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EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on June 19, 2019 at 1:30 p.m. via teleconference.

PRESENT: Kathie Smith (Chair), Cindy Desilets, Joy Galloway, Jim Jackson, Dave LeGrand, Maxine McVey, Helen Smith, Judith Visser, Stewart Walker

STAFF: Peter Hartmans, Rachael Howes

REGRETS: Barbara Nott

Chair, Kathie Smith welcomed everyone to the first meeting of the new Executive. Peter Hartmans opened the meeting at 1:35 p.m. with a reading from Ecclesiastes and a prayer. Kathie Smith honoured the traditional lands upon which we meet, and read the safe space statement.

Greeting, Welcome and Orientation

As a way of getting to know each other, Kathie Smith invited everyone to introduce themselves, indicate where they worship, and reflect on how the Spirit moved them during the inaugural meeting of the Regional Council.

APPROVAL OF AGENDA

MOTION by Jim Jackson/Maxine McVey

2019-06-19-01

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

MOTION by Helen Smith/Joy Galloway

2019-06-19-02

That the Minutes of the meeting of the Canadian Shield Regional Council Transition Executive held May 14, 2019 be approved as circulated.

CARRIED

CORRESPONDENCE

Letter to Communities of Faith – *Kathie Smith*

The Executive reviewed a draft of a letter to be sent to all the Communities of Faith in the region asking each to establish a policy stating that they choose not to use single-use plastic water bottles in their churches, and to incorporate into their rental policies, a request that others using their buildings abide by this same agreement.

REGIONAL MEETING 2020

MOTION by Stewart Walker/Judith Visser

2019-06-19-03

that the date for the 2020 Canadian Shield Regional Council meeting be June 5, 6 and 7, 2020.

CARRIED

MOTION by Maxine McVey /Jim Jackson

2019-06-19-04

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That the 2020 Canadian Shield Regional Council meeting take place in Sudbury, ON.
CARRIED

MOTION by Judith Visser/Cindy Desilets

2019-06-19-05

That the Executive of Canadian Shield Regional Council authorize the local arrangements committee to secure a venue for the 2020 Regional Council meeting. **CARRIED**

FINANCE

There was discussion about the shared services with the General Council office around the region's finances.

MOTION by Helen Smith/Maxine McVey

2019-06-19-06

That Canadian Shield Regional Council Executive withdraw the arrangement for shared services for finances with General Council.

CARRIED

MOTION by Dave LeGrand/Cindy Desilets

2019-06-19-07

That Canadian Shield Regional Council Executive appoint Will Kunder, Susan Whitehead, Rachael Howes, Joan Bailey, Janet MacDonald, and Jim Jackson as signing officers for the finances of the region.

CARRIED.

NEXT MEETING

It was decided to meet in September by video conference and have an in-person meeting in October in Sudbury.

CLOSING

The meeting was adjourned at 3:05 p.m. and Peter Hartmans closed the meeting with prayer.



PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission met on June 27, 2019 at 1:00 p.m. via Zoom.

PRESENT: Joy Galloway, Elaine Lush, Erwin Thompson, Fraser Williamson, Nancy Ferguson, John Watson, Cory Vermeer-Cuthbert, Jane Graham

STAFF: Lillian Roberts

REGRETS: Joy Bott, Erin Todd, Ted Harrison

Chair John Watson opened the meeting at 1:00 p.m.

Cory Vermeer-Cuthbert offered prayer.

Lillian Roberts introduced the two new members to the Commission – Erwin Thompson (Western Manitoulin) and Cory Vermeer-Cuthbert (Elliot Lake).

APPROVAL OF AGENDA:

MOTION: Nancy Ferguson/Fraser Williamson **2019-06-27-01**

That the Agenda be approved with the following addition “to appoint representative to Regional Council Executive” under Business Arising Heading

CARRIED

APPROVAL OF MINUTES:

MOTION: Elaine Lush/Nancy Ferguson **2019-06-27-02**

That the Minutes from the Zoom meeting of May 23 2019 & the meeting at Regional Council Meeting June 1, 2019, be approved as circulated.

CARRIED

BUSINESS ARISING:

PULPIT SUPPLY MEMO

Nancy Ferguson presented a draft document prepared by Jane Graham, Ted Harrison and herself and a brief discussion followed on matters of liability, accountability and theology. It was agreed that the document would be updated and brought forward to the next meeting.

“EXCEPTIONAL” CRITERIA RELATED TO CELEBRATION OF MINISTRY SERVICES

After considerable discussion regarding timing and location of Celebration of Ministry Services for new Ordinands, and entrance into the Pension Plan the following Best Practise was determined:

When a Candidate for Ordination, commissioning, admission, readmission, etc. wishes the Celebration of Ministry Service to be other than the next Regional Council AGM, it is incumbent upon the Candidate to write to the Pastoral Relations Commission to request a time; and then the PRC in consultation with the Candidate will make a decision as to time and place of such a service; if no personal request is made, then the event will take place at the next scheduled RG AGM.

APPOINTMENT TO EXECUTIVE

MOTION: Jane Graham/Fraser Williamson

2019-06-27-03

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That John Watson be appointed to the Canadian Shield Regional Council Executive with Nancy Ferguson being the alternate

CARRIED

CORRESPONDENCE

South River – Trout Creek Covenanting with Susan Peverley: August 11 2019 @ 7pm

Appointment of Regional Council Liaison Officer

MOTION: Elaine Lush/Joy Galloway

2019-06-27-04

That the Canadian Shield Pastoral Relations Commission appoint Rev. Stewart Walker as a Pastoral Relations Liaison Officer.

CARRIED

Motions in Block see attached Consensus Packet

MOTION: Jane Graham/Erwin Thompson

2019-06-27-05

That the Pastoral Relations Commission in one motion approve each and every motion contained in the Consensus Packet circulated with the Agenda for the June 27 2019 meeting. Motions below.

CARRIED

Pastoral Charge Supervisors

Motion: (2019-06-27-05-a) that the Canadian Shield Regional Council Pastoral Relations Commission approve the following appointments of pastoral charge supervisors:

Helen Smith to Central United Sault Ste Marie during sabbatical of Laurie Milito (May 1 – Sept 1 2019)

Gordon Roberts to Sturgeon Falls effective July 1 2019

Randy Boyd to St. Paul's Thunder Bay as of August 1, 2019

Ken Moffatt to First-Wesley Thunder Bay as of July 1, 2019

Randy Boyd to Harmony United Thunder Bay July 1 2019 to Sept 30 2019

Sacraments Elders

Motion: (2019-06-27-05-b) that the Canadian Shield Regional Council Pastoral Relations Commission approve the reappointment of the following Sacraments Elders from July 1 2019 to June 30 2020 or until a called/appointed serving ministry personnel is in place:

Brian Morton, Pauline Schmidt, Diane Rust – Mountjoy United

George Bott – St. John's Marathon

Gwen Denny – Manitouwadge

Michael Gould – Schreiber

Kerttu Ladouceuer – St. Matthew's – St. Paul's Hearst

Lauren Quist - St. Matthew's – St. Paul's Hearst

Susan Jansson - St. Matthew's – St. Paul's Hearst

Frances Morris – Phelps

Glenda Woodbury – Temiscaming

Lorna Chuipka - Wawa

**Change in Terms of Call – St. Paul’s New Liskeard & Rev. Dr. Judith Visser
Change in Terms of Call – Hillview (New Liskeard) & Rev. Dr. Judith Visser**

At the request of Rev. Visser and in agreement with the pastoral charges that share a Shared Ministry Agreement the terms of the call be changed from full time to $\frac{3}{4}$ time effective January 2020.

Motion: (2019-06-27-05-c) that the Canadian Shield Regional Council Pastoral Relations Commission approve the revision to the terms of call between St. Paul’s New Liskeard and Rev. Judith Visser (OM Cat F) effective January 1, 2020 with the amended terms being: part-time; 37.5 time (shared ministry agreement 75% to be managed as working 39 or 52 weeks); salary \$21,685.83; telephone \$480; continuing education \$530.62 for total remuneration of \$22,696.45. Position Profile and 2020 calendar attached to revision.

Motion: (2019-06-27-05-d) that the Canadian Shield Regional Council Pastoral Relations Commission approve the revision to the terms of call between Hillview New Liskeard and Rev. Judith Visser(OM Cat F) effective January 1, 2020 with the amended terms being: part-time; 37.5 time (shared ministry agreement 75% to be managed as working 39 of 52 weeks); salary \$21,685.83; telephone \$480; continuing education \$530.62 for total remuneration of \$22,696.45. Position Profile and 2020 calendar attached to revision.

Call to St. Joseph Island and Rev. Pieter Le Roux effective August 1, 2019

Motion: (2019-06-27-05-e) that the Canadian Shield Regional Council Pastoral Relations Commission approve the fulltime (40 hours per week) call of St. Joseph Island Pastoral Charge to Rev. Pieter Le Roux (OM – Category F) effective August 1, 2019 with the following terms: Manse provided; Minimum Salary \$45,041 with no additional salary; annual telephone \$840; Continuing education \$1,415 for a total remuneration of \$47,296 plus manse; all other terms as set form in the Record of Call or Appointment form.

**Revision of terms of appointment Rev. Catherine Somerville and St. Andrew’s United Church,
Sudbury
(revision from 14 hours per week to 20 hours per week)**

Motion: (2019-06-27-05-f) that the Canadian Shield Regional Council Pastoral Relations Commission approve the revision to the terms of appointment between St. Andrew’s Larch Street Sudbury and Rev. Catherine Somerville (OM Cat F) effective July 1, 2019 to June 30, 2021 increasing the hours to 20 hours per week (half time) with the following terms: Prorated Minimum Salary COL 3 \$30,541.50 plus 5% (\$1,526.08) for total salary of \$32,068.58; annual telephone \$480; continuing education \$707.50 for a total remuneration of \$33,256.08; ; all other terms as set form in the Record of Call or Appointment form.

Notice of Retirement Rev. Dawn Vaneyk – St. Peter’s pastoral charge June 30 2020

Motion: (2019-06-27-05-g) that the Pastoral Relations Commission approve the request for a change in pastoral relations due to retirement of Rev. Dawn Vaneyk from St Peter’s United Church, Sudbury effective July 1, 2020.

Appointment of Regional Council Appointees for the purpose of Quorum

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MOTION: Nancy Ferguson/Jane Graham

2019-06-27-06

That the Pastoral Relations Commission authorize the Pastoral Relations Minister to appoint regional representatives on a one-time basis, to pastoral charges for the purpose of fulfilling quorum at governing body meetings.

CARRIED

LICENSING

FOR

SACRAMENTS

There is the *need to develop a policy sacraments elders, students, DLMs, retired DLMs, retired DM. Note page 152 in the 2019 Manual regarding licensing of retired DLMs 1.2.4.4 c) top of page.* A request for licensing for sacraments for Marilyn Billings, retired DLM has been received; a Motion was not possible at this time. Matters to be considered: consistency, pastoral sensitivity, and abrupt impact upon pastoral charges.

POLICIES

AND

PROCEDURES

Agenda Item: Making a plan for how to address the number of policy and procedures that the Commission has to put in place. These include: Licensed Lay Worship Leader subcommittee; Licensing for Sacraments Privileges; process and criteria for short term supply appointments.

The CSRS Pastoral Relations Commission Policies and Procedures documents had been circulated and it was decided that the Commission read Sections 6.1.2 – 6.1.4 in preparation for the next meeting and bring forward their comments, questions and suggestions.

JOY, HEALTH AND EXCELLENCE IN THE PRACTICE OF MINISTRY

The pre AGM Clergy gathering was a first step toward fostering and encouraging Joy, Health and Excellence in the Practice of Ministry. Evaluations of that event indicated a longing for a more retreat like format and a desire for a more retreat like setting. At least half of the \$13,000 budget allotted for the 2019 clergy gathering remains and will be carried over to 2020. Lillian Roberts is a trained facilitator in the Fresh Start program, which supports ministry personnel.

NEXT MEETING: The next meeting is scheduled for Wednesday, September 25, 2019, at 1:00 pm via ZOOM.

CLOSING OF MEETING: Nancy Ferguson lead in a closing prayer of thanksgiving and concern.

MOTION TO ADJOURN: Nancy Ferguson

2019-06-27-07

CARRIED.



EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on September 17, 2019 at 10:00 a.m. via teleconference.

PRESENT: Kathie Smith (Chair), Joy Galloway, Jim Jackson, Maxine McVey, Judith Visser, Helen Smith, John Watson, Christine Stricker, Dave Le Grand

STAFF: Peter Hartmans, Susan Whitehead

REGRETS: Barbara Nott, Stewart Walker, Cindy Desilets

Chair, Kathie Smith welcomed everyone to the meeting of Executive. Peter Hartmans opened the meeting at 10:03 a.m. Peter read Psalm 121 and opened with prayer.

Kathie Smith honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we meet today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation.”

(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Greeting, Welcome and Check-In

After everyone was welcomed, Executive members introduced themselves and did a check-in.

APPROVAL OF AGENDA

MOTION by Dave Le Grand/Christina Stricker

2019-19-17-01

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

MOTION by Jim Jackson/Joy Galloway

2019-09-17-02

That the Minutes of the meeting of the Canadian Shield Regional Council Executive held June 19, 2019 via Zoom, be approved as circulated.

CARRIED

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CORRESPONDENCE

- *Corporations background and Omnibus Motion (Appendix A)*
Peter gave a brief overview of corporations and the General Council Office (GCO) staff member, Linda Gray, who handles the administrative work for incorporated ministries for regions.

MOTION by Helen Smith/Dave Le Grand **2019-09-17-03**

That the Executive of the Canadian Shield Regional Council approve the Omnibus Motion from the General Council Office (Incorporated Ministries) re: approval of the Camp McDougall Inc. 2019-2020 Board of Directors.

CARRIED

It was decided that there will be someone to video conference with Executive at the November 2019 meeting in Sudbury, giving more background on corporations. Peter will make the arrangements.

REGIONAL MEETING UPDATE

Peter stated that the next RC Meeting was on June 5-7, 2020 at St. Andrew's United Church in Sudbury. Barb Nott is the chair of the planning committee and has been authorized to sign a contract with St. Andrew's. There will be a bus to pick up and drop off people to avoid the downtown parking issues.

Peter indicated that the contract from St. Andrew's is very economical and the event will be catered.

REGIONAL GOVERNANCE UPDATE AND EXECUTIVE COMMUNICATION

The task for Executive was to create and implement the Governance Document for the region. Commissions, Committees, and Resource Teams have all met or are meeting this week. The Governance Document will need to be completely reviewed by December 2020, with any adjustments coming in before that date to be approved.

CSRC Finance Investment Policy (Appendix B)

Peter presented the Finance RT's Investment Policy for review. He indicated that all investments would be reviewed annually by the Finance RT and then forwarded to Executive for approval.

MOTION by John Watson/Christina Stricker **2019-09-17-04**

That Executive approve the Finance Resource Team's Investment Policy, with Executive reviewing annually.

CARRIED

NEXT MEETING DATE:

- November 12-13, 2019 in Sudbury at Villa Loyola Retreat Centre
 - Start time Nov. 12th at Dinner – 5:00 p.m.
 - End time Nov. 13th – 4:00 p.m.

CLOSING

The meeting was adjourned at 11:22 a.m. and Peter Hartmans closed the meeting with prayer.

PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission met on September 25, 2019 at 1:00 p.m. via Zoom.

PRESENT: Nancy Ferguson, John Watson, Ted Harrison, Jane Graham, Erin Todd, Fraser Williamson, Joy Bott, Cory Vermeer-Cuthbert

STAFF: Lillian Roberts

REGRETS: Erwin Thompson, Elaine Lush, Joy Galloway

Chair, John Watson, called the meeting to order at 1:06 p.m. Erin Todd offered prayers – to be united in the Spirit, for the will and heart to do the work, for good and faithful decision making and that Jesus be the centre of all things.

APPROVAL OF AGENDA

MOTION: Ted Harrison/Jane Graham

2019-09-25-01

That the Agenda be approved.

CARRIED

The Chair invited all in attendance to check in with a memory from summer.

MINUTES

MOTION: Nancy Ferguson/Joy Bott

2019-09-25-02

That the Minutes be accepted with the following changes:

a. To Motion 2019-06-27-04 add “to Iron Bridge”

(Stewart Walker appointed to Iron Bridge as Pastoral Relations Liaison Officer)

b. That motions in the Consensus Packet be inserted into the body of the Minutes.

CARRIED

BUSINESS ARISING

PULPIT SUPPLY POLICY

After lengthy discussion regarding developing a policy for Pulpit Supply, the following motion was made:

MOTION: Fraser Williamson/Erin Todd

2019-09-25-03

To table the Pulpit Supply Policy to the next meeting

CARRIED

LICENSE TO ADMINISTER THE SACRAMENTS – MARILYN BILLINGS

MOTION: Joy Bott/Nancy Ferguson

2019-09-25-04

That the Pastoral Relations Commission grant a license to administer the sacraments to Marilyn Billings until June 30, 2020, at which time it will be reviewed in light of updated policies and practice.

CARRIED

CORRESPONDENCE

COVENANTING SERVICES:

At St. Joe's Island was held September 25, 2019

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At Massey will be held on September 29, 2019
And at Pinegrove, Thunder Bay, will be held on November 10, 2019.

RETIREMENT LETTER

A letter was received from Rev. Randy Boyd regarding retiring effective May 31, 2020.

CONSENSUS PACKET (APPENDIX 1)

MOTION: Fraser Williamson/Jane Graham

2019-09-25-05

That the Consensus Packet be approved

CARRIED

Appointment of Regional Council Liaison Officers

Motion (2019-09-25-05-a): That the Pastoral Relations Commission, Canadian Shield Regional Council appoint Joy Bott to Trinity, Thunder Bay

Appointment of Pastoral Charge Supervisors

Motion (2019-09-25-05-b): That the Pastoral Relations Commission, Canadian Shield Regional Council, appoint the following pastoral charge supervisors to June 30, 2020:

Trinity Manitoulin, effective September 14, 2019 – Maxine McVey and Erwin Thompson
Willowgrove, Sault Ste. Marie, effective October 27, 2019 –Helen Smith

Approval of License to Administer the Sacraments – Sacraments Elders

Motion (2019-09-25-05-c): That the pastoral Relations Commission, Canadian Shield Regional Council licence the following Sacraments Elders for the pastoral year, 2019-2020:

Ramona Campbell – All People's Sudbury

Marlene Chuipka – All People's Sudbury

New Sacraments Elder

Motion (2019-09-25-05-d): That the Pastoral Relations Commission, Canadian Shield Regional Council license Kathie Smith, on the request of St. Andrew's Sturgeon Falls, and who completed the Sacraments Elders training with the Pastoral Relations Minister, in August, 2019, for the pastoral year 2019 – 2020; and that the time to recognize her as a Sacraments Elder be arranged with St. Andrew's through the Pastoral Relations Minister.

Notification of Request for change in pastoral relations for the purpose of retirement

Motion (2019-09-25-05-e): That the Pastoral Relations Commission, Canadian Shield Regional Council approve the request of Rev. Randy Boyd for a change in pastoral relations with Trinity United (Thunder Bay) for the purpose of retirement effective May 31, 2020.

Notification of Request for a change in pastoral relations

Motion (2019-09-25-05-f): That the Pastoral Relations Commission, Canadian Shield Regional Council approve the request of Rev. Cindy Desilets for a change in pastoral relations with Covenant United, effective December 31, 2019.

Call: First Wesley – Rev. Louise Hart

Motion (2019-09-25-05-g): That the Pastoral Relations Commission, Canadian Shield Regional Council approve the call of First Wesley (Thunder Bay) to Rev. Louise Hart (OM – Category B) effective January 1, 2020, with the following terms: minimum salary Cat B COL 3 \$55,500; plus 5% for a total salary of \$58,275, annual telephone \$540; continuing education \$1442 for a total

remuneration of \$60,257; and all other terms as outlined in the Record of Call including the page of terms attached to the Record of Call outlining 5th Sundays as time off, Sunday after Christmas and Sunday after Easter.

Retired Supply Appointment Harmony – Rev. Joyce Fergus-Moore

Motion (2019-09-25-05-h): That the Pastoral Relations Commission, Canadian Shield Regional Council approve the part-time appointment (13.3 hours per week – one third time) of Harmony (Thunder Bay) to Rev. Joyce Fergus-Moore (OM – Retired) effective September 1, 2019 until August 1, 2020 OR until the vacancy for a full-time minister is filled, with the following pro-rated terms; minimum salary Cat F COL3 \$20,361; annual telephone \$406.08; continuing education \$475 for total remuneration of \$21,242.08; and all other terms as outlined in the Record of Call/Appointment form.

Fraser Williamson excused himself from the meeting at 2:45 p.m.

TEMISCAMING PASTORAL CHARGE – PASTORAL CHARGE SUPERVISION

After considerable discussion the following motion was made and lifted from the Consent Packet:

MOTION: Ted Harrison, Nancy Ferguson 2019-09-25-06

That the Pastoral Relations Commission appoint on a temporary basis to Temiscaming (St. Paul's) effective October 1, 2019, to June 30, 2020 – Lillian Roberts as part of staff time allocation, to be reviewed by the Executive Minister

CARRIED

POLICY DEVELOPMENT

Items 6.1.3 and 6.1.4 to be reviewed at next meeting.

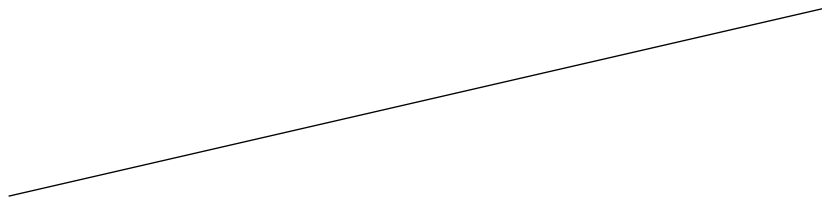
Items postponed until next meeting include:

- Joy, Health and Excellence in Ministry: Ministry Personnel Retreat 2020; Lectionary Online Group
- Training – Education: M&P Fall Tune up September 25 via technology
- Creation of LLWL Committee – process?
- Other Business

NEXT MEETING:

The next meeting will be Wednesday, October 23, at 1:00 p.m. Ted Harrison will take minutes in Cory Vermeer-Cuthbert's absence.

Lillian Roberts offered a closing prayer at 3:00 p.m. – for meandering roads, for wisdom and conversations that show the way forward and that we might know God's presence.



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SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on Wednesday September 25, 2019 at 4:00 p.m. via Zoom.

