29-043

That the Sub-Executive of the General Council Executive approve ongoing membership in the Imagine Canada Ethical Code and our commitment to follow that code in our fundraising activities.

Carried

The nominations report being adopted, Erin Todd joined the sub-executive conference call at 12:54 p.m.

First United Church Property Transfer

Erik Mathiesen spoke to the proposal. The Sub-Executive noted that the rationale in the proposal was very helpful. Nelson Hart was invited to discuss concerns he had about Nelson House with Erik Mathiesen.

Motion: John Kim/Bev Kostichuk

2013-01-29-044

That the Sub Executive of the General Council approve the transfer of the Lands comprising the First United property to British Columbia Property Development Council of The United Church of Canada.

Carried

Pension Board Chair Recruitment (See Appendix A)

Motion: John Kim/Charles McMillan

2013-01-29-045

That the Sub-executive of the General Council approve the criteria for recruitment of a Chair for the Pension Board, the candidate to be recruited and appointed through a joint process of the Nominations Committee and the Pension Board.

Carried

Joe Ramsay, Catharine O'Brien and Tracy Murton joined the meeting.

Designated Lay Ministry Program Proposal

Joe Ramsay spoke to the proposal. Tracy Murton noted the last paragraph in the background of the proposal was added in error and should be removed.

Motion: Mardi Tindal/John Kim

2013-01-29-046

That the Sub-Executive of the General Council approve that a prerequisite for admission into the Designated Lay Ministry Diploma Program be established as follows:

- 1) To be accepted into the Designated Lay Ministry Diploma Program, applicants must have met one of the four criteria:
 - A. Successful completion of a Licensed Lay Worship Leader (LLWL) program;
 - B. Successful completion of the Leadership Development Module at the Centre for Christian Studies;
 - C. Successful completion of a lay certificate in ministry (at a United Church theological college);
 - D. Successful completion of a Prior Learning Assessment that demonstrates a basic level of competence in critical theological reflection. Prior Learning Assessments will be reviewed by an advisor who is authorized by the appropriate General Council Working Unit.
- 2) Acceptance into the Designated Lay Ministry Diploma Program is not contingent on final Presbytery approval of an appointment.
- 3) That the above be included in the procedural policy of the Designated Lay Ministry Handbook.
- 4) That this prerequisite be effective January 1, 2014

Carried

Supervised Ministry Education (Internship) Compensation

Tracy Murton and Joe Ramsay spoke to this motion. **See Appendix B: Revised Text for Handbook SME 224 "Financial Information for Supervised Ministry Education (Internship)"**

This proposal is being directed to the Sub-Executive of the General Council instead of to the May 2013 Executive meeting so that, if adopted, the policy can be implemented in time for the April matching meeting, which establishes internships with a September 1, 2013 start date.

Motion: Thom Davies/Florence Sanna

2013-01-29-047

1) THAT the Sub-Executive of the General Council approve the implementation of the new Supervised Ministry Education (Internship) Compensation model whereby:

- a) Interns participating in the National Internship Program will be paid by the Pastoral Charge at the first step of the Student Supply salary range as set out in the Salary and Allowances Schedule in effect at the start of the internship and receive a housing allowance (if applicable) of \$800.00/month
- b) Pastoral Charges receiving candidates to serve their required supervised ministry education will receive a grant from the General Council Office of \$10,000 per internship (pro-rated for internships of less than 8 months);
- c) Pastoral Charges receiving candidates will pay all relocation expenses incurred by the candidate in travelling to the site and back following the completion of their supervised ministry education;
- d) Pastoral Charges receiving candidates will reimburse the candidate for work-related travel and other expenses incurred while serving in the pastoral charge;
- e) The current Handbook SME 224 will be revised and the new model will be effective July 1, 2013.

After discussion about the housing allowance, Nora Sanders suggested that clause a) be amended as follows:

- a) Interns participating in the National Internship Program will be paid by the Pastoral Charge at the first step of the Student Supply salary range as set out in the Salary and Allowances Schedule in effect at the start of the internship and receive a housing allowance (if applicable) of \$800.00/month **or commensurate with the presbytery minimum housing allowance**

After further discussion regarding the implementation, Nelson Hart and Erin Todd proposed that the effective date be amended to be January 1, 2014.

