

CORRESPONDENCE

GS 58 Extension to Temporary Amendment to Bylaws (Appendix A)

Peter indicated to Executive that we will be bringing GS 58 to the CSRC Meeting in November. With the pandemic occurring in the spring, communities of faith lost the ability to have in-person congregational meetings, therefore, the Executive of the General Council approved a temporary change in pastoral relations policies to allow the governing bodies of communities of faith to make urgent pastoral relations decisions on behalf of the community of faith.

GS 58 is requesting an extension to this and Executive will be bringing this before the region at the November 2020 CSRC Online Meeting.

New General Secretary (GS) Announcement

Peter announced to Executive that Rev. Michael Blair will be the next GS of The United Church of Canada to replace Nora Sanders. He will start this position effective November 1st, 2020.

MOTION by Christina Stricker/Helen Smith

2020-09-16-03

That the CSRC Executive receive the correspondence GS 58 Extension to Temporary Amendment to Bylaws and the General Secretary announcement, for information.

CARRIED

Letter and Request from Will Kunder (Appendix B)

Executive had a discussion regarding the retirement letter from Will Kunder and his request.

MOTION by John Watson/Jim Jackson

2020-09-16-02

That the CSRC Executive receive, with regret, the retirement letter from Will Kunder, discontinuing his work as of December 31st, 2020 but continuing to be on the payroll until June 30th, 2021 and express their deep gratitude and appreciation for all his hard work serving the Canadian Shield Regional Council.

CARRIED

STAFF UPDATE

Peter shared that this summer, there were 2 staff members from the CSRC (Melody Duncanson Hales) and the SWRC that needed to take leave from their positions and this made him cognisant of the fact that we may need to work towards staff sharing between the two regional councils.

Peter asked for Executive to keep both staff members in their thoughts and prayers in the coming months.

While Melody is off on her 3-week study leave, Rob has offered to take back the Property Resource Team work and will be the staff lead until Melody's return. Melody is partnering with the Shining Waters RC staff with regards to youth work.

Will is on the staff team until December 31, 2020, when he will officially retire. The question was raised what will happen to Will's work piece around support to communities of faith. Peter

indicated that the staff will spread out the work and if he needs to, Peter will staff partnering with Shining Waters.

COVID 19 UPDATE

The CSRC staff held another town hall meeting on September 10, 2020, where the region discussed re-opening churches. Not many churches are opened yet and some are waiting to see how the pandemic proceeds.

REGIONAL MEETING UPDATE

Barb shared the planning team's agenda for the 2020 CSRC Online Meeting in November. It will occur over 2 days, with Friday night being a town hall type gathering with opening worship and opportunities for small group discussions. Saturday morning and early afternoon will be the business portion of the meeting complete with proposals, voting on the budget, nominations, and more. There will be an opportunity for delegates to participate in workshops on Saturday afternoon.

Saturday evening will be the Celebration of Ministry Service with an opportunity to celebrate ministry personnel, an in memoriam, and guest preacher.

IN-PERSON REGIONAL MEETING: FALL 2021

Peter discussed a possible in-person meeting in the fall of 2021, assuming there is a viable vaccine for Covid-19 at the time. It will be bumped to the spring of 2022 if we are unable to meet in 2021.

MOTION by Christina Stricker/John Watson **2020-09-16-03**
That the CSRC Executive schedule Saturday, October 15-17, 2021 as
an in-person Canadian Shield Regional Council Meeting.
CARRIED

OFFICE SPACE UPDATE

Susan gave an update about the North Bay office space. A letter was sent to Omond UC in June indicating our intent to not sign the one-year lease in December 2020 for the 2021 lease year. Also in the letter, Peter stated to Omond that the region was seeking tenders from other North Bay area churches for possible office space. The date for all churches to respond is October 15, 2020.

AFFIRMING RESOURCE TEAM UPDATE

Will Kunder joined the Executive meeting to give a report from the Affirming RT. Will indicated that the Affirming RT had met in July for prep work for RC Meeting. There is an affirming ministry statement that needs to be approved and sent to AU/SE. The team was supposed to have met the day before this meeting but that meeting has been rescheduled and therefore, the work that Will would be presenting will be post-poned to the next meeting of Executive.

Will shared the draft Affirming Ministry Statement for the region from the feedback that was offered to the resource team from Executive via the questions posed back in the springtime. When it is finalized, this will be added to the Report Packet for the 2020 CSRC Meeting in November.

NEXT MEETING DATES:

- October 21, 2020, 1:30 p.m. – 4:00 p.m.
- November 18, 2020 1:30 p.m. - 4:00 p.m.

CLOSING

Peter closed with prayer and Kathie adjourned the meeting at 3:00 p.m.

APPENDIX A

*Executive of the General Council
August 27, 2020*

For Action

GS 58 EXTENSION OF TEMPORARY AMENDMENT OF BYLAWS RE: PASTORAL RELATIONS

Origin: General Secretary, General Council

1. What is the issue?

In April, 2020, the Executive of the General Council approved a temporary change in pastoral relations policies to allow the governing bodies of communities of faith to make urgent pastoral relations decisions on behalf of the community of faith within strict parameters and under the oversight of the regional council [copy of motion attached].

This action was necessary because communities of faith were prohibited from gathering in person due to the COVID-19 pandemic and were therefore unable to make pastoral relations decisions that required a community of faith meeting.