Present: Bill Steadman, Peter Haddow, George Bott, Bonnie Johnston, Christina Stricker, Ernie Epp, Crystal Greig, Janice Brownlee, Marilyn Schatzler, Erasmus Madimbu. Staff support: Will Kunder, Rob Smith, Melody Duncanson Hales.

Regrets: Brynn Carson

1. Opening:

- a. Welcome: Bill Steadman welcomed all to this the second meeting of the Commission. The first was a brief meeting on June 1st as part of the Regional Council meeting.
- b. Members of the Commission did a check in then Bill opened with prayer

2. Review of Support to Communities of Faith Commission (SCoFC) Responsibilities.

- a. The Governance Document (Appendix A) was reviewed. Our responsibility is to track action under our Mandate and the challenge is to be mindful of the weight of our decision-making. Christina Stricker has been asked to discuss with the Nominations Committee of the Canadian Shield Regional Council Executive the length of terms of the commissioners and succession planning. In the first few years, staggered terms would provide continuity.
 - i. **Covenanting with Communities of Faith:** What will this look like? David Allen from General Council has made a template for this and the staff are willing to do the work on this with the help of Peter, Mardi, George and Marilyn from the Commission (as needed) and then pilot this in a few Communities of Faith. There was a consensus that the staff will carry this work with an openness to link with members of this commission,
 - ii. **Support for Communities of Faith** – we will need specifics and some of this will be come clearer as we face specific issues and concerns (such as Trinity UC North Bay letter later.)
 - iii. **Leadership training**
 - iv. **Worship resources for lay lead Communities of Faith.**
 - v. **Self Assessment reviews** – this is work to do.
 - vi. **Resource Teams:** Support and track work of the Property Resource team, Mission Support and Regional Council Grants team, Right Relations Resource team, Affirming Ministry Resource team and Youth & Young Adult Ministry Resource team. The Commission needs to establish process, policy and how we approve their work.
- b. Policy Development: As a body we need to be clear of the policies developed by the Resource teams, we need to review and approve these policies and determine the level of autonomous decisions that can be made. It is not productive to re-do all the work of these teams for every decision. The Grants team is in the discovery phase of their work and are using the processes set out by the General Council with some adaptations in the document we received.

3. Resource Team Updates

- a. Property Resource team

Moved: Ernie Epp Seconded: Christina Stricker

That the Support to Communities of Faith Commission approve the addition of Jim Jackson and Paul McAllister to the Property Resource Team. Carried (without opposition).

- b. Mission Support & Regional Council Grant Team. The criteria (appendix B) was received. This will help to guide the decision process with clear communication and consistency. A question was asked about #4 “must be with paid accountable ministry”; Melody clarified that there were other grants for low income Communities of Faith to help with capital projects, technology etc. Melody also clarified that #9 is an accountability piece that will help her track the grants as direct deposit is now the preferred method of payment.

Moved: Peter Haddow Seconded: George Bott

That the Support to Communities of Faith Commission accept the proposed Mission Support Grant Award Criteria, Canadian Shield Regional Council (Appendix B). Carried (without opposition).

- c. Right Relations Resource Team. Will Kunder is the staff support. The team has worked to put the Minutes for Right Relations that were done for Manitou Conference onto the Canadian Shield Regional Council website. As well, a new resource for Orange Shirt Day was posted and sent to the region this week. The team has also approved a request from the Thunder Bay Communities of Faith to carry out the Kairos Blanket Exercise in the future.
- d. Affirming Ministry Resource Team. Will Kunder is the staff support. Peter Haddow reported that this team is working on the status with Affirm United. Rob Smith attended the Affirm United Conference in Calgary and noted that there was a proposal for a significant increase in the annual dues for both Communities of Faith (from \$100.00 to \$500.00) and for Regional Councils. There was a consensus within the Commission that our concern over the increase in the dues needs to be communicated. This concern needs to go to the Regional Council Executive.
- e. Youth and Young Adult Ministry Resource Team (YAYA). Melody Duncanson Hales is the staff support. This team met over the summer. The fall activities are numerous with a Cambrian Youth Network constituting a network, choosing to formalize with the election a chair and making a motion to look into Affirming ministry. Using a seed grant from Cambrian Presbytery, this group is in the process of meeting several times. There is a bus going to the Niagara Youth Festival, Sudbury youth have started a “sub-hub” and are meeting regularly. The YAYA team also sees a need for more face to face leadership development.

4. Emergent Business:

- a. Little Current P.C. As part of the Re-think Green program, Little Current has had an energy assessment and made application to the Mission Support & Regional Council Grant Team for a Church Modernization and Improvement Grant to replace the windows. The team reviewed the request and recommended approval. This is an example of work that needs to be approved at the team level and sent to the Commission for information.

Moved: Bonnie Johnston Seconded: George Bott

That the SCoFC approve the grant request from Little Current for the amount of \$5,000.00 towards window replacement. Carried (without opposition)

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- b. Representative to the Social Justice Network of Ontario Regions: A staff recommendation has come to appoint Ernie Epp who has previous experience with this network. Moving forward, this will come from the Nominations committee of the Canadian Shield Regional Council.

Moved: Bonnie Johnston Seconded Marilyn Schatzler

That Ernie Epp be appointed to the Social Justice Network of Ontario Regions.

Carried (without opposition)

- c. Facilitation of the North Bay Area Churches conversation. A letter was received from Trinity United Church, North Bay requesting the facilitation of strategic conversations among the North Bay area churches. To date only Omond Memorial United Church has responded expressing openness. This request certainly comes under our mandate and it was noted that within the region, there are several people who have done this work in Thunder Bay area and the Sault Ste Marie area. The Edge ministry at Church House was also mentioned as a resource. A task force might be established only if there is a response from the other 2 churches in North Bay and assistance is requested.
- d. Pastoral Relations Commission & SCoFC discussions. Our work intersects around Covenanting and there will be other areas. The commission will be sensitive to these intersections as we progress.
- e. United in Worship Project. George Bott reported that 83 churches from across the country are now accessing this resource with 14 people from various regions providing the resources. He would like time on the next agenda. (agreed)
- f. Grace United Church. An update on the decision to re-build after the fire will be discussed at the next meeting. The Property Resource team should have information also before that time.

5. **Next Meeting: Wednesday October 23, 2019 7:00 p.m.**

Moved: Christina Stricker *That the meeting be adjourned.* (agreed)

6. **Closing Prayer:** Erasmus Madimbu led the group in prayer.



PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission met on October 23, 2019 at 1:00 p.m. via Zoom.

PRESENT: Nancy Ferguson, John Watson, Ted Harrison (acting secretary), Fraser Williamson, Joy Bott, Joy Galloway, Elaine Lush

STAFF: Lillian Roberts

REGRETS: Erin Todd, Erwin Thompson,

Chair, John Watson, called the meeting to order at 1:04 p.m. As settled last month, Ted Harrison is acting as secretary for this meeting.

OPENING PRAYER shared by John Watson.

CHECK-IN

APPROVAL OF AGENDA

MOTION: Nancy Ferguson/Ted Harrison

2019-10-23-01

That the Agenda be approved.

CARRIED

MINUTES

Correction: Detail (date) in motion regarding Cindy Desilet's change of pastoral relations is corrected from 2010 to 2019.

MOTION: Joy Bott/Elaine Lush

2019-10-23-02

That the Minutes of September 25th be accepted *as corrected*.

CARRIED

BUSINESS ARISING: Pulpit Supply Memo – final decision

:

MOTION: Nancy Ferguson/Elaine Lush

2019-10-23-03

That we move the adoption of the Pulpit Supply Policy as discussed in length
(*see appended*)

CARRIED

The committee directs our Pastoral Relations Minister to share the Policy throughout the Region.

CORRESPONDENCE

Items of correspondence are appearing under the "Consensus Packet," below.

CONSENSUS PACKET (October 23, 2019)

Appointment of Regional Council Liaison Officers

Motion: that the Pastoral Relations Commission, Canadian Shield Regional Council appoint: Nancy Ferguson to Covenant, Timmins for profile preparation
Stewart Walker to Trinity Manitoulin for search training and process
Catherine Somerville to Capreol for search training and process with support from PR Minister

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Re-licensing of Sacraments Elder

Motion: that the Pastoral Relations Commission, Canadian Shield Regional Council approve the request from Grace Nipigon for the sacraments elder re-license of Richard Paterson for the pastoral year 2019-2020.

Request for training for Sacraments Elder Training

Motion: that the Pastoral Relations Commission, Canadian Shield Regional Council authorize the Pastoral Relations Minister to arrange sacraments elder training for Phyllis Gauvin from Grace Nipigon, pending successful completion of preparatory training.

Request for approval of covenant association of retired minister for purpose of Ontario marriage license

Motion: that the Pastoral Relations Commission, Canadian Shield Regional Council approve the request of St. James in the Valley and the Rev. John Fraser to be in a covenant association for the purpose of Rev. Fraser continuing his Ontario license to perform marriages.

Reappointment of Laura Hutchison to Candidate Supply with the Shared Ministry Agreement Iroquois Falls & Matheson pastoral charges

Motion: that the Canadian Shield Regional Council Pastoral Relations Commission approve the reappointment of Laura Hutchison as candidate supply with the shared ministry agreement between the Iroquois Falls pastoral charge and the Matheson pastoral charge effective July 1, 2019 to June 30 2020, for 20 hours per week (part time) with the following terms which are prorated on the 2019 minimums for candidate step 2 COL 1: salary \$22,671.50 plus 5% for total salary of \$23,807.07; continuing education \$721 ; phone and internet \$1089 and all other terms as set form on the record of appointment form.

**for information this shared ministry was previously designated as COL2 – in the reassignments done in the spring of 2019, they were designated as COL1 – in order to maintain the compensation at the same level as the previous appointments, 5% over minimum was added to compensate for the difference in COL assignment.*

MOTION: Joy Galloway/Fraser Williamson

2019-10-23-04

That the Consensus Packet be approved

CARRIED

Pulled from the Consensus package:

Approval of License to Administer the Sacraments – Diane Tait

Motion: Joy Bott/Joy Galloway

2019-10-23-05

That the Pastoral Relations Commission, Canadian Shield Regional Council approve the sacraments license for Massey Pastoral Charge and candidate supply Diane Tait for the pastoral year 2019-2020. (Note: Diane has completed the Introduction to Christian Worship Course of the AST program)

CARRIED

Policy Development

**License to perform the sacraments policy
Retired order of ministry policy 1.2.1 – 12.4**

Conversation ensued. The Pastoral Relations Minister will provide the committee with questions and materials to help consider matters related to sacraments policy. The conversation will continue next meeting.

Joy, Health and Excellence in Ministry

- **Ministry Personnel Retreat 2020**
- **Lectionary Online group**

Lillian debriefed the recent Lectionary group, pleased with the interest and participation. She consulted with the committee around coupling the retreat with the physical Regional Meeting of 2020 in Sudbury. The group asked Lillian to investigate the possibility of using the Loyola retreat centre before or after the Court meeting.

Training – Education

Creation of LLWL Committee – process – invitation went to LLWLs and former presbytery LLWL committee members

Lillian has undertaken to poll interest from folks formerly involved in the LLWL certification and processes.

Other Business

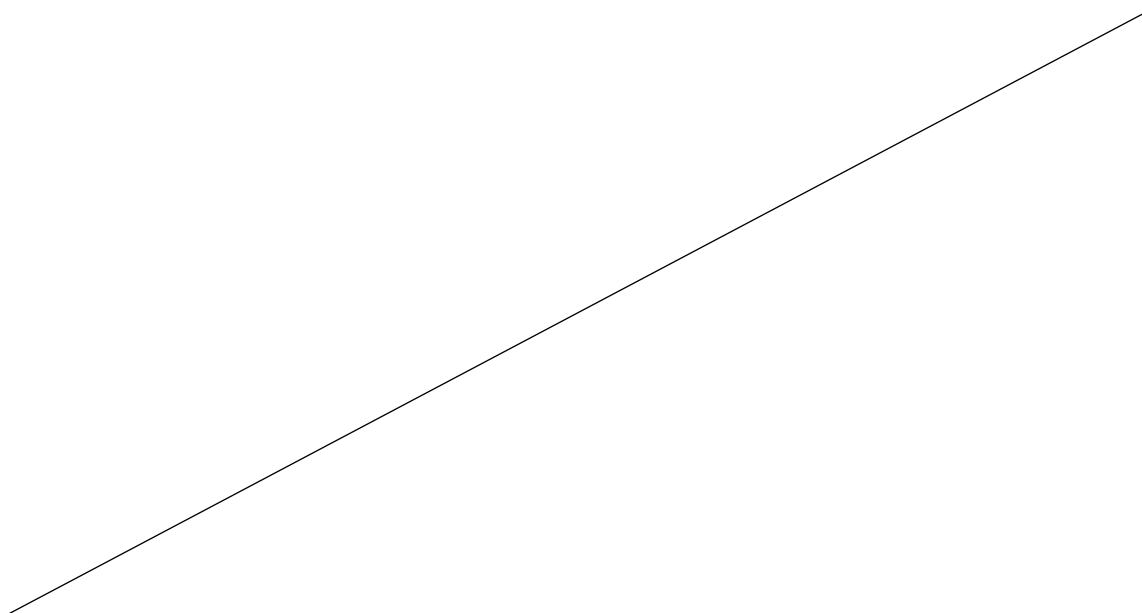
The group discussed that an early 2020 face-to-face meeting of this committee would be useful for the development of needful policies. The logistics are daunting.

NEXT MEETING:

The next meeting will be **Wednesday, November 27, 2019 at 1pm**. Ted will provide the devotion, with some consideration of sacraments presidency. The group decided on the use of ZOOM 'break-out rooms' as a meeting device for our next meeting.

Closing Prayer: Chair John Watson

Motion to adjourn: Elaine Lush/Joy Galloway (CARRIED, 3:24pm)



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SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on Wednesday, October 23, 2019 at 7:00 p.m. via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: Bill Steadman

Approval of Agenda

Approval of Minutes from September 25, 2019

Business Arising:

Covenanting Process with Communities of Faith Template –

Response from North Bay Communities of Faith?

Worship Project – George Bott

Update from Grace UC Sudbury

Report from Canadian Shield Regional Council Representative

Resource Team Updates:

- Property Resource Team
- Mission Support & Regional Council Grants Resource Team
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team

Emergent Business:

- Canadian Shield Website- input
- Report for Canadian Shield Regional Council President

Date of Next Meeting: _____

Closing Prayer: Christina Stricker

Present: Bill Steadman, Peter Haddow, George Bott, Christina Stricker, Crystal Greig, Janice Brownlee, Erasmus Madimbu. Brynn Carson Mardi Mumford Staff support: Will Kunder, Rob Smith, Melody Duncanson Hales

Regrets; Ernie Epp, Bonnie Johnston, Marilyn Schatzler

Prayer: Bill Steadman opened with prayer

Agenda: 4 additional items were added to the circulated agenda, including discussion around website input, report to the Executive, report for Kathie Smith, President of Canadian Shield Regional Council and closing prayer by Christina Stricker.

Moved: Peter Haddow **Seconded: Erasmus Madimbu** *That the agenda be approved as amended.* **Carried**

Minutes: The minutes will be sent to the regional office to be put onto the website. A Minute Book with a hard copy will also be kept.

Moved: Mardi Mumford **Seconded: George Bott** *That the minutes of the Support for Communities of Faith Commission (SCoF) meeting held on September 25, 2019 by Zoom technology be approved.* **Carried**

Business Arising:

- ❖ **Covenanting with Communities of Faith:** The staff has reviewed the model template from Church House. The intention of the 43rd General Council was to have each Community of Faith establish a new Covenant. This must process must be relevant to the Community of Faith. Staff will fine tune the template and then have several focus groups from across the region meet for input. The hope is that this might be ready to bring to the June meeting of the regional council.
- ❖ **Response from North Bay Communities of Faith:** Bill Steadman reported back to Ted Harrison in response to his letter and to inform him that the commission is awaiting a response from the other Communities of Faith in the area.
- ❖ **United in Worship:** George Bott provided a extensive report on the United in Worship (See Appendix A). Will Kunder will also approach Peter Hartmans to seek help from the other Executive Ministers for more participation nationally.

Moved: Christina Stricker **Seconded: Crystal Greig** *That the Commission for the Support of Communities of Faith support the United In Worship project as part of our work to support Communities of Faith.* **Carried**

Moved: Erasmus Madimbu **Seconded: Byrnn Carson** *That the resources of staff as part of their work be authorized to work with George Bott to submit a Mission Support Grant application for \$5000.00 to the Mission Support & Regional Council Grants Resource Team to help with the necessary costs to develop a website for United in Worship.* **Carried**

- ❖ **Update from Grace United UC:** Rev. Erin Todd sent an e-mail that was circulated indicating that preliminary plans to re-build are moving forward. Grace United is receiving support from the churches in the area as well as the community.
- ❖ **Report from the Regional Council Executive Representative:** Christina Stricker reported that the executive will meet face to face November 12th & 13th in Sudbury. She is prepared at that time to raise the membership of our commission's terms of office. She also is prepared to bring forward for clarification the response to the Affirming United's increase of fees.

Resource Team Updates:

- ❖ **Property Resource Team:** The Property Resource team met and addressed two issues and have developed 2 policies. When the minutes from this team are received, this commission will approve their recommendations around the sale of manses and also the sale of buildings. This type of policy needs to be conveyed to the region.

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- ❖ **Mission Support and Regional Council Grants Resource Team:** The team is currently reviewing MSG applications from Golden Valley Anglican United Church in Val D'Or QC, Camp McDougall, Rainbow Camp, Grand River Bookstore, and Goulais River Pastoral Charge. At least one more application (now overdue) from St. Matthew's St. Paul's Anglican United Church in Hearst is expected. The Grants Team will be meeting early November to make their recommendations to SCoF Commission for the SCoF Commission's next meeting. Regional staff are doing some preliminary work on what grants and budget items will be available for 2020, and the Grants Team will be presenting recommendations to SCoF for Regional grants..
- ❖ **Right Relations Resource Team (RRRT):** This team met in September and presently are editing previous Minutes for Right Relations and will put them on the website. A grant request from the Thunder Bay Area Communities of Faith to host a Kairos Blanket Exercise was approved. The Kairos Blanket Exercise is a priority of the General Council towards reconciliation. The RRRT is also committed to write more Minutes for Right Relations for use across the region.
- ❖ **Affirming Ministry Resource Team:** This team has yet to met. Clarification that Christina will take to the Executive of the Canadian Shield Regional Council, our concern about the large increase in fess from Affirming United. Will Kunder, Peter Haddow and Christina Stricker, will draft a letter to be sent from our commission to the Executive. The priority of this team is to work on the Affirming United designation for the Canadian Shield Regional Council.
- ❖ **Youth And Young Adult Ministry Resource Team (YAYA):** The Youth and Young Adults Team will be meeting in early November, once we are back from the Niagara Youth Festival, to consider comprehensive strategy for 2020, especially in light of the National Rendezvous event in August 2020, and to consider educational support to youth ministry volunteers. Manitou Intentional Learning Community is interested in partnering with the Region to provide opportunities for leadership development with our young adults and volunteers in 2020.

Emerging Business:

- ❖ **Website:** Susan Whitehead has indicated that there should be a page for this Commission on the Canadian Shield Regional Council website. Commissioners are asked to consider for next meeting what would be on this page.
- ❖ **Report to Kathie Smith (President of Canadian Shield Regional Council) -**
Meeting with the Moderator with technology was a worthwhile experience
 - Not picking up any negative vibes
 - A few cluster groups have formed and are meeting regularly. This is encouraging.
 - Many are expressing that they miss presbytery meetings.
 - We need to make sure that we are connected as Communities of Faith.

Next Meeting: Thursday November 28, 2019 7:00 p.m. by Zoom

Closing Prayer: Christina Stricker lead the group in prayer

Adjournment: Moved: Byrnn Carson *That the meeting be adjourned.*

Appendix A

Report to Support to Communities of Faith Commission

ZOOM Meeting – Wednesday, October 23, 2019, 7:00p

Submitted by George and Joy Bott for St. John's United Church/Canadian Shield Region of United Church of Canada (UCCan) United-in-Worship Project

At the spring meeting of the Canadian Shield Region in Sault Ste. Marie, I was to have presented a report to this Commission to request support for this project. I was unable to extricate myself from the workshop I was in to participate with you in that meeting and begin a discussion. Thus, today's report.

Where are we right now?

- In 2019, St. John's received a growth grant of \$25000 to be used, in part, to get the United-in-Worship Project started.
- There are currently 85 individuals, associated with UCCan communities of faith, with access to the weekly resources of the United-in-Worship Project.
- There is a total of 18 liturgical writers who have, to date, supplied worship resources to the United-in-Worship Project. Many have provided liturgy multiple times. The support comes from individuals from 5 UCCan Regions between Canadian Shield Region and the Canadian east coast. Our thanks to Will Kunder for setting this in motion. Most of the contributions have come from within the Canadian Shield Region and St. John's UCCan, Marathon. The writers produce weekly, an Order of Service and a Sermon/Reflection text on a focus Scripture from the Common Lectionary or produce an off-lectionary liturgy and sermon text. In some cases, the writer provides a video version of their message/reflection/sermon or invites St. John's (United-in-Worship Project) to create the video version. We now do remote recording along with postproduction and a digital presentation of the order of service.
- We are still using Dropbox for delivery of the resources but are finding it is becoming unwieldy with no analytics to provide feedback on who is using what elements of the resources posted. To respond to these problems, St. John's has commissioned the development of a Web Site to house the project and its resources. The website will become active for the beginning of Advent 2019 and will have an annual subscription fee equal to the cost of 1 pulpit supply (as set out by the UCCan). Subscribers will have access to 52 weeks of worship resources. Money raised will go toward supporting the project so that it becomes self-sustaining and pay for: Web site development and maintenance costs; rentals of server space; fees for service to YouTube, Vimeo; Database management for subscriptions and invoicing; software subscriptions (Office 365, Snagit, ...)

Current Structure

St. John's UCCan Team currently handles the following:

- Website development and communications
- Sourcing and scheduling writer contributors
- Offering thanks to our writer contributors
- Technology Support: digital presentations
 - video mastering and postproduction

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- Tracking Users:
 - uploading to Dropbox and to the new web site
 - help – generation help videos and How to... forms and videos
- Advertising:
 - Communications
 - Analytics from the website
 - Across the United Church of Canada

We see a need for 6 members on a team that can provide support for the weekly and on-going activities and to act as a Board to provide direction as this grows and becomes self-sustaining.