The Amended Proposal reads:

1) THAT the Sub-Executive of the General Council approve the implementation of the new Supervised Ministry Education (Internship) Compensation model whereby:

- a) Interns participating in the National Internship Program will be paid by the Pastoral Charge at the first step of the Student Supply salary range as set out in the Salary and Allowances Schedule in effect at the start of the internship and receive a housing allowance (if applicable) of \$800.00/month **or commensurate with the presbytery minimum housing allowance;**
- b) Pastoral Charges receiving candidates to serve their required supervised ministry education will receive a grant from the General Council Office of \$10,000 per internship (pro-rated for internships of less than 8 months);

- c) Pastoral Charges receiving candidates will pay all relocation expenses incurred by the candidate in travelling to the site and back following the completion of their supervised ministry education;
- d) Pastoral Charges receiving candidates will reimburse the candidate for work-related travel and other expenses incurred while serving in the pastoral charge;
- e) The current Handbook SME 224 will be revised and the new model will be effective **for internships starting ~~July~~ January 1, 20134.**

2) AND THAT Pastoral Charges receiving candidates to serve their required supervised ministry education as part of the Candidacy Pathway Pilot Project will receive a grant from the General Council Office of \$10,000 per site (pro-rated for placements that are not completed).

Carried

Point of Information

Nora Sanders gave an update on the plans to move The United Church Archives. Announcements will come in the near future.

Motion to Adjourn

Nora Sanders motioned to Adjourn at 2:15 p.m.

Moderator, Gary Paterson

General Secretary, Nora Sanders

Appendix A: Chairperson Recruitment Criteria Pension Board, Chair (1 vacancy)

Mandate

The Pension Plan of The United Church of Canada is a multi-employer pension plan maintained for the benefit of approximately 9,000 active and retired plan members, with plan assets exceeding \$1 billion. The Executive of the General Council (GCE) is the plan administrator in accordance with the Pension Benefits Act (Ontario), and has established the Pension Board to support the Executive in governing, managing, and operating the plan and its assets (the fund).

The Executive approves

- the Statement of Beliefs and Guiding Principles
- appointments to the Pension Board and its committees
- terms of reference for the Pension Board
- the fund trust agreement
- annual accountability reports received from the Pension Board

The performance of all other plan functions has been delegated to the Pension Board, the details of which are set out in its terms of reference, available upon request from the General Council Office. A brief description can also be found in the governance structure section of the plan's Annual Report to members, available at www.united-church.ca/minstaff/pension.

The key responsibilities of the Chair of the Pension Board include the following:

- Provide leadership to the Pension Board and its committees.
- Oversee staff and committee efforts to ensure the plan complies with regulatory and fiduciary requirements.
- Facilitate thought leadership on a wide range of pension governance and risk management issues, with both a near- and long-term view of the needs of the plan and its members.
- Ensure the Board responds strategically to emerging plan challenges and resolutions benefit plan member security, while recognizing the limited resources available to the plan. Challenges include
 - ongoing regulatory compliance of the plan as new requirements emerge
 - management of plan and fund asset liability risk
 - effective communication and engagement with plan members and other stakeholders
 - evolution of policies to continue to meet all parties' needs, through efforts such as
 - adequacy of benefits
 - responsible investment
 - stability of contributions
- Provide leadership on succession planning for the Board and its committees, with particular attention to ensuring the maintenance of a strong core of specialists with senior experience.
- Provide accountability to the Executive of the General Council.

- Embody the theological values and perspectives of the United Church.

Membership

The Pension Board is made up of 9 to 11 members consisting of

- at least five specialists who collectively have senior relevant knowledge, experience, and expertise in the following core areas of practice
 - institutional investing
 - actuarial
 - legal
 - human resources and
 - pension governance
- a member of the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS)
- one or two members of the Executive of the General Council
- two or three members at large

The current members of the Board are Charles Black (chair), Jacqui Allard, Paul Batho, Malcolm Boyle, Glen Elliott, Gordon Hall, Gordon How, Paul Purcell, Reta Robertson Brian Copeland (PC-MEPS representative), and Steve Lowden (GCE representative). Alan Hall (Executive Officer, Ministry and Employment) and Erik Mathiesen (Executive Officer, Financial Services) are resource staff to the Board.