Staff report that the amendment has been very useful during this time, facilitating many changes made to pastoral relationships:

- Ministers have moved (terminating existing relationships, moving and starting new relationships);
- Pastoral relationships have been altered (hours changed);
- Ministers have retired;
- Candidates have begun appointments.

In addition, communities of faith have been doing other work with respect to matters like amalgamations, which will then have an effect on pastoral relationships. The amendment has been helpful in facilitating these matters. Staff are not aware of any problems which have been caused by this amendment.

Pension and Benefits reports that they have been advised of only one ministry personnel lay off requesting continuation of benefits. There may be others who will become apparent when they attempt to access benefits. (Sixty-four lay staff members were reported laid off, ten of whom have now been reported as returned to work.)

The temporary change expires on August 31, 2020, unless extended by decision of the Executive or Sub-Executive of the General Council.

Although public health restrictions have now eased to varying degrees across Canada, many communities of faith are not yet gathering in person because of safety concerns. In communities of faith that have resumed worship services with health protocols in place, it may still be too risky for their vulnerable members and adherents to participate in person.

*Executive of the General Council
August 27, 2020*

For Action

2. Why is this issue important?

Communities of faith need a mechanism to make pastoral relations decisions in the coming months so that they can continue to function effectively.

3. How might the General Council Executive respond to the issue?

The Executive of the General Council has responsibility for dealing with all emergency work of the General Council between meetings of the General Council [D.5.3].

The General Secretary recommends that:

The Executive of the General Council extend the temporary amendments to pastoral relations policies adopted at the meeting of the Sub-Executive held on April 15, 2020 to December 31, 2020, subject to earlier cancellation or further extension by decision of the Executive or Sub-Executive of the General Council.

*Executive of the General Council
August 27, 2020*

For Action

Motion: Jane McDonald/Mitchell Anderson

2020-04-15-066

The Executive of the General Council approve a temporary amendment to pastoral relations policies in *The Manual* to enable the governing body or equivalent of a community of faith to make urgent decisions on behalf of the community of faith with respect to initiating a call or appointment, revising the terms of a call or appointment, or ending of a call or appointment in circumstances where it is not practicable to follow those policies outlined in *The Manual*, on the following basis (underlined text for emphasis only, in order to note the significant central role of the regional councils):

- i) for the purposes of this motion, "urgent" means a critical situation that cannot be effectively dealt with under any other bylaw or policy of the United Church, as determined to the satisfaction of the regional council;
- ii) the governing body will consult with the community of faith in advance of making a pastoral relations decision to the extent reasonable and practicable in the circumstances to the satisfaction of the regional council;
- iii) when the governing body is making a pastoral relations decision, the ministry personnel will have the same right to notice of the virtual meeting and an opportunity to respond as provided in section I.3.1.6 of *The Manual*; in this instance, section B.5.4.2 shall be interpreted as nine days where it is not practicable to read during public worship on two Sundays;
- iv) when the governing body of a community of faith requests a change of pastoral relations, the regional council will ask the ministry personnel affected if they support the request. If the ministry personnel do not support the request, the requirement that the minister is given 90 days' notice or salary and benefits in lieu of notice as provided in section I.3.1.6 will continue to apply, save for the following circumstances, where notice may be abridged or waived by the regional council upon recommendation of the governing body of the community of faith:
 - a) if the change to the terms and conditions of the call or appointment is the temporary layoff of the ministry personnel relating to the COVID-19 pandemic, and the governing body of the community of faith has:
 - a) declared its intention on behalf of the community of faith to recall the affected minister upon cessation of the COVID-19 pandemic; and
 - b) demonstrated to the satisfaction of regional council that it has exhausted all funding sources;
- v) all other requirements for making a pastoral relations decision, including minimum advance notice of the meeting and notice to the regional council, will apply to the extent possible, and with only such modifications as may be necessary in the circumstances as permitted by the regional council;

*Executive of the General Council
August 27, 2020*

For Action

- vi) the regional council must ensure all of the requirements set out in this motion have been fulfilled to its satisfaction before it makes a decision on any pastoral relations matter;
- vii) except to the extent modified by this motion, the regional council continues to have the same role and decision-making authority on all pastoral relations matters; and
- viii) this change will be in effect until August 31, 2020, subject to earlier cancellation or extension by decision of the Executive or Sub-Executive of the General Council.

Carried

APPENDIX B
Letter and Request from Will Kunder

Rev. Peter Hartmans
Executive Minister
Canadian Shield Regional Council
The United Church of Canada

September 08, 2020

Re: Request for change in employment

Dear Peter,

I am writing to request that my staff position as the Regional Council Minister for Support to Communities of Faith & Justice Animation end on December 31, 2020.

When the denominational decision was made to eliminate my position as the Manitou Conference Executive Secretary, on January 1, 2019, I was thankful for the opportunity to consider other possible positions within the new staff system. I offered to assist in any way that might be helpful during this period of significant organizational change.

The chance to work with you and the new team of colleagues in the Canadian Shield Region was, and continues to be, a genuinely satisfying experience.

I hope that God might, yet, surprise me with another ministry challenge here in the North for which I might be a suitable candidate. This feels like the right time for me to step aside and create the space for creative discernment.

In the meantime, I remain at your call to offer help if so desired.

Thank you, Peter, for your steady leadership and friendship.

I have very much appreciated your participation over the past several months as I've discerned the need for this change.

Grace and peace,

Will

Rev. Dr. Will Kunder
Regional Council Minister
Canadian Shield Regional Council
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