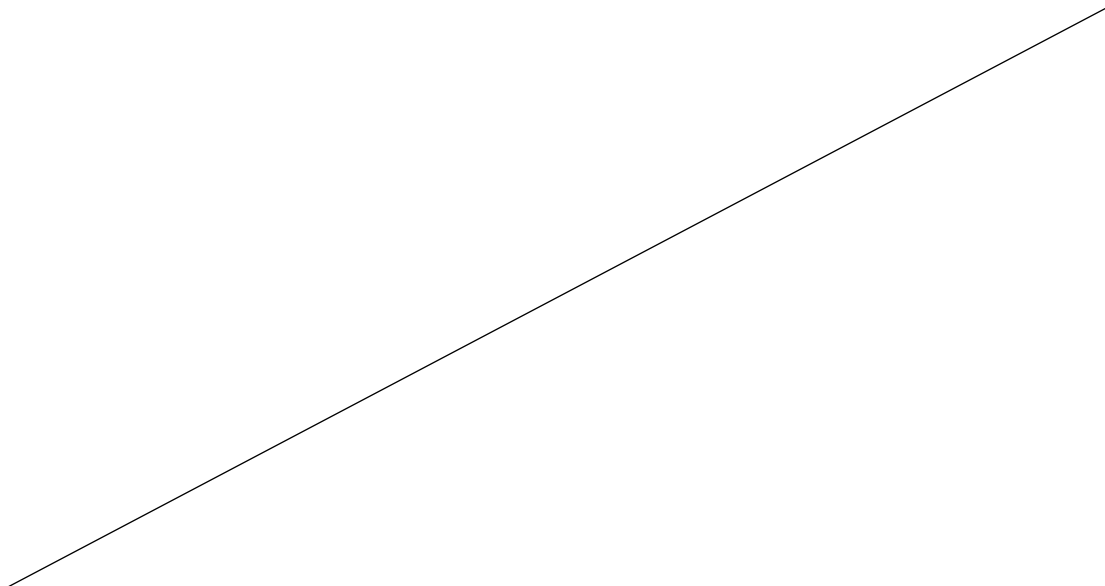
Where to next?

- Start up the new United-in-Worship Project Web Site
- Road trip to United Churches in the Canadian Shield Region (Hwy 11 Hearst to New Liskeard, Kirkland Lake and Timmins area) to demonstrate, teach, source equipment and show what Worship supports are currently available.

What we are Asking

We would like to know if the Canadian Shield Region through the Support to Communities of Faith Commission is interested in more actively supporting the United-in-Worship Project by:

- a financial commitment;
- finding persons with the requisite skills and interests to take an active role in the work of the project to become the Canadian Shield Region United-in-Worship Project production team;
- leave the project entirely in the hands of St. John's UCCan until such time that the Commission feels they are ready to take on more direct support to the United-in-Worship Project.



EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on November 12-13, 2019 at 4:30 p.m.

PRESENT: Kathie Smith (Chair), Barb Nott, Christina Stricker, Maxine McVey, Judith Visser, Stewart Walker, John Watson, Dave Le Grand, Cindy Desilets, David Leyton-Brown

STAFF: Peter Hartmans, Susan Whitehead

REGRETS: Joy Galloway, Jim Jackson, Helen Smith

Tuesday, November 12, 2019 – 4:30 p.m.

Chair, Kathie Smith welcomed everyone to the meeting of Executive, introduced David Leyton-Brown, the President of Shining Waters RC Executive and then opened the meeting with a prayer.

Kathie Smith honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we meet today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation.”

(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Welcome and Check-In

After everyone was welcomed, Executive members introduced themselves and did a check-in.

WORSHIP

Peter led worship with Executive.

APPROVAL OF AGENDA

There was consensus that the agenda for the meeting be approved as amended, adding the complaint under the harassment policy.

APPROVAL OF MINUTES

MOTION by Christina Stricker/Dave Le Grand

2019-11-12/13-01 That the

Minutes of the Canadian Shield Regional Council Executive meeting held September 17, 2019 via Zoom, be approved as circulated. **CARRIED**

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RECEIVE MINUTES FROM COMMISSIONS

MOTION by John Watson/Maxine McVey 2019-11-12/13-02
That the Minutes of the CSRC Pastoral Relations Commission from
September 25, 2019 be received, for information.
CARRIED

MOTION by Christina Stricker/Barb Nott 2019-11-12/13-03
That the Minutes of the CSRC Support to Community of Faith
Commission from September 25, 2019 be received, for information.
CARRIED

CORPORATIONS BACKGROUND AND OMNIBUS MOTION REVISITED

Canadian Shield Omnibus motion – September 17, 2019

MOTION by Peter Hartmans/Stewart Walker 2019-11-12/13-04
That the Canadian Shield Regional Council (6) Executive take the following
action:

a) **Camp McDougall Inc.**

...approve the Camp McDougall Inc. 2019-2020 Board of Directors

Denise Berg Sherrill
Dewar Kevin Harrison
Kenny Hermiston
Debbie Kirby Sharon
Lane Mary A. Laundrie
Steven Mullins Nancy
Rouble Cleo Walker

This is based on the draft Annual Meeting minutes of June 5, 2019, the board member approval form, contact list provided and receipt of other required documentation per the Incorporated Ministries Policy and Section C.2.13 of The Manual.

CARRIED

Canadian Shield Omnibus motion – November 12, 2019

MOTION by Peter Hartmans/John Watson 2019-11-12/13-05
That the Canadian Shield Regional Council (6) Executive take the following
action:

a) **Camp Duncan**

...approve the Thunder Bay United Church Camps, Incorporated 2019
Board of Directors

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MOTION by Maxine McVey/Dave Le Grand 2019-11-12/13-07
That the CSRC Executive receive the Harassment complaint from Emmanuel UC – North Bay for information, and under the CSRC Harassment Policy, an investigator has been assigned.
CARRIED

Peter closed the meeting and Executive sang, VU 644 “I Was There to Hear Your Boring Cry.”

Wednesday, November 13, 2019 – 9:00 a.m.

Kathie welcomed Executive members back to the meeting and opened with a reading from Richard Wagamese’s book “Embers”.

EXECUTIVE MINISTERS REPORT: RECEIVED FOR INFORMATION (*Appendix B*)

MOTION by Cindy Desilets/Barb Nott 2019-11-12/13-08
That the CSRC Executive receive the Executive Minister’s Report, for information.
CARRIED

FUNDS CONSOLIDATION

Peter distributed the Funds Transferred chart (*Appendix C*) with Executive. He explained that Executive has the power to change and/or move money, while taking into consideration the intention of the transferred money from the original source.

Executive expressed the need for parameters and definitions around each category. Executive directed Peter Hartmans and Janet MacDonald to create descriptors for each category of funds.

MOTION by Judith Visser/Dave Le Grand 2019-11-12/13-09
That the CSRC Executive recommend that the Extension Council Legacy Funds (from Algoma) be used to promote the health, joy, and excellence programming for Ministry Personnel.
CARRIED

MOTION by John Watson/Maxine McVey 2019-11-12/13-10
That the name of the Extension Council Legacy Funds (from Algoma) be changed to Health, Joy, and Excellence for Ministry Personnel Fund.
CARRIED

MOTION by Cindy Desilets/Barb Nott 2019-11-12/13-11
That the Kathleen Christopher Fund (\$36,000) and the North Bay Presbytery Fund (\$3,574) be combined and now named “Preparing for Ministry Fund”.
CARRIED

MOTION by John Watson/Stewart Walker 2019-11-12/13-12
That the CSRC Executive accept the revisions to the Funds Transferred Report and that all funds be combined, as amended.

CARRIED

SJNOR AGREEMENT BETWEEN REGIONS (*Appendix D*)

Peter explained what the Social Justice Network of Ontario Regions (SJNOR) is (a body that encompasses all the UCC Regions in Ontario re: Justice issues). The CSRC has two reps that it sends: Ernie Epp (lay) and Will Kunder (staff).

MOTION by Judith Visser/Maxine McVey

2019-11-12/13-13

That the CSRC Executive endorse the SJNOR's covenant proposal and request that the CSRC Nominations Committee seek a second representative to fill the last position.

CARRIED

CSRC SUB-EXECUTIVE: POLICY

Executive discussed having a sub-executive consisting of the Chair, Chair-Elect and 3 appointees from the Executive that would report back to the Executive on any decisions made. This has been tabled to the next Executive meeting when a sub-executive policy will be created.

CSRC AND SWRC AD HOC COMMITTEE, 2 MEMBERS FOR EACH EXECUTIVE

David Leyton-Brown discussed the Ad Hoc Committee with Executive. He indicated that this committee will not make decisions about policy matters but will have oversight of the Executive Minister. Shining Waters Regional Council appointed the President and President-Elect from Executive to be the reps on this committee.

MOTION by Cindy Desilets/Dave Le Grand

2019-11-12/13-14

That the 2 reps to the CSRC and SWRC Ad Hoc Committee are the Chair and Chair-Elect (or their designate) for a term of 2 years.

CARRIED

ANNUAL EXECUTIVE MEETING WITH SWRC, BY VIDEO CONFERENCE

There need to be conversations between Peter, SWRC and CSRC about what topics would be discussed.

REGIONAL MEETING UPDATE – BARB

Barb gave an update on the 2020 RC Meeting Planning Team Committee meeting from yesterday. Planning is well in-hand. The meeting is from June 5-7, 2020 at St. Andrew's United Church in Sudbury. The meeting, meals, and breakout rooms for workshops will all be at the same venue. An accommodations list is being compiled. Parking downtown at the venue is difficult so there has been a decision to have a school bus to serve as a shuttle from the hotel to the venue. There will be a mass choir organized for the event. There will be a worship service created and distributed to the communities of faith for the Sunday of the meeting. A billet service will be offered. The Committee had discussions regarding workshops and this is ongoing.

The committee brainstormed ideas about a theme; Barb asked for Executive's input. Most of the theme ideas were based on growing: Tending the Seeds, Building Connections, Growing the Connections.

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There was consensus that the theme for the 2020 CSRC Meeting be “Growing the Connections”.

The idea was raised that it would be good to have at least one hour of agenda time for commission/committee/resource teams to meet face-to-face in their respective groups.

Evaluations indicated that people needed more stretch breaks during the plenary. There will be a time for networks and clusters with business cards – more on that soon. There will be a book room from Grand River Bookstore. The youth are not meeting at the same time as the Regional Council.

DRAFT PROPERTY POLICY

Peter introduced the property policy work, indicating it is the distribution of left-over funds from the sale of churches that cease to exist (closure).

All property sales are approved by the Support to Communities of Faith Commission (SCoFC), with the exception when a church closes and there are remaining assets. The Executive would then get involved in that case and make the final decision based on policy (yet to be written).

Several Executive members felt that the community of faith should have a “say” in where the money from the sale of their church goes.

REVIEW OF INCORPORATED MINISTRY HANDOUT

Peter shared the role of the Regional Council with Incorporated Ministries handbook (*Appendix E*). Peter will discuss this with the Executive at another meeting.

Executive stopped the meeting for lunch.

COMMUNICATION

Peter and Susan discussed the CSRC Communication Plan (*Appendix F*) with Executive.

NOMINATIONS REPORT

MOTION by Jim Jackson/Maxine McVey 2019-11-12/13-15

That the CSRC Executive welcome Christina Stricker, from the Support to Communities of Faith Commission, and John Watson, from the Pastoral Relations Commission, to the Executive team.

CARRIED

MOTION by John Watson/Christina Stricker 2019-11-12/13/16

That Jim Jackson and Paul McAllister be added to the Property Resource Team, effective immediately.

CARRIED

MOTION by Jim Jackson/Christina Stricker 2019-11-12/13/17

That Helen Smith be named the CSRC Executive Representative to the CSRC Nominations Committee.

CARRIED

Letter from St. Andrew's UC – Sudbury (see Appendix G)

Kathie reviewed the letter with Executive and discussions ensued about a response letter (Appendix H).

MOTION by Maxine McVey/John Watson 2019-11-12/13-18
That the CSRC Executive approve the response letter to St.
Andrew's UC (Sudbury) re: the nominations process at the RC
meeting in 2019.
CARRIED

As the Regional Council has started to live-into this new way of being, Kathie indicated that there needs to be revisions made to the Nominations Committee section of the Governance Document. Executive must do these revisions and it will be discussed at a later meeting.

NEXT MEETING DATE:

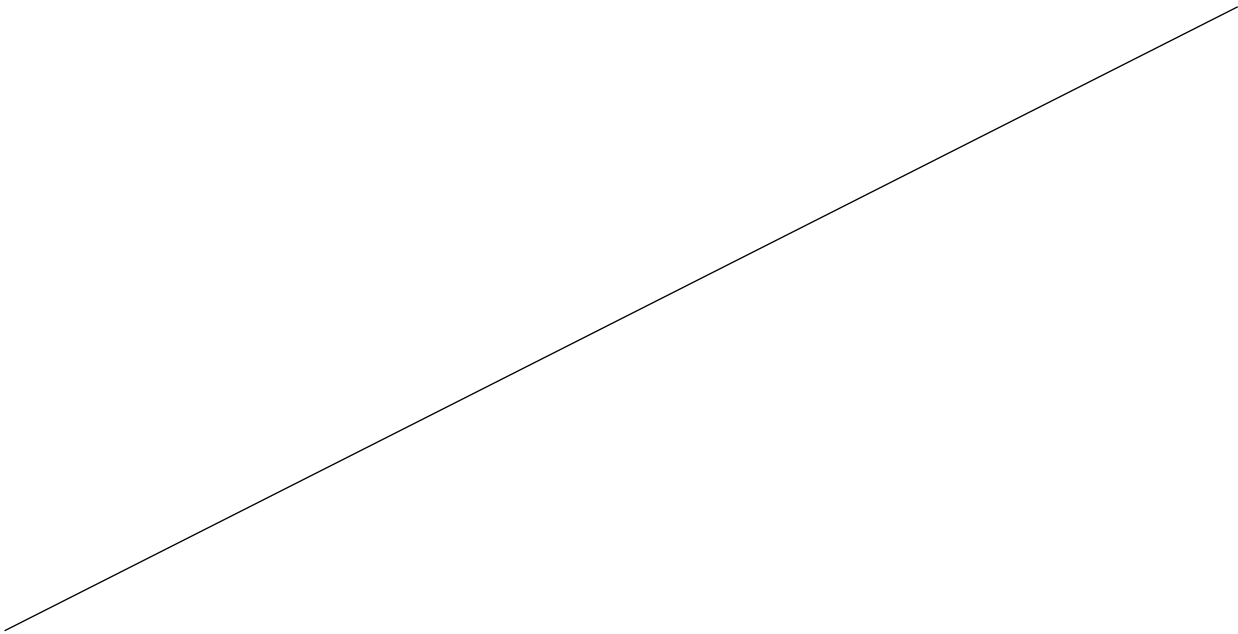
- January – Video Conference Call (Susan will send a doodle poll)
- February – Video Conference Call (Susan will send a doodle poll)
- May 12-14, 2020 – In Person Meeting, Sudbury (Villa Loyola)
- June – Video Conference Call (Susan will send a doodle poll)

Closing Worship

Peter closed the meeting with worship and communion.

CLOSING

The meeting was adjourned at 2:30 p.m. and Executive had dinner with the CSRC Staff.



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PASTORAL RELATIONS MINUTES

This is the meeting of the Pastoral Relations Commission meeting on November 27, 2019 at 1:00 p.m. via Zoom.

PRESENT: Nancy Ferguson, John Watson, Ted Harrison (co-secretary), Fraser Williamson, Joy Galloway, Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott (who disappeared due to power outage, 30 minutes into the meeting), Erin Todd joined for a time but lost connection as well

STAFF: Lillian Roberts

REGRETS: Erin Todd sent her apologies for "dropping out" of the meeting

Chair, John Watson, called the meeting to order at 1pm.

OPENING PRAYER, a reading about worship and the sacraments from "A Song of Faith" (2006) shared by Ted Harrison.

APPROVAL OF AGENDA

MOTION: Nancy Ferguson/Erwin Thompson **2019-11-27-01**

That the Agenda be approved.

CARRIED

APPROVAL OF MINUTES (NAMES MISSING!!)

MOTION: Ted Harrison/Joy Galloway **2019-11-27-02**

That October 23, 2019 minutes be accepted *as corrected (regarding Jane's regrets)*.

CARRIED

Breakout Room discussion (for 1 half hour) – Joy Bott, organizer
Room 1: Licensing for the Sacraments (sacraments elders, candidates in supply positions, those who have retired from a former DLM position, diaconal ministers retired)
Room 2: Retired Ministry Personnel and Formal Association

The breakout groups rejoined...

Reports from Breakout Rooms

Ted will prepare a draft document coming out of his meeting. John Watson will do similarly for his meeting.

BUSINESS ARISING

Correspondence:

1) Resignation from Cory as secretary:

Ted Harrison and Joy Galloway expressed their willingness to share secretarial duties.

2) Request for special service for recognition as DLM – Laura Hutchison.

Paperwork is prepared, both boards have made request to hold a special service of recognition and celebration of Laura's ministry previous to the Regional Annual Meeting. Calendars were consulted.

Elaine and Joy would attempt to attend such a celebration, as would Peter Hartmans and Kathie Smith. We have confidence that there may be good representation from Region members.

MOTION: Fraser Williamson / Jane Graham 2019-11-27-03

That the Pastoral Charge be granted permission to hold a service of recognition at the earliest opportunity available to the charge, the minister, and members of the region. Lillian Roberts will coordinate.

CARRIED

Further Policy Development: LLWL Relicensing Process

Lillian has recruited 3 of 6 people for a regional resource team. The group compared the practices of the historic presbyteries. Conversation about idea of cluster interviews – would it make sense to appoint triads across the Regional Council to conduct the interviews? Still need to get LLWL Team up and running. Remember all of them need to be relicensed in 2020. There are some 43 applicable people in the Region. The group agreed to return to this matter in January.

CONSENSUS PACKET:

Pastoral

Charge

Supervisor

Covenant Supervisor

MOTION: Nancy Ferguson/Jane Graham 2019-11-27-04

That Rev. Elaine Lush be named Pastoral Charge Supervisor to Covenant United Church, Timmins effective January 1st, 2020.

CARRIED

The question was raised about associated costs for supervision-- like travel, food, and board. Regular claimable expenses are understood to be the responsibility of the supervised community of faith. The Supervisor's honorarium is paid by the Region.

Joy, Health and Excellence in Ministry

Ministry Retreat in conjunction with Regional Council Meeting: Villa Loyola is available prior to the Regional meeting (Thursday/Friday). We have an offer from Rev. Dr. Kempton Hewitt (who summers in Blind River) to do continuing education time with clergy & LLWLs. He is United Methodist, member of Jesus Seminar who has offered this kind of time previously in Algoma presbytery. His offer shows much promise! It was suggested that he may like to do two related events: one with clergy, another with LLWLs. Lillian was asked to confirm the Villa Loyola booking and to have further conversation with Rev. Dr. Kempton about his availability.

NEXT MEETING:

The next meeting will be **Wednesday, January 22nd at 1pm.**

Closing Prayer: Provided by Fraser Williamson.

Motion to adjourn: Elaine Lush/Jane Graham (CARRIED, 3:10 pm)

SUPPORT TO COMMUNITIES OF FAITH COMMISSION

These are the minutes of the Support to Communities of Faith Commission meeting on November 28, 2019 via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: Bill Steadman

Approval of Agenda

Approval of Minutes from October 23, 2019 pages 15 -20

Business Arising:

1. Covenanting Process with Communities of Faith Template –
2. Response from North Bay Communities of Faith
3. Update from Grace UC Sudbury
4. Website input
5. Grand River support update

Report from Canadian Shield Regional Council Representative – terms of office, Affirm fees,

Resource Team Updates:

- Property Resource Team - policy
- Mission Support & Regional Council Grants Resource Team – Report from the committee. (Sent to all)
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- Worship Project update

Emergent Business:

Date of Next Meeting: _____

Closing Prayer: Erasmus

Present: Bill Steadman, Peter Haddow, George Bott, Christina Stricker, Crystal Greig, Janice Brownlee, Erasmus Madimbu. Brynn Carson Ernie Epp, Bonnie Johnston Staff support: Will Kunder, Rob Smith, Melody Duncanson Hales

Regrets: Marilyn Schatzler

Welcome, Check-in:

Prayer: Bill Steadman opened with prayer

Approval of Agenda:

Moved: George Bott Seconded: Crystal Greig *That the agenda be approved with the addition of Website input to Business arising.* **Carried**

Approval of Minutes from October 23, 2019 pages 15 -20

Moved: Erasmus Madimbu Seconded: Christina Stricker

That the minutes of the meeting of the Commission for the Support of Communities of Faith for October 23, 2019 be approved. **Carried**

Business Arising:

1. **Covenanting Process with Communities of Faith Template** – The staff continues to review samples from other regions. The intent is for a draft document be available for the Commission to review and then this document will be work shopped with a limited number of Communities of Faith before presentation to the Regional Council meeting in June.

2. **Response from North Bay Communities of Faith** - Responses to the initial request from Trinity for a conversation have been received from St Andrew's, Emmanuel, Omond, Sturgeon Falls. The commission discussed what this conversation might look like. Examples include a process that the Sault did some years ago, the initiative Rob Smith has started in the Thunder Bay area, the Sudbury Workshop that Erasmus participated in. Melody will research resources. Edge will be contacted about their capacity to provide support. A consensus from the committee was that staff initiates a conversation with the North Bay area churches including Sturgeon Falls early in the new year. Bill Steadman will respond to all the churches.

3. **Update from Grace UC Sudbury** - The decision has been made to re-build and a small committee has been struck to meet with the design team, insurance adjustor and contractor. The hope is for tenders to go out early in the new year with shovels in the ground early spring.

4. **Website input** - The decision was made to put minutes, approved policies, membership and some links to templates to the Horseshoe Falls website. <https://hfrucc.ca/congregational-support-mission/congregational-support-toolkits/>

Report from Canadian Shield Regional Council Representative – Christina Stricker reported on the meeting of the Regional Council executive November 12th and 13th. Terms of Office for this committee were confirmed. (See Appendix 1). Christina also noted that the terms may be extended for 3 years. The Nominations Committee is looking for names of skilled people from across the Canadian Shield region to serve on the teams and commissions.

Affirm United new fee structure continues to be a concern with no clarity, no notification of 2020 fees. The Canadian Shield Regional Executive would appreciate a letter from this Commission. Will, Peter and Christina will connect and get a letter out.

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Regional Council meeting will be a face to face in Sudbury June 5,6,7 2020 at St. Andrew's United Church, downtown. The theme will be Growing the Connections. Communication is a priority of the Executive and a new Bedrock newsletter as well as a Community Events Calendar are on the website.