There are two standing committees of the Board, made up of volunteers with specialist expertise:

- The Pension Plan Advisory Committee, which provides support related to plan design, administration, and funding from members of the pension industry
- The Investment Committee, which provides support related to investments from members of the investment industry

Skills and Experience

The chair will possess specialist skills, knowledge, and work-related experience and expertise in the governance and management of large pension plans. Experience serving on The United Church of Canada's Pension Board or committees of the Pension Board or similar pension boards would be an asset for this position.

Additionally, it would be beneficial for an applicant to be

- familiar with the plan provisions, resources of the plan, external service providers, Canadian pension legislative and legal environment and Fund investments
- a skilled facilitator of small groups to encourage dialogue between and among Board and committee members
- a thought leader able to understand complex, multi-faceted issues and address emerging pension regulatory developments, incorporate new pension risk management techniques, etc., plus evaluate the plan's practices in relation to the practices employed by other, similar pension plans
- a skilled communicator able to translate complex issues into key concepts to communicate to a wide and varied audience

- a discerning listener who invites all members to contribute while managing time and resource limitations
- a builder of shared conceptual frameworks among individuals rooted in different contexts, perspectives, and disciplines
- a leader with a style that contributes to retaining and attracting volunteers to serve, understanding that many of the volunteers also serve their employers through senior roles
- an individual committed to the vision and theology of The United Church of Canada, particularly as it relates to the needs of the pension plan and its membership

The chair will be a member of The United Church of Canada, an active participant in a local pastoral charge or ministry, familiar with the polity of the United Church, predisposed to collaboration and teamwork, sensitive to diversity issues, committed to the mission of the United Church, and willing to discern God's yearnings for this work.

The Pension Board will work with the Nominations Committee to ensure a nominee for this role possesses the qualifications required as well as the ability to serve in this important leadership role.

Expectations and Term

The Board meets at least four times a year in Toronto. Additional meetings may be held by conference call. Electronic communication will be used. The term of this appointment is for two years, with the possibility of reappointment for up to two additional terms as chair.

Committees of the Pension Board also meet at least quarterly, and the chair is expected to attend committee meetings periodically. As such, this role requires a degree of continuous engagement between Board meetings.

The chair, or designate, reports to the Executive at least annually.

As with all members of the Pension Board, the chair must be willing to submit to and receive clean background checks concerning conflicts of interest, criminal records, or civil suits and credit history, and to be bondable.

Appendix B: Revised Text for Handbook SME 224 “Financial Information for Supervised Ministry Education (Internship)”

Checklist for Interns

Before You Leave for the Internship Site

1. Please take time to read this information booklet carefully. If you have questions about its contents, please call Carla Hacker in Financial Services at 1-800-268-3781, ext. 3128 (locally 416-231-7680, ext. 3128).
2. If you have not heard from your supervisor or a member of the site, contact them to begin developing your relationship. You may need to negotiate items like accommodation, transportation, upcoming meetings, and so on.
3. At least six weeks before departing for your internship, send the Request for Travel Advance form to the Pastoral Charge, if you need travel funds in advance.

When You Arrive at Your Internship Site

1. Submit the expense report for the actual amount you spent travelling to the internship site, supported by all necessary receipts.

During the Internship

1. Keep track of car mileage or public transportation costs related to work on the internship and submit monthly Travel Expense Reports to the Pastoral Charge. Also use these expense report forms to claim utilities and telephone expenses, if you have moved away from home to complete this internship.
2. Complete the midpoint evaluation form, share it with your Supervisor and the Lay Supervision Team, keep one copy, and mail the evaluations to the appropriate groups before January 15 (for September starts) or May 15 (for January starts).

Prior to Leaving the Internship

1. Complete the evaluation form, share it with your Supervisor and the Lay Supervision Team, keep one copy, and mail the evaluations to the appropriate groups before you leave the site.

After the Internship

1. The pastoral charge treasurer will give you a Termination of Employment Slip (form 2106) and a T4 Income Tax report.
2. Keep receipts for actual costs of your return travel to submit to the Pastoral Charge with your final expense report.