Resource Team Updates:

- ❖ **Property Resource Team** - For our next meeting the minutes will be sent out from this team as well as the policy developed around use of manse funds. The team is putting together a best practices for renovations as well.

- ❖ **Mission Support & Regional Council Grants Resource Team** – Erasmus was asked to chair this portion of the meeting and Bill Steadman and Bonnie Johnston removed themselves from the discussion due to conflict over application from Goulais River U.C. Report from the committee
See Appendix 2

Recommendations: for *Pastoral Charge Mission Support Grant Outreach Ministry and Social Issues Projects*

Goulais River UC:	6000	Camp McDougall	20000
Val D'Or SEM:	3000	Rainbow Camp:	17500
<u>Hearst SEM:</u>	<u>3000</u>	Daisy Chain Drop-In	4500
Total congregational:	\$12000	Total outreach:	\$42000

Camping Grant Award recommended to Trinity United Church, North Bay, \$2500.

Moved: Peter Haddow Seconded: Brynn Carson

That the Commission for the Support of Communities of Faith accept the report from the Mission Support and Regional Council Grants Resource team and approve their recommendations.

Carried (abstained: Bonnie Johnson, Bill Steadman)

Moved: Mardi Mumford Seconded: Brynn Carson

That the Commission for the Support of Communities of Faith approve the grant recommendation of Resource team for a camping grant to Trinity UC North Bay. Carried
The request from the Grand River Book store was not approved as the team felt it didn't meet the Grant criteria. We will refer this request to the Executive Minister, Rev. Peter Hartmans.

- ❖ **Right Relations Resource Team:** The team is looking at providing information across the region to gather support to encourage the Federal Government to keep their promise to re-introduce Bill C62 in this next parliament. The Regional Council members and Communities of Faith will be encouraged to contact their federal MPs to remind them of the promise.

- ❖ **Affirming Ministry Resource Team:** The team has not met yet. The letter of concern about the fee increase will go out. There is still no indication of the 2020 assessment from Affirming United. No liaison to our Region has been appointed from Affirming United to our knowledge. Affirming Communities of Faith are also concerned about the fee increase.

- ❖ **Youth & Young Adult Ministry Resource Team:** This team has not met yet. A group of 30 youth and leaders attended the Niagara Youth Festival in October sharing

transportation with youth from Shining Waters region. Discussion is underway about a youth event in the spring. Plans are also underway about participation in Rendez-vous August 2020 and also providing training and support for leadership for both lay and ministry personnel with Sault Ste Marie in mind.

❖ **Worship Project update**

Emergent Business: Brynn Carson expressed pleasure that Porcupine UC was included in a Atlantic School of Theology study that looked at pastoral charges that saw consistent growth from 2012 until 2017. She is proud that Porcupine UC is led by a DLM with strong support of lay leadership.

Date of Next Meeting: Thursday January 23, 2020 7:00 p.m. by Zoom

Closing Prayer: Erasmus Madimbu

Bill Steadman declared having completed the business, the meeting was adjourned.

Appendix 1

Bill Steadman 2020	Christina Stricker 2022
Brynn Carson 2021	Mardi Mumford 2022
Erasmus Madimbu 2022	Janice Brownlee 2020
Peter Haddow 2020	Ernie Epp2022
Bonnie Johnston 2020	George Bott 2020
Crystal Greig 2021	Marilyn Schatzler 2020

Appendix 2

Canadian Shield Regional Grants Team - Digest of Actions
November 20, 2019 2 pm Zoom online meeting

Present: Diane Trollope (Chair), Nancy Rouble, Gary Fischer, Susan Siczar, Melody Duncanson Hales (CSRC Staff Support)

Absent without regret: Stuart Taggart, Bea Webb

Minutes of the last meeting were reviewed. Carried by consensus

2020 Mission Support Grant applications were reviewed.

2020 Canadian Shield RC Mission Support Grant Budget: \$60,000

2020 Mission Support Grant Requests

<i>Pastoral Charge Mission Support Grant</i>		<i>Outreach Ministry and Social Issues Projects</i>	
Goulais River UC:	6000	Camp McDougall	20000
Val D'Or SEM:	3000	Rainbow Camp:	20000
<u>Hearst SEM:</u>	<u>3000</u>	Daisy Chain Drop-In	6000
Total congregational:	\$12000	<u>Grand River Bookstore</u>	<u>1800</u>
Total outreach:	\$47800		

Total Mission Support Grant Requests, 2020: \$59,800

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Grants Team Recommendations

Pastoral Charge Mission Support Grant

Goulais River UC: 6000

Val D'Or SEM: 3000

Hearst SEM: 3000

Total congregational: \$12000

time

Outreach Ministry and Social Issues Projects

Camp McDougall 20000

Rainbow Camp: 17500

Daisy Chain Drop-In 4500

Grand River Bookstore not recommended at this

Total outreach:

\$42000

Budget for Canadian Shield MSG: \$60,000

total recommended requests: - 54,000

Remainder held for emergent needs: \$ 6,000

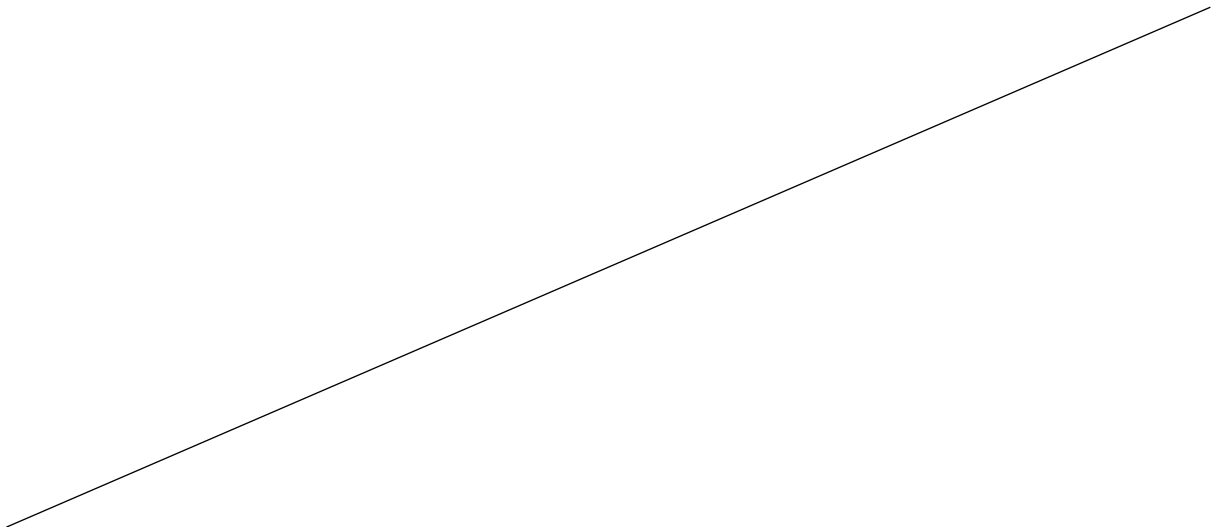
Camping Grant Award recommended to Trinity United Church, North Bay, \$2500.

Regional Granting criteria and policies to be discussed and recommended at next meeting, January 10, 10:30 am by Zoom

Respectfully Submitted, Melody Duncanson Hales, Staff Support, Canadian Shield Regional Council Grants Resource Team

Items to be done before January meeting

1. Mardi – send approved minutes for October 23, 2019 to Office
2. Staff to continue to work on Covenanting template
3. Bill Steadman – notify North Bay area churches of the intent to organize a conversation.
4. Staff to contact Edge about their capacity to support a conversation with North Bay area churches
5. Mardi to add info to the website with the help of Susan Whitehead.
6. Will, Peter and Christina will write a letter to Affirm United.
7. Rob to send minutes from the Policy team as well as the policy that has been developed around Manse Funds.
8. Melody to communicate with grant recipients.



EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on December 11, 2019 via Email Vote.

PRESENT: Kathie Smith, Barb Nott, John Watson, Christina Stricker, Helen Smith, Joy Galloway, Maxine McVey, Judith Visser, Stewart Walker, Dave Le Grand, Cindy Desilets

REGRETS: Jim Jackson, Peter Hartmans

STAFF: Susan Whitehead

Kathie Smith, Chair of the Nominations Committee, circulated an email to Executive for an E-Vote.

MOTION TO RECOGNIZE DLM (Appendix A)

The Regional Council meeting in June 2019 approved the proposal allowing the consideration of requests for special celebration of ministry services not connected to the Regional Council Meetings, where ordination/commission/recognition would be done through a commission of the Regional Council. The Pastoral Relations Commission has, within its mandate, the authority to consider such requests.

Laura Hutchison completed all requirements of her DLM program as of October 31, 2019 and had her final interview with the North Central Candidacy Board in early November, at which time she was approved as ready for recognition.

In mid-November, she communicated the request to have a special service of recognition. The Pastoral Relations Commission considered the request and approved it at their November 25th, 2019 meeting. While the commission has responsibility for considering the request for a special service, it does not (at least as it reads the proposal and the Governance Document) authority to actually pass the motion regarding the Regional Council acting to ordain/commission/recognize. This is the responsibility of the Executive when there is no meeting of the Regional Council.

Lillian Roberts, Pastoral Relations Minister for the CSRC, indicated that it is the work of Executive to authorize the recognition of Laura; therefore, it is requested by the Pastoral Relations Commission that the Executive of the Canadian Shield Regional Council consider the motion that was forwarded.

MOTION: Christina Stricker/Stewart Walker

Email Poll 2019-12-11-01

That the Canadian Shield Regional Council recognize Laura Ellen Hutchison as a Designated Lay Minister, whom the Office of Vocation has confirmed as having completed all the requirements for recognition and whom the Regional Council has confirmed as having a covenantal relationship in place with a community of faith; and that the Regional Council hold a liturgical celebration of recognition by commission on Saturday, February 8, 2020 at 11:30 am at Trinity United Church, Iroquois Falls, ON. CARRIED

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APPENDIX A
Email Poll

Subject: FW: ***Email Poll - CSRC Executive***

From: Whitehead, Susan <SWhitehead@united-church.ca>
Sent: December 11, 2019 9:49 AM
To: Barbara Nott (barbaranott@persona.ca) <barbaranott@persona.ca>; Christina Stricker (christina.stricker@gmail.com) <christina.stricker@gmail.com>; Cindy Desilets (cincorp@yahoo.com) <cincorp@yahoo.com>; David Le Grand (dave@st-andrews.ca) <dave@st-andrews.ca>; Helen Smith (smithhouse2@sympatico.ca) <smithhouse2@sympatico.ca>; Jim Jackson (jimandpatare@shaw.ca) <jimandpatare@shaw.ca>; John Watson (jwatson@tbaytel.net) <jwatson@tbaytel.net>; Joy Galloway (galloway@fibreop.ca) <galloway@fibreop.ca>; Judith Visser (revvingalong@hotmail.com) <revvingalong@hotmail.com>; Kathie Smith (kgssmith7@gmail.com) <kgssmith7@gmail.com>; Maxine McVey (mcvey602@gmail.com) <mcvey602@gmail.com>; Hartmans, Peter <PHartmans@united-church.ca>; Howes, Rachael <RHowes@united-church.ca>; Stewart Walker (webminister@eastLink.ca) <webminister@eastLink.ca>; Whitehead, Susan <SWhitehead@united-church.ca>
Subject: ***Email Poll - CSRC Executive***

Motion to Recognize DLM

The Regional Council meeting in June 2019 approved the proposal allowing the consideration of requests for special celebration of ministry services not connected to the Regional Council Meetings, where ordination/commission/recognition would be done through a commission of the Regional Council. The Pastoral Relations Commission has, within its mandate, the authority to consider such requests.

Laura Hutchison completed all requirements of her DLM program as of October 31, 2019 and had her final interview with the North Central Candidacy Board in early November, at which time she was approved as ready for recognition.

In mid-November, she communicated the request to have a special service of recognition. The Pastoral Relations Commission considered the request and approved it at their November 25th, 2019 meeting. While the commission has responsibility for considering the request for a special service, it does not (at least as it reads the proposal and the Governance Document) authority to actually pass the motion regarding the Regional Council acting to ordain/commission/recognize. This is the responsibility of the Executive when there is no meeting of the Regional Council.

Therefore, it is requested by the Pastoral Relations Commission that the Executive of the Canadian Shield Regional Council consider the following motion:

MOTION: _____ / _____ **Email Poll 2019-12-11-01**

That the Canadian Shield Regional Council recognize Laura Ellen Hutchison as a designated lay minister, whom the Office of Vocation has confirmed as having completed all the requirements for recognition and whom the Regional Council has confirmed as having a covenantal relationship in place with a community of faith; and that the Regional Council hold a liturgical celebration of recognition by commission on Saturday, February 8, 2020 at 11:30 am at Trinity United Church, Iroquois Falls, ON.

This is an email poll for the CSRC Executive to vote on the above motion.

You have the opportunity to ask questions for clarification and offer comments by email or you may vote yes or no to the request right now. You can vote any time beginning now and up to the closing date for the vote. You can change your vote at any time up to the close of voting. Please reply all on any comments, questions, and your vote. If two or more members of the Executive have concerns about addressing this by email, we will set up a brief zoom meeting.

*The closing date for the vote will be **Friday, December 13, 2019 at 12:00 p.m.** We require a quorum of 7 people to respond by that date for the vote to be valid.*

REMEMBER: PLEASE CLICK REPLY ALL WITH ANY RESPONSES YOU GIVE TO THIS EMAIL.

Thank you!

Kathie Smith,
Chair, CSRC Executive

Susan Whitehead (she/her)
Executive Assistant to Peter Hartmans, Executive Minister
Admin for Region 6
Canadian Shield Regional Council - Main Office
The United Church of Canada
319 McKenzie Avenue
North Bay, ON P1B 7E3
Phone: 705-474-3350 Phone: 1-833-236-0281 x 6134
Email: swhitehead@united-church.ca
Website: www.canadianshieldrc.ca

Canadian Shield RC – Thunder Bay Office
310 Park Avenue
Thunder Bay, ON P7B 6C8
(800) 268-3781 x 6138
jbailey@united-church.ca
www.canadianshieldrc.ca

Canadian Shield RC - Sault Ste. Marie Satellite Office
712 Wellington Street East
Sault Ste. Marie, ON
P6A 2M7

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EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on January 14, 2020 at 10:00 a.m. via teleconference.

PRESENT: Kathie Smith (Chair), Barb Nott, Helen Smith, Joy Galloway, Judith Visser, Barb Nott, Stewart Walker

STAFF: Peter Hartmans, Susan Whitehead

REGRETS: John Watson, Dave Le Grand, Cindy Desilets, Maxine McVey, Christina Stricker, Jim Jackson

Kathie Smith welcomed everyone to the meeting of Executive. Peter opened with Worship.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we meet today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation.”

(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Greeting, Welcome and Check-In

After everyone was welcomed, Executive members did a check-in.

APPROVAL OF AGENDA

MOTION by Joy Galloway/Judith Visser

2020-01-14-01

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

There were amendments made to the November 12-13, 2019 Executive Minutes:

- *Page 9 – Motion 2019-11-12/13-02*
Add the date of the PRC Minutes to the motion (Sept. 25, 2019)
- *Page 9 – Motion 2019-11-12/13-03*
Add the date of the SCofFC Minutes to the motion (Sept. 25, 2019)

- *Page 10 – Correspondence (Complaint Received)*
Changed wording to: “Peter informed Executive that there has been a complaint received at the Regional Council under the Harassment Policy from a member of Emmanuel UC – North Bay. The respondent is another lay member of the congregation.”
- *Page 13 – Regional Meeting Update*
Change wording from “Grand River Bookrooms” to “Grand River Bookstore”

MOTION by Judith Visser/Barb Nott **2020-01-14-02**
That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on November 12-13, 2019 in Sudbury, ON, be approved as amended.
CARRIED

MOTION by Barb Nott/Helen Smith **2020-01-14-03**
That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on December 11, 2019 via Zoom, be approved as circulated.
CARRIED

RECEIVE MINUTES FROM COMMISSIONS (*Appendix A, B and C*)

MOTION by Peter Hartmans/Joy Galloway **2020-01-14-04**
That the Minutes of the CSRC Pastoral Relations Commission from October 23, 2019, the Minutes from the CSRC Support to Communities of Faith Commission from October 23, 2019, and the January 14, 2020 Report to Executive from the Support to Communities of Faith Commission, be received, for information.
CARRIED

CORRESPONDENCE

- *GC44 Proposal: Faithful Ministry Personnel (Appendix D)*
Kathie introduced the GC44 Proposal from Huron Shores UC concerning Faithful Ministry Personnel.

MOTION by Helen Smith/Judith Visser **2020-01-14-05**
That the GC44 Proposal re: Faithful Ministry Personnel from Huron Shores UC be accepted, for information.
CARRIED

- *Retirement Letter from Lillian Roberts (Appendix E)*
Peter shared the letter of retirement from Lillian Roberts, Pastoral Relations Minister at the North Bay office of the CSRC.

MOTION by Peter Hartmans/Stewart Walker **2020-01-14-06**
That the CSRC Executive receive the retirement letter from Lillian Roberts with deep appreciation and with sadness that Lillian's time will be ending with the CSRC Office.
CARRIED

Peter said that no decision needs to be made today about her replacement but that Executive will need to make a decision in the next 4 weeks in order to have a job advertisement created and sent out by the General Council Office (GCO).

PROPOSAL FROM THE OFFICE OF VOCATION RE: LILLIAN ROBERTS – 30% TIME

The Office of Vocation (OV) has an open vacancy in the Candidacy Board department. OV would like to offer Lillian a 30% contract until she retires this year. Lillian is currently working 80% for Canadian Shield and 20% for Shining Waters. The SWRC 20% has yet to be utilized. Peter indicated that Lillian is very open to doing this job sharing. Executive discussed the proposal.

MOTION by Joy Galloway/Barb Nott **2020-01-14-07**
That the CSRC Executive approve Lillian Roberts being seconded to the Office of Vocation for 30% of her work time to support the Candidacy Board until she retires on July 1, 2020.
CARRIED

MOTIONS FROM FINANCE TEAM

Peter reported the Finance Resource Team's (FRT) proposed changes to the CSRC Investment Policy with BMO. Peter indicated that our investment policy follows the ethical guidelines of The United Church of Canada.

Recommendations from the Dec. 18th, 2019 Finance RT:

There was consensus that the following changes be made to the CSRC Investment Policy:

- **That the RT approve the change in Tier 2 bonds from AA to BBB;**
- **That the duration of bonds be changed from 5 years to 20 years:**

MOTION by Peter Hartmans/Judith Visser **2020-01-14-08**
That the CSRC Executive accept the amendments of the Finance Resource Team's changes to the CSRC Investment Policy.
CARRIED

REMIT 1 REVISITED: AMENDMENT TO UCC BASIS OF UNION ARTICLE 10.0 (Appendix F)
Peter shared the decision must be made whether Executive deals with Remit 1 during a meeting or to forward to the 2020 Regional Council Meeting in Sudbury for a decision.

There was consensus that Remit 1 will be attended to by the whole of the Regional Council at the 2020 RC Meeting in Sudbury.

NEXT MEETING DATE:

- Wednesday February 5th at 1:30 p.m. – 3:00 p.m. via Zoom
- March and/or April - Video Conference Call
- May 12-13, 2014 - In person Meeting at Villa Loyola - Sudbury
- June 5-7, 2020 – RC Meeting at St. Andrew's UC - Sudbury

CLOSING

The meeting was adjourned at 11:12 a.m. and Peter Hartmans closed the meeting with prayer.

APPENDIX A

**Report from the Commission on Support to Communities of Faith to
The Executive Meeting of the Canadian Shield Region**

I had hoped to be on line for the meeting, but I have a funeral Tuesday morning and could not get a place to take the first part of the meeting – the funeral home in the Soo is overbooked so I am offering a written report. Christina already sent her regrets so I am a fill-in. Bill Steadman

Covenanting Process Staff continue to review the covenanting process from other regions (and a template devised by David Allen) and we plan to have a process to test and be approved by the annual meeting in June.

North Bay Communities of Faith Our commission has been asked to help the communities of faith in North Bay and environs as they look to the most effective way to minister to that part of the region. A meeting is scheduled for Wednesday, January 29th at 7:00 p.m. at Omond United Church that will be facilitated by Will Kunder. We are looking to EDGE for support in the process. **The Commission has received** regular updates on the process of Grace United Church, Sudbury, as they plan their rebuild after a devastating fire last summer.

The Property Resource Team has approved policy around use of manse funds (communities of faith are to only use interest earned). The policy will be up on the website.

The Commission approved Mission Grants to the following Pastoral Charges:

Goulais River U.C.	\$6,000
Val D'Or (Shared Ministry)	\$3,000
Hearst (Shared Ministry)	\$3,000

And Grants to the following Outreach Ministries:

Camp McDougall	\$ 20,000
Rainbow Camp	\$ 17,500
Daisy Chain Drop In	\$ 4,500
Camping Grant to Trinity U.C. North Bay	\$ 2,500

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Two members of the Commission declared a conflict as they are from Goulais River U.C., and so did not participate in the discussion or vote on these items. As a result, Erasmus chaired this portion of the meeting.

Right Relations Committee is seeking a reintroduction of Bill 62 now that Parliament has resumed.

Concerns were expressed around the 500% increase in **Affirm United** annual dues for congregations (a move from \$100 to \$500) and a letter is being drafted by Peter, Will and Christina on that issue. ***The executive may also wish to express concern around this increase as we understand there has been no correspondence to explain the reason and purpose of this massive increase.***

Youth attended the Niagara Event in October, and plans are underway for participation at Rendez-vous in August, 2020.

Our Commission next meets on Thursday, January 23, 2020 at 7:00 p.m.
Submitted by Bill Steadman

APPENDIX D GC44 Proposal

Proposal Concerning Faithful Ministry Personnel

Preamble:

Huron Shores United Church is responding to the closed settlement of 2018 between Reverend Gretta Vosper and Toronto Conference and its impact on The United Church of Canada.

We are concerned that this action has cast a shadow, and raised questions for our wider church, especially relating to the faith of actively serving Ministry Personnel.

Our Council heard the concerns of some members of our congregation and our community. These were referred to a working group to create this proposal, supported by our congregation, community and Council.

This proposal includes our requested course of action by the United Church of Canada in a deliberate and transparent manner.

What is this issue?

- a. A lack of transparency in the settlement process raises questions which extend beyond one individual.
- b. The settlement may have resolved one situation, but leaves the wider question unaddressed: Uncertainty now as to whether Ministry Personnel in the United Church of Canada have a living faith in God.

2. Why is this issue important?

- a. The settlement has raised the question that *some* ministry personnel have left their faith, but are not being open about it, leading to a lack of confidence in public proclamation and testimony.
- b. The wide publicity around the settlement has been framed as an unstated position of the United Church of Canada, which appears to permit "atheist clergy."
- c. Partner churches within the World Council of Churches, and other ecumenical bodies need assurance that the United Church of Canada has faith in God, honours scripture, and properly administers the sacraments.

3. How might Council respond to this issue?

- a. HSUC Council accept the following proposal and transmit it to WOW Regional Council with concurrence:

HSUC Council proposes that General Council clarify expectations regarding the faith of Ministry Personnel, and develop procedures to provide a mechanism to review the faith of Ministry Personnel.

APPENDIX E
Retirement Letter from Lillian Roberts

**Canadian Shield
Regional Council**

319 MacKenzie Avenue
North Bay, ON P1B 7E3
705-474-3350

310 Park Avenue,
Thunder Bay, ON P7B 6C8



*Engaging with the Spirit to
Inspire, Connect and Empower
Communities of Faith*

*Rev. Lillian S. Roberts
Pastoral Relations Minister
lroberts@united-church.ca*



*A Regional Council of
The United Church of Canada*

January 6, 2020

Rev. Peter Hartmans
Executive Minister
Canadian Shield Regional Council

Dear Peter:

This letter is to formally inform you and the Executive of the Canadian Shield Regional Council that it is my plan to retire effective July 1, 2020.

Thank you for the opportunity to have served as the Pastoral Relations Minister for the Canadian Shield Regional Council. Serving during the transition into the new structures has been a great learning experience and I value having connected with all those who are part of this Canadian Shield Regional Council family. My staff colleagues have been made the ministry we have shared a joy.

I wish the regional council well in its search and discernment for new leadership.

In Ministry & Service

Rev. Lillian S. Roberts



APPENDIX F
Remit 1

Remit 1 – Amendment to the Basis of Union’s Article 10.0 on Ministry Personnel

Background:

The 43rd General Council 2019:

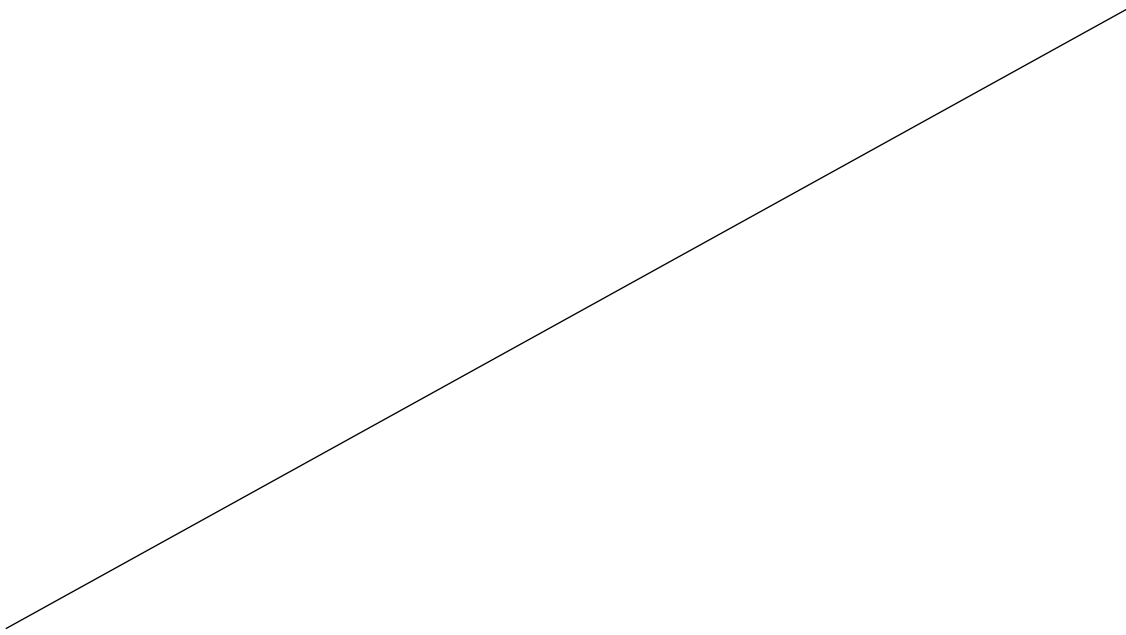
- (i) approved a change to Article 10.0 of the Basis of Union to be inclusive of persons of all gender identities; and
- (ii) authorized this Category 1 Remit to Regional Councils to test the will of the church with respect to this change.

The Question:

Does the Regional Council agree that:

- (a) the Order of Ministry be open to persons of all gender identities; and
- (b) the Basis of Union be amended to reflect this change as follows:

10.0 The Order of Ministry shall be open to persons of all gender identities.



PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission met on January 22, 2020 at 1:00 p.m. via Zoom

PRESENT: Nancy Ferguson, John Watson, Fraser Williamson, Joy Galloway (recorder), Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott, Erin Todd, Ted Harrison

STAFF: Lillian Roberts

Chair, John Watson, called the meeting to order at 1pm.

OPENING PRAYER by

APPROVAL OF AGENDA

MOTION: 2020-1-22-01-01
That the Agenda be approved.
CARRIED

APPROVAL OF MINUTES

MOTION: 2020-1-22-02-02
That Nov 19, 2019 minutes are accepted.
CARRIED

BUSINESS ARISING

1) A Celebration of Ministry Service in recognition of DLM – Laura Hutchison will be held February 8 in Iroquois Falls at Trinity United. Attending will be Peter Hartsman, Kathie Smith, Lillian Roberts, and Joy Galloway.

2) Lillian Roberts has recruited the 6 people for a regional resource team for further policy development of LLWL Relicensing Process.

Motion: Joy Bott/Jane Graham 2020-1-22-03
That the resource team include the following: David Guiliano, Susan Peverely, Jane Graham, Dawn Yorke and Janice Frame.
Carried

3) Ministry Gathering at Regional Council Annual Meeting.

There has not been support for Susan Beaumont mainly due to cost and /or not know of her work. Pastoral Relation Commission will support suggestions of the Regional Council Annual Meeting Planning Group.

Correspondence- none

Policy Development: Licensing for Sacraments

Motion: Ted Harrison/Nancy Ferguson 2020-1-22-04
That the Policy for Sacrament Licensing be approved as discussed, see Appendix A.
Carried

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CONSENSUS PACKET:

Motion: Joy Bott/ Irwin Thompson

2020-1-22-04

That the consensus package as provided, be approved.

Carried

Motion; Joy Bott/Elaine Lush

2020-1-22-05

That Heather Laverdiere, Judith Robertson and Veronica Renken be appointed as Sacrament Elders for Covenant United Church from Jan.22, 2020 to June 30th, 2020.

Carried

Update on Liaison Work

Reported from Lillian Roberts; Ministry Personnel - a reminder that re-appointments must be done on line prior to end of appointment (unable to be done retroactively).

Powassan-Chisholm pastoral charge has updated their profile to include SME.

New Business

Erin Todd led discussion on retirement. The question arose "is there a de-covenanting?" (Answer no) Lillian Roberts suggested there is an exit interview which M&P committee should do upon retirement or leaving a pastoral charge. The purpose of the exit interview is one of reflection (transitioning into retirement) and partially oversight and boundaries moving forward. It is felt that Pastoral Relations Commission may look at developing the role of Pastoral Relations Liaisons in disengagement and retirement expectations. Add to agenda next meeting.

Next Agenda

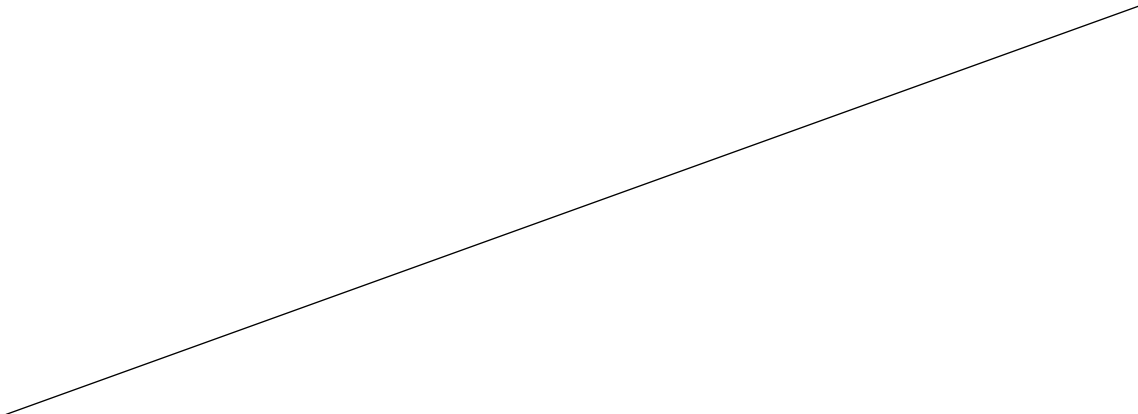
1. Review of LLWL course (mandated by Regional Council) How is course working, implications of the course, possibility of face to face. Volunteers for committee are; Elaine Lush, John Watson, Lillian and Joy& George Bott

NEXT MEETING:

The next meeting will be **Wednesday, February 26, 2020 at 1pm.**

Closing Prayer:

Motion to adjourn: Elaine Lush (CARRIED, 3:00 pm)



SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on Thursday January 23, 2020 via Zoom.

Agenda

Welcome, Check-in

Opening Prayer:

Approval of Agenda

Approval of Minutes from November 28, 2019 pages 21 -27

Business Arising:

1. Update on Covenanting template progress
2. Update on North Bay consultation (date set of January 29th) role of EDGE in process
3. Policy established re manse funds (minutes to website)
4. Communication with Grant Recipients
5. Update on Grace UC

Report from Canadian Shield Regional Council Representative –

Resource Team Updates:

- Property Resource Team - Minutes
- Mission Support & Regional Council Grants Resource Team – Granting policy
- Right Relations Resource Team
- Affirming Ministry Resource Team – letter re fees
- Youth & Young Adult Ministry Resource Team
- Worship Project

Emergent Business:

- Look at priorities for the Commission between now and Regional meeting in June.

Date of Next Meeting: _____

Adjournment:

Closing Prayer:

Present: Bill Steadman, Peter Haddow, Mardi Mumford, Crystal Greig, Bonnie Johnston, Janice Brownlee, Erasmus Madimbu, Ernie Epp, George Bott, Christina Stricker
Staff support: Melody Duncanson Hales, Rob Smith, Will Kunder

Absent: Marilyn Schatzler, Brynn Carson

Welcome, Check-in

Opening Prayer: Bill Steadman opened with prayer

Approval of Agenda: approved by consensus

Approval of Minutes from November 28, 2019 pages 21 -27

Moved: Mardi Mumford Seconded: Crystal Greig

That the minutes of the meeting of the Support to Communities of Faith Commission on November 28, 2019 pages 21 to 27 be accepted. Carried

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Business Arising:

1. **Update on Covenanting template progress:** Staff is working on adapting a template from the Horseshoe Falls Regional Council. The intent is to work with several Communities of Faith to try out both the Covenanting process and the self assessment piece then to bring the results and documents to the Commission with the purpose to bring the process to the June meeting of the Regional Council.
2. **Update on North Bay consultation:** The date for the conversation is January 29 2020. Will and Melody will be present. EDGE has been contacted to see what they will be able to offer after the first conversation determines the group's needs.
3. **Policy** established re manse funds (minutes to website)- see Property report
4. **Communication with Grant Recipients:** Melody has sent out letters to all the grant recipients and will connect with each requesting a receipt.
5. **Update on Grace UC:** The plans for the new building have been designed and brought to the Grace UC council. Melody was able to show the Commission the floor plan and exterior schematics.

Report from Canadian Shield Regional Council Representative : Neither Christina Stricker nor Bill Steadman were able to attend the January meeting of the Executive but a written report was sent. Planning for the Annual meeting is in process. If your term ends at this meeting and you would like to extend your participation on this commission, you need to indicate that you wish to continue.

Resource Team Updates:

Property Resource Team : The Minutes of the PRT will be posted on the website. Below is for information.

Decisions of the Property Resource Team

July 11, 2019

We decided that Gordon Roberts would serve as chairperson and Janet Ross would be the secretary.

October 9, 2019

Recommendations:

a) Manses can be sold and the dollars invested with the interest used for ongoing housing allowance.

Discussion: *Some churches have full-time ministers and may require more funding for ongoing housing allowance than the interest covers.*

b) The church can bring a request for an increase back to The Properties Resource Team if they want to dip into the principal. The Properties Resource Team will handle anything further on a case by case basis.

Harmony – Thunder Bay

Recommendations:

Policy (Selling Excess Property) – The members of the church will forward to the Properties Resource Team the minutes of the meeting, once the church members have made their decision, and ask for permission. - It was suggested that a point person from the PRT be appointed to deal with Harmony directly. Paul McAlister was appointed.

A question on what happens to the funding was asked, and the suggestion that the church members give the PRT a report on what is planned for the funds was made. It was

proposed that the funding should go to the new church to help them continue the work of the church.

November 15, 2019

St. Andrews – North Bay

St Andrews in North Bay has issues with their Belfry. They have closed off the balcony for safety concerns, since the church is liable. We can send a letter to their secretary to remind them of the process and that we are here for them to help with the process of repairs.

Motion: that Rob sends them a letter as soon as possible and as directly as possible that includes what the PRT processes are, the needs and support. Approved.

Discussion on Approval Process

If over so many \$\$ to fix, they need to get permission from the Property Resource Team and Rob needs to be informed. Proposed for cases of property matters where document sign off of Community Support Minister is required, therefore signed by Rob. With information, is this a matter for Regional Council, or the Staff person? Will Rob have approval for under \$75,000 worth of work? There are 3 Congregational Support Ministers, who, or do all have approval privileges? Or is the process to just let support know, but not go as far as approval? If it is to just let Rob (Property team) know, then why do they need to?

Suggestion: All renovations over \$75,000 dollars, all selling of church property and all purchasing of church property must be reviewed by the Property Resource Team and its staff lead and approved by Support to Communities of Faith Commission.

January 16, 2020

Grace – Sudbury Motion: *Moved by Jim Jackson and seconded by Jack Page, that the PRT support and recommend to the SCoF Commission the rebuilding of Grace United in Sudbury as per the presentation made to us this afternoon by Melody Duncanson Hale. The motion was Approved.*

Harmony – Thunder Bay

Motion: *Moved by Jim Jackson, Seconded by Jack Page, that Rob Smith on behalf of the PRT, responds to the congregation in a letter and lets them know what is required.*

Trinity – North Bay

Trinity: North Bay *is asking for permission from the PRT to recommend to the SCoF Commission that they use their Manse funding of \$60,000 on their building project loans. The members of their congregation will help with raising funds to pay it back. The final costs for the repairs was closer to \$300,000.*

Motion: *Moved by Jack Page, Seconded by Stuart Taggart that Trinity be given permission to repay some of the combination of loans from their manse fund on the proviso that, over time, they pay it back to their manse fund.*

Moved: Erasmus Madimbu Seconded: George Bott

That the Support for Communities of Faith Commission approve the policy for Manse sales and use of funds and approve the policy for selling excess property. Carried

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Moved: Erasmus Madimbu Seconded: George Bott

That the Support for Communities of Faith Commission approve the renovations undertaken by Trinity UC in North Bay. Carried

Moved: Erasmus Madimbu Seconded: George Bott

That the Support for Communities of Faith Commission approve the rebuilding of Grace United Church, Sudbury. Carried

Moved: Erasmus Madimbu Seconded: George Bott

That the Support for Communities of Faith Commission approve the policy that all renovations and repairs over \$75,000.00 must have the approval of the PRT. Carried The Commission asks that PRT set a policy to review renovations and repairs under \$75,000.00. A letter from Scriber United Church will be sent to the PRT for discussion.

Mission Support & Regional Council Grants Resource Team; Meetings are now in place.

Right Relations Resource Team: This team met last week and sent out material for "Have a Heart Day" for use by Communities of Faith. Work is also being done for this group's participation in the Regional Annual meeting.

Affirming Ministry Resource Team: The letter was sent to Affirm United (See Appendix A)

Youth & Young Adult Ministry Resource Team: Youth Forum for Canadian Shield is planned for May 15, 16, 17, 2020. Senior Youth will meet and camp at Trinity United Church Lively, while the Junior Youth will meet in Sudbury proper. There will be some events that will be combined. Rendezvous in August: Participation of youth is being planned. The team is working out transportation options to Calgary.

United in Worship Project: George reported that the website is up and running. 11 1 Communities of Faith have registered so far.

Emergent Business:

- Look at priorities for the Commission between now and Regional meeting in June. A workshop on how to do Self Assessments would be beneficial.
- What should be done with Annual reports? Communities of Faith have been asked to submit an electronic copy to the Regional office. Should this come to the Executive for direction?

Date of Next Meeting: Thursday February 27, 2020 7:00 p.m. by Zoom

Adjournment: Moved: Bonnie Johnston Agreed

Closing Prayer: Peter Haddow closed the meeting with a prayer.

Rev. Dr. Bill Steadman, Chair

Mardi Mumford, Secretary

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CANADIAN SHIELD
REGIONAL COUNCIL
The United Church of Canada

Main Office: 319 McKenzie Avenue, North Bay, ON P1B 7E3
Main Phone: 705-474-3350 | 1-833-236-0281
Website: www.canadianshieldrc.ca

Michiko Bown-Kai, Co-Chair
Affirm United/S'affirmer Ensemble

December 20, 2019

Re: 2020 Membership Fees

Dear Michiko,

I am writing in my capacity as staff support to both the Affirming Ministry resource team and the Support to Communities of Faith Commission of the Canadian Shield Regional Council.

At the November 28, 2019 meeting of our Commission, it was determined that we write to Affirm United to get clarification about what we have learned would be a significant increase in membership fees for 2020. Representatives to last summer's AGM returned with notice that a large increase could be expected for the coming year.

Before I was able to send that correspondence, we received the notice from Affirm about the changes to membership fees. While we appreciate the information provided, our Regional Council remains deeply concerned about the process by which this decision was made. Our delegates report that they felt the decision about this was rushed through without adequate time to fully discuss the likely ramifications of such a dramatic financial change.

For such a direction to be taken, we would have expected an opportunity for discussion and feedback from the full constituency. We wonder, for example, if Affirm is even aware of what the actual impact of this increase will mean for communities of faith? While you have placed a cap at \$500, do you know how many congregations might actually face a 500% increase? At the time of writing we have no idea what the increase will be to our affirming congregations.

The increase for our regional council, from \$100 to \$1000, is felt to be totally unreasonable.

Equally concerning, is that this is the 2nd year in a row where the AGM has made profound changes to the affirming requirements with no consideration of a "notice of motion" or opportunity for consultation. To have left such decisions to the AGM alone – where many delegates are first time members – feels like poor governance.

We have expressed, already, our dissatisfaction with the procedures which were determined for affirming designation in the new Regional Council structure.

That decision along with this one, re: assessments, have done more to undermine Affirming ministry in our area than support.

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I can report that our regional council will be looking to determine whether or not funding of \$1000 will be something we can manage in 2020.

We request that this concern be shared at the next meeting of your Executive and ask for response to the concerns expressed in this letter.

While I can't speculate on what the Canadian Shield Region might do with the assessment decision, I do expect that we will likely bring a proposal to the 2020 AGM to curtail such affirming direction changes without substantially greater consultation.

We look forward to your response. Please contact us at the address or below or at my email address: wkunder@united-church.ca

Respectfully,



Rev. Dr. Will Kunder
Congregational Support and Justice Animation
Canadian Shield Regional Council

319 McKenzie Ave
North Bay, ON P1B 7E3

705 493 8087

Background to the AUSE membership increase, 2020

Current Context

The Affirming Ministry Program is a central part of who AUSE is and what it does. And it's blossoming. In 2017 we set a new record when 35 ministries became Affirming in that year; 2019 will see very similar numbers. At the end of 2015, we had 95 ministries in the Affirming process. As of our July 2019 AGM, we had 150. We want that number to grow. At this time, less than ten percent of all ministries in the United Church are Affirming, but every new ministry makes a positive difference, and a positive difference is our focus.



These numbers are amazing. In fact, they were unthinkable only ten years ago. And this also creates growing pains. We are still a volunteer-led movement, and face the same dilemmas of a shrinking and overly busy volunteer base as the rest of the church. Each ministry in the process is accompanied by a volunteer throughout its journey. When needed and asked, AUSE will find volunteers to help with questions, conflicts, resourcing, and pastoral care. As the numbers in the process grow, the volunteers at the heart of the process are carrying more and more work. At the same time, the demand for timely and professional communication is growing. We need to plan on hiring additional support staff to help with the workload and expansion of the Affirming Ministry Program.

It may look like the numbers of new ministries should cover growing costs. And they do help. But as one example, our record year in 2017 created \$3500 in additional revenue. That isn't enough to allow us to commit to even a half time staff position.

If we don't raise membership fees significantly, we will eventually deplete our existing reserves because we have a small deficit each year in supporting a part-time essential communications resource. We express deep gratitude to both members and donors, who have helped us increase capacity over the past five years. But as growth becomes more sustained, it's clear that existing resources cannot meet capacity needs.

How the membership fee increase works:

The 2019 AGM approved changes to increase the membership fees as follows:

- that community of faith (congregational) membership fees for Affirming Ministries be 1/20 of 1% of net revenue, to a maximum of \$500 and a minimum of \$100. Net revenue is the basis on which the United Church bases its congregational assessments. This figure is submitted on the Statistics form each year. For budgeting purposes, Ministry Treasurers will have a password to access this figure from the United Church website. Affirming Ministries and members will be invoiced by Affirm United in the spring of each year.
- that regional council membership fees be \$1,000
- that non-congregational ministries which are Affirming pay what they can between \$100 (the former flat membership fee) and \$500

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- that individual/household membership fees increase to \$50 (while retaining the option of a reduced or free membership fee if need is indicated.)

While understanding that this decision may cause concern, AUSE feels that the new membership fees for communities of faith, based on this formula, will be more equitable. We know many ministries have very constrained budgets. Below we explain more about what your membership fees have been supporting, and offer some more information on what increased fees would support.