Note: Always retain for your records a copy of forms and receipts you submit. Forms can be lost, so your copies are valuable. If any procedure is not clear, please ask in advance.

Financial Information

The General Council Office

The General Council Office provides a grant of \$10,000 per eight-month internship to each learning site (pro-rated for internships of fewer than eight months). These funds are made available through the Internship Program budget of the Mission and Service Fund. The General

Council Office provides these grants as a means of financially supporting a time of learning in supervised ministry education. The grant is paid to the pastoral charge in two installments (at the beginning and at the mid-point of the internship). This grant provides financial support to the pastoral charge for the costs incurred in paying the intern's salary, housing costs, and the employer's share of mandatory deductions (i.e. EI, CPP/QPP, etc.). If the intern does not complete the full period of the internship, the pastoral charge will reimburse the General Council Office an amount equal to \$1,000 for each full month of internship not completed.

The Pastoral Charge Learning Site

The pastoral charge must register the intern on the ADP payroll system and pays the intern based on the pastoral charge's normal payment schedule. The intern receives compensation as follows:

- 1) a salary at the first step of the Student Supply salary range, as set out in the Salary and Allowances Schedule for the year in which the internship begins (in cases where the internship begins in a month other than January, the salary does not increase on January 1st of the following year)
- 2) either the provision of the exclusive use of furnished housing or a housing allowance in the amount of \$800.00 per month for each month of the internship
- 3) reimbursement for claimed expenses for initial travel to and final travel from the internship site in accordance with the travel expense claim form and the statements contained in this document
- 4) reimbursement for claimed expenses incurred during the internship for basic telephone service, mileage travelled in the course of carrying out the duties, and, where a housing allowance is not paid, utilities and heating costs

The pastoral charge will ensure that both the intern's and the employer's statutory deductions are paid. The intern is not in an appointment to the pastoral charge, is not considered to be "ministry personnel", is not eligible to claim the Clergy Residence Deduction, and is not eligible to participate in the health and dental plans, the life insurance plan, the disability plan, and pension plan offered to those in appointments or calls.

Interns participate in the Intern Group Insurance Plan. Premiums (paid by the pastoral charge) vary by province; Carla Hacker, in Financial Services, will advise the pastoral charge of the applicable premium. Optional family coverage is available, for which the intern will be required to pay a premium. Invoices for the premiums for coverage under this insurance plan will be sent from the General Council Office to the Intern (where applicable) and to the pastoral charge for payment to the General Council Office. These premiums are not to be deducted through the ADP payroll system.

If this is an **Alternative Internship** in which the intern works at the pastoral charge part-time, the salary and housing allowance are to be pro-rated, based on the percentage of time spent in the pastoral charge site.

Any financial questions can be directed to:

Carla Hacker, Financial Services
The United Church of Canada

3250 Bloor St. West, Suite 300
Toronto, ON M8X 2Y4
Phone: 416-231-7680, ext. 3128
Toll-free: 1-800-268-3781, ext. 3128
Fax: 416-231-3103, Attn.: Carla Hacker
E-mail: chacker@united-church.ca

The Intern

The GCO National Internship Program provides for the reimbursement of reasonable expenses incurred by the intern while engaged in the internship. The intern is responsible for submitting to the pastoral charge a monthly expenses form based on actual costs and countersigned by the Supervisor or a member of the Lay Supervision Team. Interns must attach original receipts to the expense reports (except for mileage) for audit purposes. The original receipts also enable the pastoral charge to claim its rebate on GST where applicable. The following statements indicate what will be and what will not be reimbursed:

Travel to and from the Internship Site: Travel advances may be requested using the Travel Advance Requisition form. The intern must clarify on the form whether claiming one-way travel or return travel. Interns should file an expense report as soon as the “travel to” or “travel from” trip has taken place. Original receipts must be attached for all expenses (air/rail ticket, hotel, etc.) except mileage. The pastoral charge reimburses actual costs to and from the internship site up to the cost of one return economy airfare.

Moving Costs: The pastoral charge does not pay to move personal belongings, furniture, or vehicles to the internship site.

Travel by air or rail: If the intern must fly or travel by rail to the site or from the site at the conclusion of the internship period, the purchase of tickets at seat sale fares, if available, is expected. Only economy class fares will be reimbursed. Air or rail ticket expenses for travel by the intern’s immediate family members will be reimbursed by the pastoral charge only if they reside with the intern at the internship site for at least six weeks.

Luggage: If the intern travels by airplane and has excess baggage, it must be shipped by rail or bus. Shipping costs up to a maximum of \$250.00 will be reimbursed with original receipts. Air express or airfreight costs to ship excess baggage will not be paid. If the intern travels by car, no extra baggage costs are paid.

Travel by car: If the intern chooses to travel by car, reimbursement of expenses will be paid by the pastoral charge for travel via the most direct route from the intern’s residence immediately prior to the start of the internship to the internship site and return (if the one way distance is less than 1,000 km). If the intern drives to the internship site, the mileage reimbursement rate will be that indicated in the Salary and Allowances Schedule for the year in which the internship begins. If the distance is in excess of 1,000 km, the pastoral charge will pay the equivalent of the cost of return airfare for travel for one person in lieu of mileage. Every attempt should be made to keep costs as low as possible.

If the intern chooses to travel by car to the internship site, daily travel of 650 km is expected. If the distance to the internship site exceeds 650 km and the intern will require commercial accommodation during the trip, accommodation reimbursement up to a maximum of \$90.00 plus tax per day will be paid by the pastoral charge. Receipts are required.

Meal Allowances: The cost of meals while in travel status is reimbursed by the pastoral charge up to the following maximums per meal:

- breakfast: \$15.00/adult
- lunch: \$15.00/adult
- dinner: \$25.00/adult

No receipts are required to claim reimbursement for meals while in travel status. The cost of alcoholic beverages will not be reimbursed.

Meal and accommodation expenses for travel by the intern's immediate family members will be reimbursed by the pastoral charge only if they reside with the intern at the internship for at least six weeks.

Travel Expenses at the Internship Site: If the intern is required to use a vehicle during the internship to carry out pastoral duties, the intern is solely responsible for acquiring a vehicle, ensuring it is properly insured, and maintaining a valid driver's licence.

The pastoral charge will reimburse mileage expenses at the mileage rate indicated in the Salary and Allowances Schedule for the year in which the internship begins. That rate will not change throughout the period of the internship; in cases where the internship begins in a month other than January, the mileage rate payable to the intern will not increase on January 1st of the following year. This rate covers gas, depreciation, licence, and insurance and includes travel for pastoral visits, meetings, funerals, etc.

Interns are to maintain a daily log of kilometers travelled in the course of carrying out the duties of the internship. To claim reimbursement for all travel that is undertaken as part of the ministry of the internship site, the intern must submit to the pastoral charge an expense report from the intern detailing the kilometers travelled. Daily travel from the intern's residence to the internship site and back to the intern's residence is not reimbursable and should not be included in the expense report form. Personal travel is the responsibility of the intern.

Housing and Utilities: A housing allowance is paid whenever the exclusive use of a furnished residence is not provided. Pastoral charges which provide housing, rather than a housing allowance, will pay the cost of utilities in excess of \$500.00 during the period of the internship.

If the intern chooses to commute to the internship site during the internship period and if the intern's income has previously been required to meet housing and utility costs at the permanent residence in which the intern continues to reside, a percentage of utility costs may be reimbursed by the pastoral charge in consultation with Carla Hacker. Heating and electricity costs are to be claimed on the monthly expense report form and may be reimbursed based on a percentage basis.

Appointment of Conference Executive Secretary, Manitoba Northwestern Ontario

Carol Hancock spoke to this motion with some background on the selection process. The conference executive appoints a search committee. Eight applications were received, and four applicants were interviewed. The Rev. Shannon McCarthy was chosen. She was ordained in 1997 and worked in Manitoba Northwestern Ontario Conference in various capacities. For the past eight years Rev. McCarthy has served Central United Church in Brandon, Manitoba.

Motion: Thom Davies/Lynella Reid-James

2013-02-21-050

That the Sub-Executive of the General Council appoint the Rev. Shannon McCarthy to the position of Manitoba Northwestern Ontario Conference Executive Secretary, with a start date of July 1, 2013.

Carried

The Sub-Executive meeting ended in prayer by Carol Hancock at 12:30 p.m.