What your membership fees and donations have been supporting, 2015-2019

See the following for additional details, and please share with your ministry:

2018-2019 annual report: Click on the link, or see www.ause.ca, About Us/ Bylaws and Annual Reports

2018 year in review: <http://affirmunited.ause.ca/2018-in-review-what-your-support-has-accomplished/>

A ten hour per week Communications Coordinator: our single biggest expense. This has made a significant difference to the quality and diversity of our communications **and is the reason for the significant growth in the Affirming Ministries Program**. The job: To promote the Affirming Ministries Program and improve AUSE's external communications and engagement through channels like a regular newsletter, new resources, a website and social media that are frequently updated; provide prompt and helpful responses to some of the many emails we receive; support our very busy Affirming Ministry Coordinators; support Affirming Ministries and those in the process by finding them supports; and provide support to our annual conference and other key events.

PIE Day 2019 (and 2020): www.pieday.ca This first-time project was designed to give everyone a chance to have fun, eat dessert, and talk about how we be PIE: Public, Intentional, and Explicit in our radical hospitality, especially for LGBTQIA+ and Two Spirit people. In particular, this project was designed to resource ministries who are already Affirming, and may be struggling to keep that commitment fresh and active. Thanks to a *Gifts with Vision* grant, we had the funds to cover the video that accompanied PIE Day. But everything else about this national project is supported by your memberships and donations.

One "in-person" Council meeting per year: Council members gather once a year in February from across the country with all expenses paid. This is important to our work and cohesion, but this also means Council members have been paying out of pocket to attend the year's second meeting at the summer conference. Council also meets for four 2 hour meetings via conference call each year.

Website: www.ause.ca maintenance, security, hosting, and other fees: all the hidden costs that accompany communication.

What your increased membership fees will allow us to do over time:

At the 2020 annual conference we hope to engage in visioning that would allow a much more complete route forward. For now, these are elements that Council has begun to discuss

Hire a *full time staff person*, eventually

Provide honoraria for Affirming Ministry Coordinators, who are currently volunteers and carry the vast majority of the Affirming program work.

Offer much more *support to already-Affirming ministries*. For example, PIE Day 2020 (Saturday 14 March 2020) is one small element, as are continued website development, regular communications, an active social media presence and group forum, and more.

Support our *annual conference*: continue to build on expanding numbers, making the space as diverse, equitable, and accessible as possible.

Provide for *two Council meetings annually* with expenses covered for all Council members.

Contact information: We encourage you to raise any concerns and questions you may have with the Council. Here are the lead contacts:

Michiko Bown-Kai, co-chair: ausecochair@gmail.com

Anne Wood, treasurer: annew@cogeco.ca

Thank you for all you as supporters and members have offered this growing movement of trans, non-binary, Two Spirit, intersex, asexual, pansexual, bi, lesbian, gay people and communities—and our cisgender and heterosexual allies. You are the reason for our name: ensemble (together) and united.

Mark 4:30-32 New Revised Standard Version (NRSV): The Parable of the Mustard Seed

30 Jesus also said, "With what can we compare the kingdom of God, or what parable will we use for it?
31 It is like a mustard seed, which, when sown upon the ground, is the smallest of all the seeds on earth;
32 yet when it is sown it grows up and becomes the greatest of all shrubs, and puts forth large branches, so that the birds of the air can make nests in its shade."



Affirm/Staffirmer
UNITED/ENSEMBLE

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EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on February 5, 2020 at 1:30 p.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Helen Smith, Joy Galloway, Stewart Walker, John Watson, Dave Le Grand, Maxine McVey, Christina Stricker, Jim Jackson

STAFF: Peter Hartmans, Susan Whitehead

REGRETS: Judith Visser, Cindy Desilets

Kathie Smith welcomed everyone to the meeting of Executive. She then asked members to light their candle and she opened with a prayer.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we meet today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation.”

(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Greeting, Welcome and Check-In

After everyone was welcomed, Executive members who were missing from the last meeting in January did a brief check-in.

APPROVAL OF AGENDA

MOTION by John Watson/Helen Smith **2020-02-05-01**

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

MOTION by Barb Nott/Joy Galloway **2020-02-05-02**

That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on January 14, 2020 via Zoom be approved as circulated.

CARRIED

CORRESPONDENCE

- *New Office of Vocation Minister*

Peter shared with Executive that a new Office of Vocation (OV) Minister has been hired to replace Marlene Britton. The minister's name is Kellie McComb and she is from Waterloo. Like Marlene, her position will be shared equally between the Canadian Shield RC and Shining Waters RC. This position will be starting on May 1, 2020. Lillian Roberts will continue to serve 30% in this position until May 1st and will then return to her full-time position until retirement July 1, 2020.

PROPOSAL FOR FULL-TIME PASTORAL RELATIONS POSITION

Peter stated that he would like to have the job description posted by the end of next week. Peter will circulate the job description by email next Monday to be returned with comments within 3 days (Wednesday).

MOTION by Dave Le Grand/Christina Stricker

2020-02-05-03

That the Canadian Shield Regional Council Executive give Peter Hartmans permission to hire a full-time Pastoral Relations Minister for the region.

CARRIED

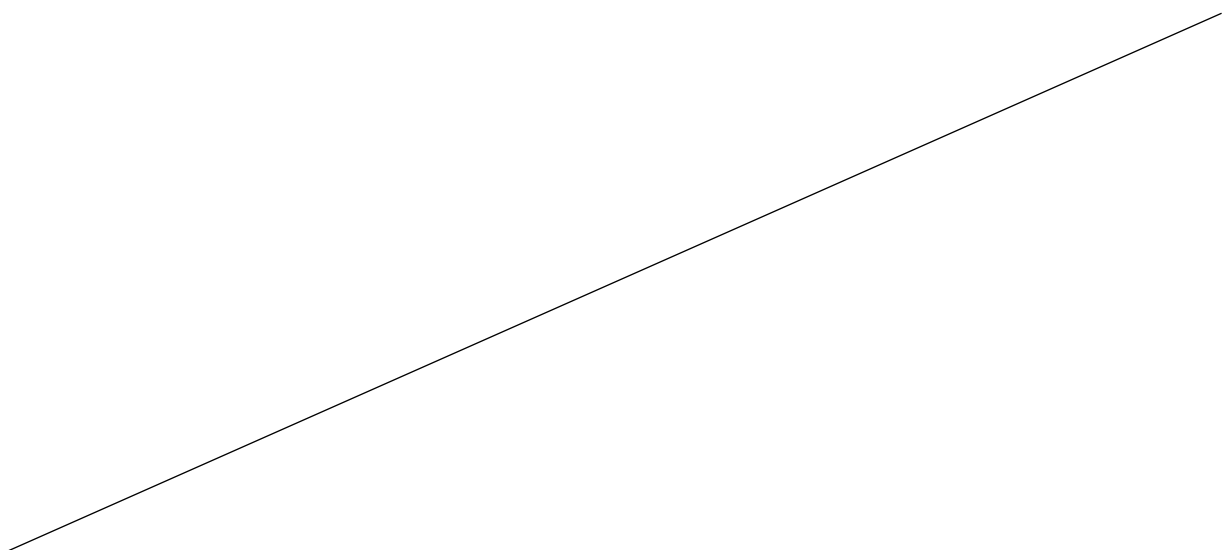
Executive then had a fulsome discussion about a possible full-time PR position mixed with Congregational Support.

NEXT MEETING DATE:

- March and/or April - Video Conference Call (Sue sending Doodle Poll)
- May 12-13, 2020 - In person Meeting at Villa Loyola - Sudbury
- June 5-7, 2020 – RC Meeting at St. Andrew's UC - Sudbury

CLOSING

Stewart Walker closed the meeting with prayer and Kathie adjourned the meeting at 2:10 p.m.



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PASTORAL RELATIONS COMMISSION

PRESENT: Nancy Ferguson, John Watson, Fraser Williamson, Joy Galloway (recorder), Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott, Erin Todd, Ted Harrison

Regrets: Erin Todd

STAFF: Lillian Roberts

Chair, John Watson, called the meeting to order at 1pm.

OPENING PRAYER

APPROVAL OF AGENDA

MOTION: Fraser Williamson/Elaine Lush **2020-2-26-01**
That the Agenda be approved.

CARRIED

APPROVAL OF MINUTES

MOTION: Joy Bott/Erwin Thompson **2020-2-26-02**
That January 22, 2020 minutes are accepted.

CARRIED

Business arising from the minutes – none

Correspondence - none

APPROVAL OF CONSENSUS PACKET:

MOTION: Jane Graham/Elaine Lush **2020-2-26-03**
That each & every motion in the consensus package as provided be approved.

CARRIED

Marathon Candidate Supply SME Appointment:
Motion: that the Pastoral Relations Commission of Canadian Shield Regional Council approve the appointment of Selina Mullin, Candidate to Marathon Pastoral Charge (COL 1) effective March 1, 2020 with the following terms: SME appointment full time to Feb 28 2022; Minimum salary Candidate Step 1 \$45,852, no additional salary; Annual Phone/Communication \$1200; Annual Continuing education base \$1442 plus an \$ 529 in each of the two years; total remuneration \$49,552 plus all other terms as set forth in the record of call/appointment form. To include settlement adjustment on signing of \$4250 in year one and \$1000 in year 2

Educational Supervisor:

Approved by Eastern OV Minister – Rev. Robert Smith.

Covenant Retired Supply Appointment:

Motion: that the Pastoral Relations Commission of Canadian Shield Regional Council approve the appointment of Rev. William Jones, part time (20 hours per week) retired supply to Covenant Pastoral Charge, Timmins (COL 2) effective March 1, 2020 to Feb 28, 2021 with the following

terms: Minimum Salary prorated \$29,443.50, Additional Salary \$0, Phone \$95, continuing Education \$721, total remuneration \$30,259.50; plus all other terms as set forth in the record of call/appointment form.

Pastoral Charge Supervisors:
Rev. Elaine Lush to Trinity Kirkland Lake effective March 1, 2020.

Policies & Procedures” formal association conversation” Retirement Exit Interviews.:

Lillian reported that the National Church is working on a statement policy for exit interviews.

Clarification for a regional policy for “associate ministry personnel” who are between calls and others with other affiliations (i.e. Huntington University personnel or hospital chaplain”) is needed. Need to insert new wording added by Lillian 1.8 of Pastoral Relations Commission Policies & Procedures

It was felt that exit interviews would provide useful information for pastoral relations liaisons (information needs to be early in search process).

A suggestion for CSRC best practice is that the Pastoral Relations Minister and a member of regional pastoral relations commission provide an exit interview with retiring personnel. The interview would assist in retirement and provide feedback on their ministry.

Ministry Gathering June 4-5 -Villa Loyola:

Peter Short is unavailable. Suggestion to ask Mardi Tindall for Health Joy & Excellence for Ministers’ retreat.

LLWL Update:

Lillian reported that LLWL application will be on the United Church website. That LLWL will be divided into 3 groups (regionally) 2 groups will complete application annually and 3rd group will have interviews. In the initial year, continuing education will be provided in Espanola (region extending Sudbury to Elliot Lake) and interviews held at same time.

Nominations:

Lillian reminded pastoral relations commission to be mindful of the following:

- Secretary position vacant
- Terms ending June 30, 2020 Liaisons named Nancy Ferguson, Joy Galloway & Joy Bott (to be elected by pastoral relations liaisons)
- Member: Jane Graham

Retirement Recognition Regional Council Meeting:

After discussion John Watson will be approaching Regional Council for direction. Three volunteers to assist are: John Watson, Joy Bott, & Nancy Ferguson. John will be contacting Barb Nott- Chair of Regional Council Organizing Committee.

Milestone anniversaries of Ministry Personnel

In the past certificates were provided for anniversaries over 25 years and increments of 5 years. The committee felt this was satisfactory.

Other Business

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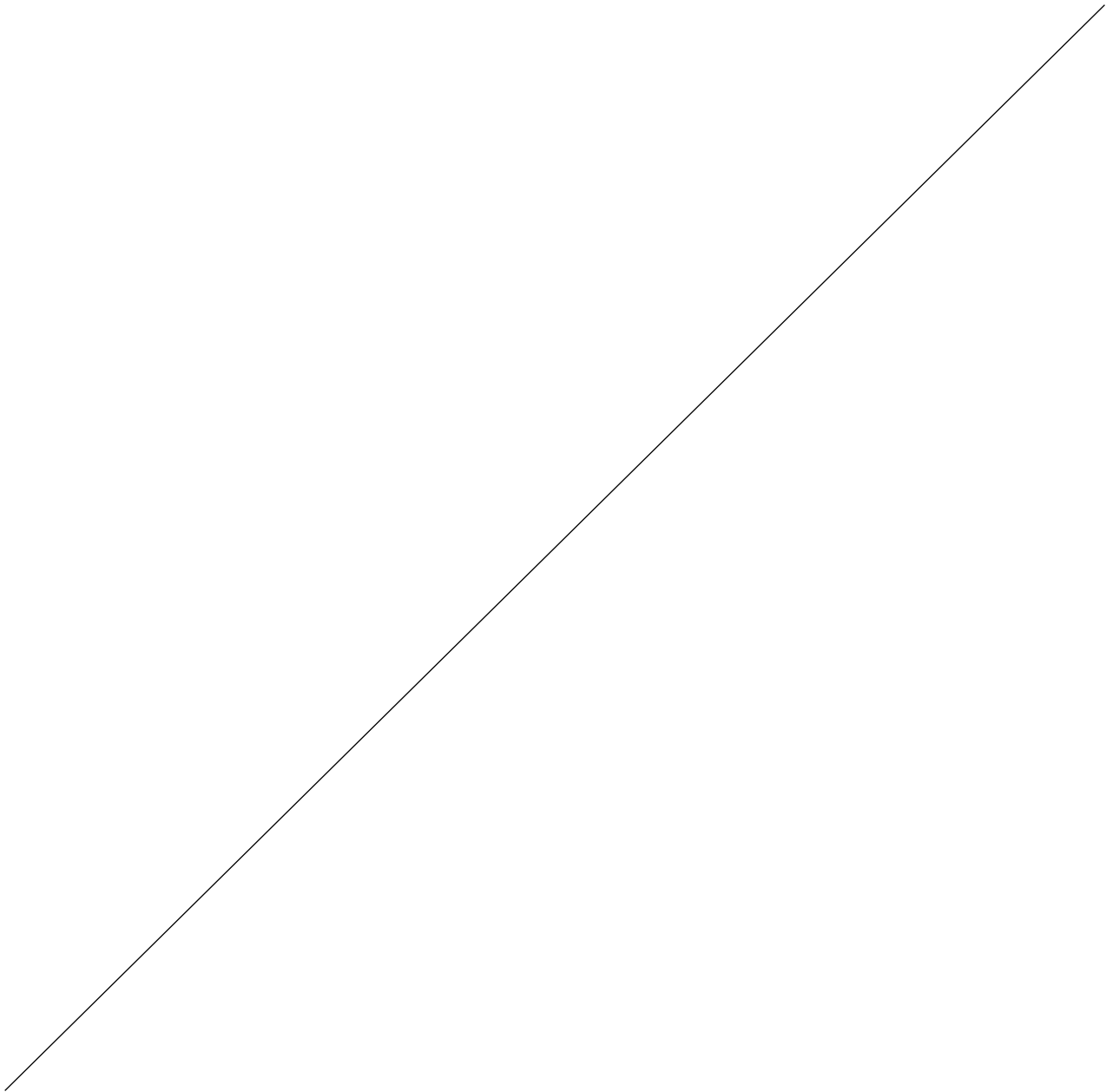
Lillian reported that initial conversations are being held with the Anglican Church for joint ministry in Wawa, White River areas and possibly Caperole area. A full time student minister is available through the Anglican Church for the summer as a possible trial.

Closing Prayer: Lilian Roberts

NEXT MEETING:

The next meeting will be **Wednesday, March 25, 2020 at 1pm.**

John Watson declared the business has been completed.



SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on Thursday February 27, 2020 at 7:00 p.m. via Zoom.

Agenda

Welcome, Check-in

Opening Prayer:

Acknowledgement of Territory and Safe Space

Approval of Agenda

Approval of Minutes from January 28, 2020 pages 28 - 38

Business Arising:

Report from Canadian Shield Regional Council Representative –

Resource Team Updates:

- Property Resource Team -
- Mission Support & Regional Council Grants Resource Team
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- Worship Project

Emergent Business:

Date of Next Meeting: _____

Adjournment:

Closing Prayer:

Present: Bill Steadman, Ernie Epp, Christina Stricker, Janice Brownlee, Crystal Greig, George Bott, Erasmus Madimbu, Mardi Mumford

Staff Support: Rob Smith, Will Kunder, Melody Duncanson Hales

Regrets: Peter Haddow, Marilyn Schatzler, Brynn Carson, Bonnie Johnston

Welcome and check-in.

Opening Prayer: Janice Brownlee opened with a prayer from “ Off to a Good Start”

Acknowledgement of Territory and Safe Space: Bill Steadman acknowledged the diverse territories that we are all on. Each member present named the Treaty in which they were located. Bill also declared that the United Church of Canada ensures a respectful attitude and that we commit to be dutiful to the task at hand and accountable to each other. Approval of Agenda: The agenda was approved by consensus with the addition of an update on the Conversations in North

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Bay, the addition of a report from staff about the drafting of a Covenanting process and the addition of the letter from Marg Rabson, Onaping Falls Pastoral Charge, under Emerging Business.

Approval of Minutes from January 28, 2020 pages 28 – 38

Moved: Mardi Mumford **Seconded: Crystal Greig**

That the minutes from the Zoom meeting of January 28, 2020 be accepted with the correction of the spelling of the Schreiber pastoral charge. Carried

Business Arising:

1. Covenanting process: Rob Smith reported that he has a template and work-shopped it with 4 out of the 7 Communities of Faith in the Thunder Bay area. The Pinegrove Pastoral Charge will try it out. The purpose is to promote discussion and visioning rather than just being a formality. Melody shared with the group a template for the Self Assessment that needs to be done by each Community of Faith. Several suggestions included the addition of a piece about reconciliation, including a place for the independent annual review of the financial statement, a question about the need for the section on the Privacy Policy and under the Record keeping section it should be annually. The staff will continue to work on this and then move to field testing. The hope is that both the Covenanting process and the self-assessment form will be ready for the June annual meeting of the Canadian Shield Regional Council.
2. North Bay Consultation: The second gathering was held on February 26, 2020. At this meeting which included the North Bay churches as well as Sturgeon Falls, the group committed to meeting on a regular basis. The consensus of the group was that they would like to plan more joint activities. A handful, but not the majority, sees this as an opportunity to discuss closures and amalgamations. The energy and priorities is to get to know each other and to get out of their silos. The group looked at opportunities for partnerships, worshiping together, a communication strategy and city wide services and a focus on Holy Week. The homework from this meeting was to have a discussion with the congregation or governing body. The next meeting is April 1, 2020.
3. Grace United Church Update: The Annual meeting was held and they are on track towards reconstruction.

Report from Canadian Shield Regional Council Representative: Christina Stricker reported that she will send an e-mail to President Kathy Smith to ask what to do with the Annual Reports from the Communities of Faith be added to the next meeting's agenda. Presently Communities of Faith are encouraged to send a digital copy to the office.

Jim Jackson, past chair, is head of the nominations for the Regional Council. He is looking to talk to all the team members and commission members about their intentions on continuing service.

Resource Team Updates:

- Property Resource Team A long conversation about the renovations under \$75,000.00 continues with this team. No conclusion has been reached. Schreiber had it's annual meeting but no decision was made about closure.

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- Mission Support & Regional Council Grants Resource Team: No meeting was held this month. The intent is to meet on the second Friday of the month. A request from the North Bay Mission cluster about budgets for clusters. A verbal request from Copper Cliff United Church about their remaining St Paul's mission support grant should go to the Finance committee of the Region.
- Right Relations Resource Team: An upcoming meeting will be held this Friday with a face to face meeting April 17, 2020. Lisa Blais has agreed to take the lead for this team. A day long workshop is planned together with MILC on April 18, 2020. The team is also working on a plan for the Sacred Fire for the Annual meeting of the Canadian Shield Regional Council. The team is also following closely the issues currently involving the Wet'suweten elders.
- Affirming Ministry Resource Team: Peter Haddow has agreed to take the leadership of this team. The team met this past week. The team is meeting with Linda Hutchison from Affirm United on March 10th to see what needs to be done for official status for our Region. The team is hoping to have something out to all Communities of Faith in time for P.I.E day. There is space on the website for the team to use and they will want to consider input to the website. There has been no response from the letter (January 23, 2020 minutes appendix B) sent to Affirm United about the annual fee increase.
- Youth & Young Adult Ministry Resource Team: This team meets the first of the month. A consistent chair has not materialized so a rotating chair system is in place. The Youth Regional gathering is set for May 15, 16, 17, 2020 with the Senior Youth gathering at Trinity Lively and the Junior group at St Andrew's, Larch St, Sudbury. Plans for participation at Rendez-vous Aug. 11 – 14, 2020 are challenged by the cost of transportation. The Canadian Shield Regional Executive will be approached to support a travel pool of funds. George Bott suggested a canvas of the region for excess travel points that might help. Camping Ministry and Camp McDougal has planning going on . Nancy Ferguson will be on site at Camp McDougal for 7 of the 8 weeks as head chaplain. Lay leaders, ministry personnel are encouraged to come and see for a few days what this is all about. There is a fund raising dinner for Camp McDougal March 1, 2020 in Sault Ste. Marie.
Training for Youth Leadership is being planned with 2 sessions, one in May and another in October
- United in Worship Project: The project is going well. Presently the financial process is being set up and they are now receiving payment for subscriptions. A road trip is planned along Highway 11 to promote the project and the portable hub will be demonstrated. The project had previously received financial help of up to \$5000.00 to set up the website and there are funds remaining. George Boot requested that some of that remaining allocation be used for mileage and food for this road trip.

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Moved: Erasmus Madimbu Seconded: Ernie Epp

That our Commission approve the re-allocation of the 2019 Worship project grant for the expenses related to the promotion of the United in Worship. Carried with George Bott abstaining.

The project leaders including Randy, have been meeting with the other regions to set up hubs and satellites. EDGE and the General Council Executive are also involved.

Emergent Business:

A letter was received from the Onaping Pastoral Charge about the covenanting of their new minister in September. There is confusion across the region on responsibilities but this lies with the Pastoral Relations Commission through the Personnel Minister and their local representative. Melody will chat with Marg Rabson about combining the Pastoral Relations bit with the Covenanting that our Commission is responsible for. Our process may or may not be in place by September.

Date of Next Meeting: Wednesday March 25, 2020 at 7:00 by Zoom

Adjournment: George Bott made a motion to adjourn at 8:47 p.m. CARRIED

Closing Prayer: Crystal Greig lead the group in prayer.



EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on March 13, 2020 at 4:30 p.m. via Zoom.

PRESENT: Barb Nott, Helen Smith, Joy Galloway, Stewart Walker, John Watson, Christina Stricker, Jim Jackson (Chair for this meeting)

STAFF: Peter Hartmans, Susan Whitehead, Melody Duncanson Hales, Will Kunder, Rob Smith, Lillian Roberts, Joan Bailey

REGRETS: Kathie Smith, Maxine McVey, Dave Le Grand, Cindy Desilets, Judith Visser

Jim Jackson welcomed everyone to the check-in meeting of Executive. The CSRC Staff joined Executive for this meeting.

Executive and staff checked in around Covid-19.

Peter indicated that the staff would be having a “town hall” meeting online via Zoom next week to check in with people around the region and it will be open to anyone who would like to join.

An agenda item for the next Executive meeting will be the possible postponement of the 2020 CS Regional Council Meeting, with a possible in-person meeting in the fall of 2020.

Executive and Staff members shared what is going on in their communities, including churches that have already decided to close their doors to Sunday Services.

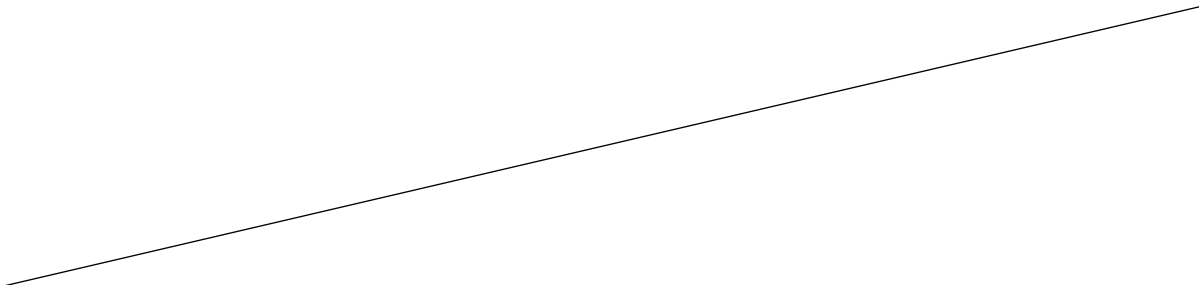
Melody indicated that the youth event planned for May 2020 has now been cancelled and will have further discussions with the Youth and Young Adult Ministries Resource Team about another possible date.

NEXT MEETING DATE:

- March 25, 2020 – Zoom Meeting 9:30 a.m.

CLOSING

Peter closed with prayer and Jim adjourned the meeting at 5:14 p.m.



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EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on March 25, 2020 at 9:30 a.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Helen Smith, Joy Galloway, Stewart Walker, John Watson, Dave Le Grand, Maxine McVey, Christina Stricker, Jim Jackson, Judith Visser

STAFF: Peter Hartmans, Susan Whitehead, Melody, Will, Rob, Lillian

Kathie Smith welcomed everyone to the meeting of Executive. The CSRC Staff joined Executive for this meeting.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we gather today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation with understanding and intention.”
(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Peter lit a Christ Candle and led Executive in worship.

CHECK-IN

Executive and Staff took time to do a check-in with each other amid the COVID-19 pandemic.

APPROVAL OF AGENDA

MOTION by John Watson/Christina Stricker

2020-03-25-01

That the agenda for the meeting be approved as circulated.

CARRIED

COVID-19 UPDATE

Peter gave Executive an update about what has been happening in the Region re: COVID-19. The primary modes of communication for the Region continue to be the website, MailChimp, and the Facebook page. Peter cautioned about sending out too much in order to avoid information saturation, and therefore, we are giving a balance of information.

Staff are working from home and the CSRC offices are closed (except when only one person is going in).

2020 REGIONAL COUNCIL MEETING CONVERSATION (CHECK-IN)

Chairs of Worship Team – Questions

Maxine shared some questions that the Worship and Music Planning Team had. It was decided that the 2020 RC Meeting Planning Team and Worship Team would answer those questions at their meeting on April 1st, 2020 before the Executive meeting.

Chair of Planning Team Check-in

Barb reported that a decision about postponing the 2020 RC Meeting has not been made yet. One idea was to wait until the end of April to make the decision. Executive and Staff had a fulsome discussion.

Peter stated that unlike other Regional Councils, we are not in the position that we will lose money (deposits, etc.) if we do not cancel now. Our situation is different in that Barb believes that the hotels, caterer, St. Andrew's UC, and Pete's Rental will not have a problem deferring. She will report back to the April 1, 2020 Executive meeting with more details. Peter indicated that if the decision needed to be made today, he would have no problem postponing.

Barb stated that if we were to postpone until the fall, the meeting might happen on the last weekend of September or the first weekend of October before Thanksgiving. Peter cautioned that we have some staff overlap with the Shining Waters Regional Council and their meeting is being held on the weekend of October 16th, 2020. There will need to be at least a two-week stretch between the two meetings.

Peter asked staff to give their input regarding postponing the meeting. Will put the idea forth of cancelling the 2020 RC Meeting entirely and having it next year at this time. He suggested that we take the money budgeted for the meeting and use it for emergency funding for communities of faith.

Melody felt that since advertising has not gone out for the youth event in Sudbury on the May long weekend, there is no immediate need to cancel anything. She will keep Executive updated.

Lillian indicated that Mardi Tindal was coming as the guest speaker to the MP Retreat before the RC Meeting in Sudbury. She has booked her flight already but Lillian feels it won't cost much to change the flight to a new date. Mardi will let Lillian know if she is available in late September/early October. Lillian will be retired at that point but is willing to come back and host the retreat in the fall if needed.

Another suggestion was that we could do an online meeting so that people could at least meet online – either in June or September/October.

Executive decided to think about it for the next week and to make a decision about postponing at the April 1, 2020 Executive meeting next week.

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EXECUTIVE RETREAT/MEETING IN MAY

Peter reiterated that this meeting in Sudbury for Executive is cancelled. Susan will call Villa Loyola to discuss alternate times the venue will be available.

EMERGENCY FUNDING

Peter suggested it might be prudent to access reserves to create a fund for emergencies for communities of faith. Janet explained that a Non-Performing Loan is one that has no interest and has no immediate need to be paid off. If a community of faith is having trouble paying off the loan, the loan repayment could be postponed and would then be paid off only if the church closes or amalgamates in the future. Melody stated that in the Grants Resource Team meeting yesterday, the discussion touched on the fact that the community of faith must have exhausted all other means of funding before approaching the Regional Council for this kind of loan.

MOTION: Dave Le Grand/Stewart Walker

2020-03-25-02

That the Canadian Shield Regional Council Executive create an emergency fund of \$100,000 for Non-Performing Loans for communities of faith affected by COVID-19, with \$50,000 coming from the camping fund and \$50,000 from the general fund and that the Grants Resource Team create the parameters of receiving Non-Performing Loans of up to \$5,000, after accessing all other sources of funding.

CARRIED

HIRING TEAM FOR PRC MINISTER POSITION

Peter indicated that a hiring team will need to be established to fill the vacant job for the Pastoral Relations Minister position when Lillian retires in July 2020.

There was consensus that the CSRC Executive approve of a hiring team consisting of Peter Hartmans, Will Kunder, and Jim Jackson, giving Peter permission to recruit 2 more team members that are Ministry Personnel (possibly female for gender balance).

NEXT MEETING DATE:

- April 1, 2020 – Zoom Meeting 1:30 – 3:00
- TBD if postponed - June 5-7, 2020 – RC Meeting at St. Andrew's UC - Sudbury

CLOSING

Peter closed with prayer and Kathie adjourned the meeting at 11:33 a.m.

PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission met on March 25, 2020 via Zoom.

PRESENT: Nancy Ferguson, John Watson, Fraser Williamson, Joy Galloway (recorder), Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott, Erin Todd, Ted Harrison

STAFF: Lillian Roberts

Chair, John Watson, called the meeting to order at 1pm.

OPENING PRAYER

APPROVAL OF AGENDA

MOTION: Jane Graham/Nancy Ferguson **2020-3-25-01**
That the Agenda be approved.
CARRIED

APPROVAL OF MINUTES

MOTION: Joy Bott/Ted Harrison **2020-3-25-02**
That January February 26, 2020 minutes are accepted.
CARRIED

Business arising from the Minutes
- Formal Association Practice (deferred to agenda item)

Correspondence:

- Letter from Willowgrove re: SME site approval

Motion: Ted Harrison/Fraser Williamson **2020-3-25-02**
CARRIED

At the direction of the Pastoral Relations Commission that a letter be drafted by Pastoral Relations Ministry Personnel and Chair of Pastoral Relations Commission to Willowgrove United indicating they would further need to explore SME ministry and that indicates that at this time, they are not well positioned in terms of ministry to act as an SME site.

Reports for Report Book
At this time, reports from the Pastoral Relation Commission Chair for commission report / pastoral relations actions 2019-2020 are requested.

Cancellations/Postponements

- Policy adjustments about congregational meetings notice information.
- Governing bodies need to show how they will give adequate notice for meetings (mail email, Facebook or Zoom meetings). This is an issue for communities of faith who have not had annual meetings. Annual meetings need to be held before June 30th to maintain charitable status.
- Action: Chair of Pastoral Relations Commission John Watson to bring to CSRC Executive.
- **Ministry Gathering** decision linked with regional council mtg decision TBD/next week

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- **LLWL relicensing** – May 7th – TBD The in person interviews are unlikely to occur

Approval of Consensus Package

Motion: Nancy Ferguson **Seconded:** Elaine Lush

2020-3-25-02

CARRIED

Motion: that each and every motion in the Consensus Packet be approved.

Powassan-Chisholm Candidate Supply SME Appointment:

Motion: that the Pastoral Relations Commission of Canadian Shield Regional Council approve the appointment of Elizabeth Kiff, Candidate supply to Powassan-Chisholm Pastoral Charge (COL 2) effective August 1, 2020 to July 31, 2021 with the following terms: SME appointment full time; Minimum salary Candidate Step 1 \$48,450, no additional salary; Annual Phone/Communication \$480; Annual Continuing education base \$1442 ; total remuneration \$ 50,372 plus all other terms as set forth in the record of call/appointment form.

Pastoral Charge Supervisors –

Motion: that the Pastoral Relations Commission appoint the following pastoral charge supervisors: Cathy Taylor – St. Mark's – effective Mar 23 – April 30; Trinity TB – Louise Hart effective May 3, 2020

Licensing of Candidate Supply St. John's Marathon

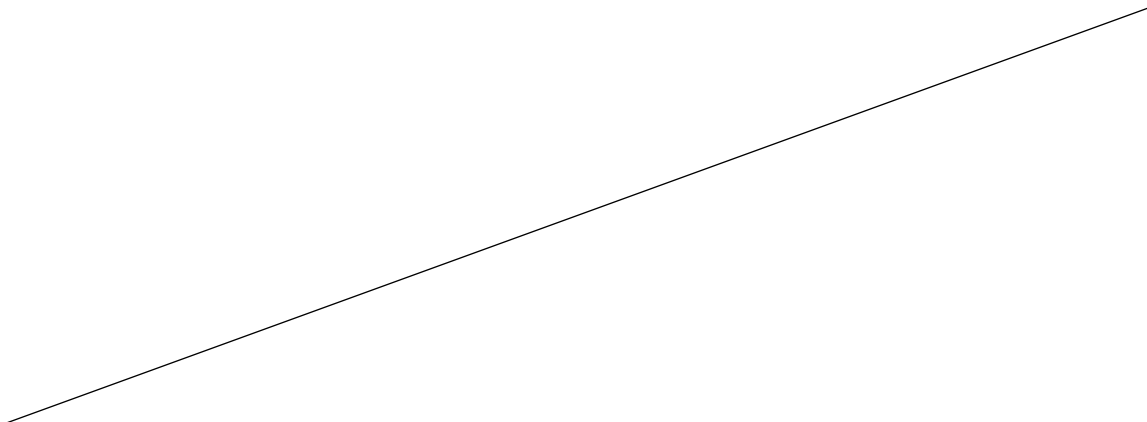
Motion: that the Pastoral Relations Commission of Canadian Shield Regional Council approve the request of St. John's Marathon to have candidate supply Selina Mullin licensed to perform the sacraments for the duration of the appointment to the community of faith (March 25, 2020 – February 28, 2022)

----- end of consensus packet -----

Formal Association Practice 1.8 The Process page 15 (formerly Voluntary Association) **Action:** Update to be completed as agreed upon

Closing: Lillian

Next Meeting April, 22, 2020 Motion to Adjourn: Nancy Ferguson



SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The **Support to Communities of Faith Commission** met on March 25, 2020 at 7:00 p.m. via Zoom.

Agenda

Welcome, Check-in – Bill Steadman et al.

Opening Prayer: Bonnie Johnson

Acknowledgement of Territory and Safe Space

Approval of Agenda

Approval of Minutes from February 27, 2020

Business Arising: Reminder to get self-nominations in for regional meeting;
encourage others to join the Commission:

Report from Canadian Shield Regional Council

Resource Team Updates:

- Affirming Ministry Resource Team – 30 min on process of Region becoming affirming
- Property Resource Team -
- Mission Support & Regional Council Grants Resource Team
- Right Relations Resource Team
- Youth & Young Adult Ministry Resource Team
- Worship Project

Emergent Business:: Ways to support Congregations in Worship and other matters of congregational life in present conditions

Date of Next Meeting: _____

Adjournment:

Closing Prayer:: Erasmus Madimbu

Present: Bill Steadman, Ernie Epp, Christina Stricker, Janice Brownlee, Crystal Greig, George Bott, Erasmus Madimbu, Peter Haddow, Marilyn Schatzler, Brynn Carson, Bonnie Johnston, Mardi Mumford

Staff Support: Will Kunder, Rob Smith, Melody Duncanson Hales

Welcome, Check-in

Opening Prayer: Bonnie Johnson – A prayer for a pandemic

Acknowledgement of Territory and Safe Space: Bill Steadman acknowledge the wide variety of territories and treaties that we meet under. He also asked for the members of the Commission to work in a respectful and considerate manner.

Approval of Agenda:

Moved: Bonnie Johnston Seconded: Marilyn Schatzler

That the agenda be approved as presented.

Carried

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Approval of Minutes:

Moved: Mardi Mumford

Seconded: Crystal Greig

That the minutes of the meeting held on February 27, 2020 pages 39 – 43 be accepted.

Carried

Business Arising:

1. Reminder to get self-nominations in for regional meeting and please encourage others to join the Commission
2. Bill announced that his term as chair will end. He is asking members of the commission to consider applying for the chair post.

Report from Canadian Shield Regional Council: Christina reported that there was a meeting this morning, March 25th. The face to face meeting of the Executive Council has been changed to a Zoom meeting. A decision about the Canadian Shield Regional Council meeting planned for June will be made during the April 1st meeting. Annual reports are to be sent into the Canadian Shield office electronically and also placed on the Community of Faith's Church Hub site.

Resource Team Updates:

- **Affirming Ministry Resource Team:** The team met with Linda Hutchison from Affirming United. It was noted that Manitou and Algoma Conferences, as well as Cambrian Presbytery, had done a lot of work prior to the changes to our governance structure, Affirming Statements and Action Plans existed and there are clear steps and a base from which the Canadian Shield can work on and have ready for discussion at the Regional meeting.

The team has devised 2 questions and requested thoughts from Affirming Communities of Faith, teams and also placed the questions on their portion of the website. The team will meet in April to discuss the responses.

1. As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?

2. What might we be doing to demonstrate our commitment to the affirming process in the year ahead?

Bill Steadman then asked the Commission members to respond to these questions.

-these questions open the dialogue for Communities of Faith, a place to start the discussion

- this might be included in the Covenanting process and on the Self Assessment checklist
- we need to be intentional and it needs to be part of all our materials
- we need to develop understanding around equity, justice and listening.
- on-going opportunities for conversation and education
- there is a request from the General Council to develop a Covenanting with Communities of Faith and it may be a place to include where the Community of Faith is on this journey.
- equity piece start the conversation.

- Linda Hutchison, during her meeting with the team, highlighted an idea of having an Equity Monitor to make sure that accessibility and equity are integrated into all our activities
Will Kunder reported that the resource team did a region-wide promotion for PIE day (Public. Intentional. Explicit. day to honour the full inclusion of LGBTQ2SIA + people). They are now

working on a calendar of Pride activities to post on their section of the Canadian Shield website. George Bott mentioned that there will be a webinar, March 31, 2020 at 7:00 p.m. EDT on United In Worship entitled "A Trans Christian Faith Perspective" <https://www.united-in-learning.com/index.php/webinars/307-a-trans-christian-faith-perspective> .

Property Resource Team -

Moved: George Bott Seconded: Peter Haddow

That the Commission for the Support to Communities of Faith approve the accessibility project at Trinity- Manitoulin Pastoral Charge for \$108,000.00. Carried

Mission Support & Regional Council Grants Resource Team: Melody Duncanson Hales presented the policy work from this team.

Staff approved grant: One individual camping bursary has been approved by staff of \$155 to Camp McDougall in support of an individual camper fee.

Development of Restricted Funds Criteria and Policy

Our current working document is attached. These fund criteria and policies are being considered at each meeting. The following three proposals are our first recommendations.

1.Camping Ministry Fund –

Individual Bursary: ½ costs up to \$400; staff to approve and report (up to a total limit of \$7500/year). Must be to an accredited United Church camp.

Communities of Faith Grant: ½ costs up to \$2500/year.

Special requests from Regional camps will be reviewed by Grants Team, approved by the support to Communities of Faith Commission or Regional Executive.

2.Youth Fund –

Individual Bursary: Individual bursary 1/3 costs up to \$500 for youth + leaders; staff to approve and report on requests up to \$150 (up to a total limit of \$4000 in a non-Rendezvous year; in a Rendezvous year, additional funds will be made available.)

Communities of Faith Grant up to \$1000/ every two years; partnerships are encouraged between communities of faith.

3.Cluster and Network Fund –

Project Grant up to \$2000/year. Purpose of grant is to invest in networks and clusters as they form, to encourage collaborative ministry. Criteria to be reviewed each year.

Moved: Crystal Greig Seconded: Bonnie Johnston

That the Commission for the Support of Communities of Faith empower the Mission Support and Regional Council Grants Resource Team to uphold the policy as presented. The team does the work within the policy and that the Commission maintain oversight and if adjustments to the policy are needed, the adjustments come back to the Commission. Carried

Thunder Bay United Church Camp Inc.: Ernie Epp excused himself from the discussion and declared a conflict of interest.

1. **Moved: Erasmus Madimbu Seconded: Brynn Carson**

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- a. *That Thunder Bay United Church Camp Incorporated (TUBCCI) receive requested amount of \$2000 as a one time grant to support their unanticipated expense to audit financial report. Funds to be sourced from the regional camping fund.*
- b. *That TBUCCI provide evidence of a commitment to the Canadian Shield Regional Council mission: "Engaging with the Spirit to inspire, connect and empower communities of faith." A mission statement or other evidence is encouraged before review of application for further funding from the regional camping fund.*

Carried. (Ernie Epp abstained)

2. **Moved: Peter Haddow**

Seconded: Marilyn Schatzler

That the Commission approve a grant to North Bay & Area Mission Cluster in the amount of \$1440 to do the work as requested.

Carried.

Melody reported that the team meets monthly and continues to develop policy and work on the grant requests.

Right Relations Resource Team: Will Kunder reported that this team had worked with MILC (Manitou Intentional Learning Community) to promote an event around the United Nations Declaration on the Rights of Indigenous People but that event has been cancelled. The next meeting will be by Zoom instead of Face to Face.

Youth & Young Adult Ministry Resource Team: Work had continued on the planning for events this spring but with the Covid-19 pandemic things are now up in the air.

United in Worship Project: The website is up and running, and the subscribers are increasing. There are added support resources for use for free on the site as well. The planned road trip to promote United in Worship across the Highway 11 corridor has been put on hold.

Emergent Business:

- Ways to support Congregations in Worship and other matters of congregational life in present conditions.

- Permitting access by Communities of Faith to their restricted funds is the role of the Property Resource Team.

- Who is checking up on Communities of Faith? There have been several electronic meetings with cluster groups. Staff is trying to connect with Communities of Faith. We are still in the early stages of development of policy under this new governance structure. Still working on developing clusters and networks. Oversight has been sent back to the Communities of Faith and once the self-assessment template is done it will be a way to monitor the progress and health of a Community of Faith.

Communities of Faith without Paid Accountable Ministry must connect with their supervisors or the Pastoral Relations Commission.

Date of Next Meeting: **Thursday April 23, 2020 7:00 p.m.**

Adjournment:

Moved Crystal Greig *That the meeting be adjourned at 8:50 p.m.* **Carried**

Closing Prayer:: Erasmus Madimbu

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That That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on February 5, 2020 and March 25, 2020 via Zoom be approved as circulated.

CARRIED

OMNIBUS MOTION: INCORPORATED MINISTRY

MOTION by Peter Hartmans/John Watson 2020-04-01-03

That the Canadian Shield Regional Council (6) Executive take the following action:

a) St. Paul's United Church Non-Profit Housing Corporation

... approve the St. Paul's United Church Non-Profit Housing Corporation 2019-2020 Board of Directors

**Lynne Curran
Brian Foster
Gail Henderson
Joan Keehn
Don Macdougall
Doreen Macdougall
Mary Lee Mehagan
Bert Rowson**

This is based on the draft Annual General Meeting minutes of June 11, 2019, the 2019 board member approval form, the board contact list provided and receipt of other required documentation per The United Church of Canada Incorporated Ministries Policy.

CARRIED

CORRESPONDENCE

None

COVID-19 UPDATED

Regional Response

Peter gave a quick update on COVID-19 in the region and beyond. He indicated that there will be finance seminars online from United In Learning every Wednesday night. Tonight is one geared for Treasurers but all are welcome. Erik Matheison will be talking specifically about the various government grants that are available for churches. Peter asked that Executive keep checking the CSRC website for all the new and updated materials that are coming out.

AFFIRM CONVERSATION

Will updated Executive about the following motion and questions from the Affirming Resource Team.