Past Moderator, Mardi Tindal

General Secretary, Nora Sanders

THE UNITED CHURCH OF CANADA**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL
MINUTES****Thursday, February 21, 2013 – 12:00 p.m.
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:30 p.m. on Thursday, February 21, 2013 by teleconference call. The Past Moderator Mardi Tindal presided.

Attendance

Voting Members: Thom Davies, John Kim, Charles McMillan, Lynella Reid-James, Florence Sanna, Nora Sanders, Mardi Tindal,

Regrets: Shirley Cleave, Bev Kostichuk, Marie-Claude Manga, Nelson Hart, Erin Todd, Gary Paterson

Welcome

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting where they did a check in and then followed with a prayer.

Constituting the Meeting

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 40e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu."

"In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 40th General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Procedural Motions

Motion: Nora Sanders/Florence Sanna **2013-02-21-048**

That Karen Smart and Carol Hancock be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

Carried

Minutes of the Sub-Executive of the General Council

Motion: Charles McMillan/John Kim **2013-02-21-049**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on January 29, 2013.

Carried

Complete original invoices are required for reimbursement unless utilities are included in the rent, in which case a receipt for the utilities portion is required for reimbursement. The cost of basic telephone service will be reimbursed by the pastoral charge if the intern continues to reside in her/his permanent residence.

If the intern has not moved to the internship site and chooses to commute to the internship site and if housing costs have been paid by someone other than the intern in the past, no utilities costs will be paid.

Interns who rent a shared apartment may not be able to obtain the original utilities bills. To request reimbursement, the intern must obtain an official receipt from the landlord specifying the amount paid for heating and hydro, and must submit the receipt with the expense report.

All food or board costs are the responsibility of the intern.

Maximum amounts reimbursable for telephone: The pastoral charge will reimburse the intern for the cost of basic telephone service. The monthly rate for basic telephone service will be reimbursed up to \$30.00 per month. The intern must provide the detailed billing for telephone service to the pastoral charge. Reimbursable costs include a basic residential line, 911 service, and touchtone service plus taxes. Installation charges, if necessary, will be reimbursed up to \$60.00 on a one-time basis. The cost of long-distance calls that are related to the ministry of the pastoral charge or related to the internship (e.g. to the CIES Committee or to the Presbytery E&S Committee) will be reimbursed by the pastoral charge. Personal long-distance calls are the responsibility of the intern. Copies of invoices from the telephone service provider are required.

The Supervisor and Lay Supervision Team

Members of the Lay Supervision Team should take an active role with the intern to arrange suitable accommodations. Interns will need their own space for study and reflection. It is not suitable for interns to share space with the supervisor or members of the Lay Supervision Team. The Supervisor or a member of the Lay Supervision Team is required to sign all expense claim forms that are submitted to the pastoral charge by the intern.

Other Relevant Information

Hours of Work

It is expected that a full-time intern will serve flexible hours of at least 40 hours per week and work additional hours as necessary. There is no monetary compensation for hours worked in excess of 40 per week.

Vacation

The intern is entitled to two weeks of paid vacation during the eight-month internship period. This is in addition to the intern's weekly time off. No "vacation pay" is available at the end of the eight month internship period; interns are required to take their two-weeks of paid vacation during the internship period. The vacation dates should be determined through consultation involving the intern, the Supervisor, and the Lay Supervision Team.

Income Tax and Deductions

The pastoral charge will make appropriate deductions for income tax (if required), Employment Insurance, Canada/Quebec Pension Plan, and Health Tax (where applicable), and remit them to Canada Revenue Agency.

Medicare

Hospital and medical insurance for interns is covered by the home province. Interns may have to pay some expenses up front and then claim a refund from their home province. This varies from province to province and doctor to doctor.

United Church Pension and Group Insurance Plan

Interns are not eligible for the United Church Pension and Group Insurance Plan. However, once the intern is ordained and serving in a settled/covenanted relationship within the United Church of Canada, the intern may “buy back” a year of pensionable credit for having served in an eight month internship.

Other Expenses

Expenses for office supplies, Christian education programs, and so on are the responsibility of the pastoral charge. Please check with the appropriate office holders within the pastoral charge before incurring these expenses.