MOTION by Nancy Ferguson/Crystal Greig RC Mtg 2019-06-01-03
That as priorities are being established for the Regional Council, the Regional Council Executive, the Commissions and the Resource Teams, they include the language required for Affirming Ministries, “the inclusion of people of all sexual orientations and gender identities in the life and work of the Ministry” (required by Affirm United); And that Canadian Shield Regional Council authorize the Affirming Ministry Resource Team to develop an Interim Action Plan for the first year of the Regional Council’s existence, June 2019-2020, detailing how the Regional Council will live out the above commitment in the region’s responsibilities and functions; And that Canadian Shield Regional Council authorize the payment of the annual Affirm United/S’affirmer Ensemble of \$100 for 2019 and 2020.
CARRIED

The former Cambrian Presbytery, Algoma Presbytery, and Manitou Conference were all Affirming Ministries. Within the new governance structure of The United Church of Canada, the Canadian Shield Region is working towards interim Affirming status with Affirm United / s’Affirmer Ensemble.

The Affirming Resource Team (ART), in preparation for the upcoming 2020 Regional Council Meeting in Sudbury, met yesterday with Linda Hutchinson from Affirm United. As we work towards Affirming Ministry designation for our region, we encourage individual members to consider the following questions that are also being asked of our various governing entities:

1. *As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region’s governance structure living out our affirming commitment within its responsibility and function?*
2. *What might we be doing to demonstrate our commitment to the affirming process in the year ahead?*

The ART wishes for Executive to ponder and answer the above questions and to send responses back to the ART.

PROPERTY RESOURCE TEAM (PRT) PROPOSED MOTION

The PRT has forwarded recommendations to Executive that they consider the use of restricted funds during the COVID-19 pandemic. Executive had a fulsome conversation about the use of restricted funds.

MOTION by Dave Le Grand/Christina Stricker 2020-04-01-04
That the Staff Lead may approve a one-time use of restricted funds, including manse funds, up to \$25,000.00 to assist with salary and other expenses while churches are closed due to Covid-19 pandemic. Any requests over \$25,000 will be brought to the Support to Communities of Faith Commission for approval.
CARRIED

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NOMINATIONS TEAM PROPOSED MOTION

MOTION by Jim Jackson/Helen Smith **2020-04-01-05**

That Mardi Mumford and Janice Brownlee be appointed as members of the CSRC Nominating Committee for a three-year term.

CARRIED

REGIONAL COUNCIL MEETING AND COVID-19

In-Person Meeting/Online Meeting/Meeting in Groups

Barb indicated that the face-to-face meeting in June will not be happening. St. Andrew's UC in Sudbury is available on the September 25, 2020 weekend. There are other possibilities like meeting online or in groups like the Moderator's event in CSRC where they used "pods".

MOTION by Barb Nott/Maxine McVey **2020-04-01-06**

That the CSRC Executive cancel the 2020 CSRC Meeting due to COVID-19 health concerns for an in-person meeting and schedule a face-to-face Regional Council meeting in 2021.

CARRIED

Implications of Meeting Shift

Peter reported that the medical community have cautioned people about meeting in large groups in the fall as there is not a vaccine yet. There will be the possibility of having an online meeting in the fall of 2020 where people can join on a computer or by the telephone.

Electing Commissioners for GC44

This will happen in consultation with the Nominations Committee and is yet to be determined when/how it will occur (at an in-person or online meeting).

HIRING COMMITTEE – PR MINISTER POSITION

The hiring committee has been put together:

Peter Hartmans (Executive Minister)

Will Kunder (Staff Member)

Jim Jackson (Nominations Chairperson)

Helen Smith (Executive Member)

Nancy Ferguson (PRC Member)

There was consensus that the PRM Position Hiring Committee bring the candidates's name to Executive for final approval.

NEXT MEETING DATE:

- May 12, 2020 Zoom Meeting

CLOSING

Peter closed with prayer and Kathie adjourned the meeting at 3:15 p.m.

EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on April 16, 2020 at 4:30 p.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Helen Smith, Joy Galloway, Stewart Walker, John Watson, Christina Stricker, Jim Jackson, Judith Visser, Maxine McVey

STAFF: Peter Hartmans, Susan Whitehead, Rachael Howes

REGRETS: Dave Le Grand, Cindy Desilets

Kathie Smith welcomed everyone to the meeting and led in prayer.

INTERVIEW FOR THE REGIONAL COUNCIL PASTORAL RELATIONS MINISTER

Peter discussed the posting for the PRM with Executive and shared information about the interview. He indicated the interview team were very impressed with the candidate and said the candidate was very prepared for the interview.

Executive had a fulsome discussion about the candidate and then thanked the interview team for their discernment and recommendation.

NOMINATIONS COMMITTEE

Jim Jackson shared with Executive that the Nominations Committee (NC) has some work to do. There are several Committee/Commission/Resource Team members whose terms are coming up for renewal in June 2020.

It was suggested that the NC inquire as to whether those members are interested in extending their term for with one year or the entire 2-3 year term. Resource Teams do not currently have terms and if that is now needed, the Governance Document will need to be amended.

NEXT MEETING DATE:

- May 12, 2020 – Zoom Meeting 1:30 p.m.

CLOSING

Kathie thanked Executive for coming to the meeting amid all the Zoom meetings we all seem to be having. Peter closed with prayer and Kathie adjourned the meeting at 5:17 p.m.

PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission met on April 22, 2020 via Zoom.

PRESENT: Nancy Ferguson, John Watson, Fraser Williamson, Joy Galloway (recorder), Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott, Erin Todd, Ted Harrison

STAFF: Lillian Roberts

Chair, John Watson, called the meeting to order at 1pm.

OPENING REFLECTION & PRAYER for Nova Scotia Families was led by Lillian Roberts

APPROVAL OF AGENDA

MOTION: Erwin Thompson/Fraser Williamson 2020-04-22-01

That the Agenda be approved.

CARRIED

APPROVAL OF MINUTES

MOTION: Nancy Ferguson/Ted Harrison 2020-04-22-02

That March 25, 2020 minutes are accepted with correction of motion numbers.

CARRIED

Business arising from the Minutes
- Update on CRA filing deadline for 2020 The Government of Canada has extended the CRA Charitable filing for charitable status to December 2020.

Correspondence:

1. - **Questions from Affirming Ministry Resource** - the Affirming Ministry Resource Team, in preparation for the 2020 Regional Council Meeting in Sudbury, wrote to request up to 30 minutes at the upcoming meetings of the CSRC Executive, the 2 Commissions, and each of their committees or Resource Teams, to discuss the following:

- 1) ***As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?***
- 2) ***What might we be doing to demonstrate our commitment to the affirming process in the year ahead?***

The Commission explored the question and reflected the following:

Activities/Actions Pastoral Relations Commission are doing to ensure "the inclusion of people of all sexual orientations and gender identities in the life and work of the Ministry" (required by Affirm United);"

- a. Ensure hiring practices adhere to Canada Human Rights Code
- b. Training for search committees by Pastoral Relations Liaisons focuses on bias awareness. (Liaisons approve profiles for community of faith prior to search)

- c. Use of inclusive language and challenging individuals who use inappropriate language
- d. Ensuring Pastoral Relations Commission Policies and Procedures reflect that the United Church is inclusive when hiring. Our document should include some statement in this regard. Lillian will draft something.
- e. Ensuring that we reflect a safe place
- f. Investigate how Pastoral Relations Commission support individuals who are transitioning.
- h. Encourage Communities of Faith to become affirming at every opportunity available and make aware of resources that are available.
- i. If the commission would like a representative from the Affirming Ministry Resource Team could be available to provide education. The commission agreed that it was not necessary at this time.

2. General Council Executive Action re: interim measures for governing bodies and pastoral relations process – what will regional approval look like for us?

Following discussion, it was agreed that urgent matters related to pastoral relations would be forwarded to the Pastoral Relations Minister (PRM), if available. In the absence of PRM the Pastoral Relations Commission Chair with 50% plus one of PR Commission and ensuring the inclusion of a pastoral relations liaison would make decisions on urgent matters to be forwarded to the Canadian Shield Regional Executive Council.

It was agreed that Lillian would draft something for circulation. The draft is appended to these minutes

APPROVAL OF CONSENSUS PACKET

Approval of Consensus Packet

**Motion: Nancy Ferguson/Joy Bott
22-03**

2020-04-

That each and every motion in the Consensus Packet be approved.

CARRIED

**Paul Allard DLM - Little Current Pastoral Charge change in pastoral relations June 30, 2020
2020-04-22-04**

Motion: that the Canadian Shield Pastoral Relations Commission approve the request for a change in pastoral relations of Paul Allard, DLM effective June 30, 2020 to accept a new appointment with the Hardisty/Hughenden Pastoral Charge, Northern Spirit Regional Council.

Rev. Robert Smith – Pinegrove Pastoral Charge change in pastoral relations July 30, 2020

2020-04-22-05

Motion: that the Canadian Shield Pastoral Relations Commission approve the request for a change in pastoral relations of Rev. Robert Smith with Pinegrove Pastoral Charge effective June 30, 2020 to accept a full time position with the Canadian Shield Regional Council.

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**St Paul's supervisor – John Watson
22-06**

2020-04-

Motion: that the Canadian Shield Pastoral Relations Commission appoint John Watson as the pastoral charge supervisor for St. Paul's United Thunder Bay effective May 31, 2020.

Change in retirement date – Dawn Vaneyk St. Peter's Sudbury to September 30, 2020 from July 1, 2020

2020-04-

22-07

Motion: that the Canadian Shield Pastoral Relation Commission approve the joint request for Rev. Dawn Vaneyk and St. Peter's Pastoral Charge (Sudbury) to change the date of the change in pastoral relations due to retirement to September 30, 2020.

Other Business

Covid-19

Liaisons report that search processes have slowed during this time and it seems few individuals looking to move and seek new employment.

Liaison Updates

Rev. Stewart Walker has agreed to be the Liaison with Little Current Pastoral Charge.

Sacraments Elders renewals online – currently 6 submitted – list of renewals for the May meeting

Policies & Procedures Document for final approval –deferred to next meeting.

Pastoral

Charge

Supervisors

-

- annual reporting requests have gone out by email and those serving as pastoral charge supervisors have been asked to give confirmation of their willingness to continue.

Correspondence Rev. Catherine Somerville

Following vigorous discussion, it was decided that Chair John Watson will send a letter to Rev. Catherine Somerville thanking her for letter of concern regarding some community of faith practices and expectation of pastoral charge supervisors. The PRC realizes that when policies are shared with communities of faith there will be some guidance as to United Church expectations.

Closing: Lillian offered a closing poem.

Next Meeting May 6 2020 @ 1 pm

Motion to Adjourn: Nancy Ferguson

APPENDIX 1

Regional Approval for Temporary Amendment of Bylaws for Pastoral Relations

GS 49 TEMPORARY AMENDMENT OF BYLAWS RE: PASTORAL RELATIONS
as approved the General Council Executive indicate that to utilize the measures the community of faith must have the approval of the Regional Council. The Canadian Shield Regional Council Pastoral Relations Commission that has oversight and decision-making responsibility for pastoral

relations matters has considered what this approval process with look like in our regional council, with the intent of being able to respond and consider to approval in a very timely manner.

1. If the pastoral relation action to be considered is the **result of a search process for which a Liaison has been appointed** by the regional council, the community of faith will work with the Liaison to bring the request to the Pastoral Relations Commission through the Pastoral Relations Minister or the Chair of the Pastoral Relations Commission. The Liaison must be available to participate in the meeting of the governing body making the decision. The Pastoral Relations Commission upon receipt of the request to function under the temporary amendment will meet in as is possible through a video conference meeting and consider the request and inform the community of faith of its decision.
2. If the pastoral relations action is the **re-appointment of currently serving staff**, contact the Pastoral Relations Minister or the Chair of the Pastoral Relations Commission. If there is NO change in the terms of the appointment (that is the same number of hours) from the last appointment period, the Pastoral Relations Minister and Chair of Pastoral Relations will be decided whether to confer approval or hold a meeting of the Pastoral Relations Commission to do so. If there is a change in the terms (number of hours), the Pastoral Relations Minister and chair of the Pastoral Relations Commission will in the first instance consult with the ministry personnel to be reappointed to see if they are in agreement, before taking the request to the Pastoral Relations Commission.
3. If the pastoral relations action is about a **change in pastoral relations to be initiated by the pastoral charge**, contact the Pastoral Relations Minister (Rev. Lillian Roberts until June 5, 2020); June 6 – July 31, 2020 consult the Executive Minister Rev. Peter Hartmans or his designate. In this instance, the serving ministry personnel must be consulted and aware of their voice in the process before the pastoral relations commission will consider approval. A member of the pastoral relations commission or the pastoral relations minister will participate in the governing body meeting.

SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on Thursday April 23, 2020 7:00 p.m. via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: Brynn Carson

Acknowledgement of Territory and Safe Space

Approval of Agenda

Approval of Minutes from March 25, 2020 pages 44 – 49

Business Arising: Nominations process

Report from Canadian Shield Regional Council Representative –

Resource Team Updates:

- Property Resource Team -
- Mission Support & Regional Council Grants Resource Team :
 Support for Westminster United, Thunder Bay
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- United in Worship Project

Emergent Business: Ways to support Congregations in Worship and other matters of congregational life in present conditions

- Process for approval of new congregational constitution?

Date of Next Meeting: _____

Adjournment:

Closing Prayer: George Bott

Present: Bill Steadman, George Bott, Peter Haddow, Christina Stricker, Mardi Mumford, Erasmus Madimbu, Bonnie Johnston, Brynn Carson, Crystal Greig, Ernie Epp, Janice Brownlee,

Staff Support: Melody Duncanson Hales, Rob Smith

Regrets: Will Kunder

Welcome: Bill welcomed everyone and everyone reported that they were well and surviving the self-isolation restrictions brought on by the Covid-19 pandemic.

Opening Prayer: Brynn Carson led the group in prayer

Acknowledgement of Territory: Bill Steadman acknowledge the wide variety of territories and treaties that we meet under. He also asked for the members of the Commission to work in a respectful and considerate manner

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*Support and Regional Council Grant Resource Team to consider this request and make the final decision. **Carried***

- **Right Relations Resource Team:** No report at this time
- **Affirming Ministry Resource Team:** Hoping to have a meeting soon. The webinar "A Trans Christian Faith Perspective" <https://www.united-in-learning.com/index.php/webinars/307-a-trans-christian-faith-perspective> was excellent and recommended. The team is also waiting for consideration of the responses from their survey.
- **Youth & Young Adult Ministry Resource Team:** The team met April 23rd. With all future activities postponed, the team is working to support the leaders working with youth. Rendez-vous (scheduled for this year) is on hold. Melody also asked for prayers for Outdoor ministry and Camping ministry as they make tough decisions.
- **United in Worship Project :** This project has expanded their offerings as well as still putting on regular services . 305 Communities of Faith are registered. George Bott invited all churches to be cognisant of the increase of participation in on-line services. This is a change. Reason could be because on-line is a safe place to worship, a result of being at home, or the need for a Christian community. Communities of Faith need to use this opportunity to engage with their members and position themselves for what is to come. Since January, Randy Boyd, George and Joy Bott have been working with EDGE to expand connections across Canada. Phase 1 was to meet with each Regional Council, Phase 2 is connecting with United In Worship and create multi-site technology across Canada. This phase has the support from Church House to use their resources.

Emergent Business:

- Rob Smith received a revised Constitution from a Community of Faith. Where does this land? How are we supportive? In the old structure, Oversight committees would store, vet and respond. Constitutions are the responsibility of the Community of Faith and are approved by the congregation. It should then go onto their Church Hub. site The Commission decided that a member from this commission would review this constitution and give affirmation and feedback. Janice Brownlee agreed to look at St Paul's UC, Thunder Bay submission.

-Ways to support Congregations in Worship and other matters of congregational life in present conditions. We need to have conversations on how to support getting back into our churches based on Government and Health Unit advice. There will be delayed grief and trauma, how do we support our ministry personnel. Also, how do we support our Communities of Faith who are without paid accountable ministry? We also need to provide guidance around cluster support.

Date of Next Meeting: **Tuesday May 26, 2020 7:00 p.m. by Zoom (note change of day of week)**

Adjournment: **Moved: George Bott** *That the meeting be adjourned at 8:43 p.m.* **Carried**

Closing Prayer: George Bott closed with prayer.

EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on May 5, 2020 via Email Vote.

PRESENT: Kathie Smith, Barb Nott, John Watson, Christina Stricker, Helen Smith, Joy Galloway, Maxine McVey, Judith Visser, Dave Le Grand, Cindy Desilets, Jim Jackson

REGRETS: Stewart Walker

STAFF: Susan Whitehead, Peter Hartmans

FEDERAL GOVERNMENT FUNDING FOR SENIORS VIA THE UNITED WAY

Peter circulated an email to Executive for an E-Vote (Appendix A).

Barb Nott created a letter to be circulated to the CSRC if approved by Executive (Appendix B).

Responses from Executive members re: the e-vote were as follows:

- Any connection with Northwestern Ontario?
- UW north eastern is the eastern part of Northern Ontario. I know that UW Thunder Bay has been given money for the same thing as in this part of the province. it falls under the New Horizon grant that the government gave to United Way Canada to distribute.

MOTION by Barb Nott/Peter Hartmans

2020-05-05-01

That the Canadian Shield Regional Council (CSRC) Executive approve that the CSRC partner with the United Way Centraide North Eastern Ontario to receive funds to help seniors in North Eastern Ontario during the COVID-19 pandemic.

CARRIED

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APPENDIX A
Email Vote

Whitehead, Susan

From: Whitehead, Susan
Sent: May 5, 2020 1:36 PM
To: Barbara Nott (barbaranott@persona.ca); Christina Stricker (christina.stricker@gmail.com); Cindy Desilets (cincorp@yahoo.com); David Le Grand (dave@st-andrews.ca); Helen Smith (smithhouse2@sympatico.ca); Jim Jackson (jimandpatara@shaw.ca); John Watson (jwatson@tbaytel.net); Joy Galloway (galloway@fibreop.ca); Judith Visser (revvingalong@hotmail.com); Kathie Smith (kgssmith7@gmail.com); Maxine McVey (mcvey602@gmail.com); Hartmans, Peter; Howes, Rachael; Stewart Walker (webminister@eastLink.ca); Whitehead, Susan
Subject: ****URGENT**** Executive E-Vote for CSRC Exec regarding Federal Grant partnership
Attachments: MOTION by Barbara Nott.docx; MOTION by Barbara Nott.pdf
Importance: High

Greetings Executive,

Recently the Federal Government has allocated funding for support to Seniors in the North. The United Way, in partnership with the Lions Club, have approached the CSRC to help support their funding request. Barb Nott has volunteered to support the matter through her work with the United Way and the United Church. We are circulating an e-vote, to see if folks are okay with supporting this funding. We could wait until next week, however, if folks feel comfortable, it would be better if we approved this partnership this week. Please direct questions to Barb via email or call Barb at 705-566-3735. You can also direct questions to Kathie or myself. Attached you will find Barb's motion with background information.

Thanks, Peter

Moved By Barb Nott and seconded by Peter Hartmans:

That the Canadian Shield Regional Council (CSRC) Executive approve that the CSRC partner with the United Way Centraide North Eastern Ontario to receive funds to help seniors in North Eastern Ontario during the COVID-19 pandemic.

This E-vote is time-sensitive.

Would you please forward your email vote (please press "reply all") and/or remarks/questions by Wednesday, May 6th, 2020 at 2:00 p.m.

Thank you,
Susan

APPENDIX B
Memo from Barb Nott

CSRC Executive E-Vote – May 5, 2020

MOTION: Barb Nott/Peter Hartmans

2020-05-05-01

That the Canadian Shield Regional Council (CSRC) Executive approve that the CSRC partner with the United Way Centraide North Eastern Ontario to receive funds to help seniors in North Eastern Ontario during the COVID-19 pandemic.

BACKGROUND INFORMATION

Through financial assistance from the federal government's *New Horizons* program, money has been allocated to help seniors during the COVID-19 pandemic. The money has been distributed to United Ways across the country. The United Way Centraide North Eastern Ontario has received funds to help our seniors in North Eastern Ontario.

We already know that Lions Clubs as well as our own churches are already assisting seniors by picking up groceries and prescriptions. In some cases, they are helping our vulnerable seniors by purchasing groceries for them. Some groups are making and delivering meals to their older adults that are in need. This is such a fantastic initiative especially in our rural areas.

There are two different groups that we can approach. Lions Clubs do not have a charitable status number. United Way would like to partner with the Canadian Shield Regional Council to enable this work because they have charitable status and they are able to be funded for this purpose. The CSRC would only distribute funds for the amount that was approved by the United Way. You could request an amount between \$1,000 - \$4000 to cover such things as: food baskets, gift cards, mileage costs for delivery, etc. Lions Clubs are asked to complete the application listing the Canadian Shield Regional Council as the Organization Name so that the United Way is legally able to disburse funds.

The second group is our own churches who can apply for funding to help with the work they are already doing in their communities.

There is a very short timeline to access these funds - **applications should be received before May 13.** Applications will be for the New Horizons Seniors Program funding.

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PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission meet on May 6, 2020 via Zoom.

PRESENT: Nancy Ferguson, John Watson, Fraser Williamson, Joy Galloway (recorder), Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott, Erin Todd, Ted Harrison

STAFF: Lillian Roberts

Chair, John Watson, called the meeting to order at 1pm.

OPENING REFLECTION & PRAYER: Lillian Roberts

APPROVAL OF AGENDA

MOTION: Elaine Lush/Erwin Thompson **2020-05-06-01**
That the Agenda be approved.
CARRIED

APPROVAL OF MINUTES

MOTION: Ted Harrison/Erin Todd **2020-05-06-02**
That the April 22, 2020 minutes of the Pastoral Relations Commission
are accepted with correction of motion numbers.
CARRIED

Business arising from the Minutes
Health, joy, Excellence

Lillian provided an outline of session for ministry personnel to be held May 21, 2020. Lillian had consulted with Melody Duncanson Hales on agenda. Further discussion on random or assigned small group was held with no consensus that this point.

Letter to Catherine Somerville from Chair John Watson.

It was acknowledged that many of the recommendations from Catherine's letter will be addressed through the Annual Self-Assessment being drafted by Communities of Faith Commission. It was suggested that a chair to chair conversation between John Watson and Bill Steadman (Chair Communities of Faith Commission) be held to discuss incorporation of recommendations. N.B. Remuneration is the responsibility of PRC

Affirm Resource Team Response

Lillian reported to the Affirm Team that a review of policies will include a commitment to Inclusivity and Diversity.

MOTION: Nancy Ferguson/Fraser Williamson **2020-05-06-03**
That the Pastoral Relations Commission commit to include inclusivity
and diversity in policies and procedures.
CARRIED

Correspondence:

None

Approval of Policies & Procedures

To add date approved on front cover of PRC policies.

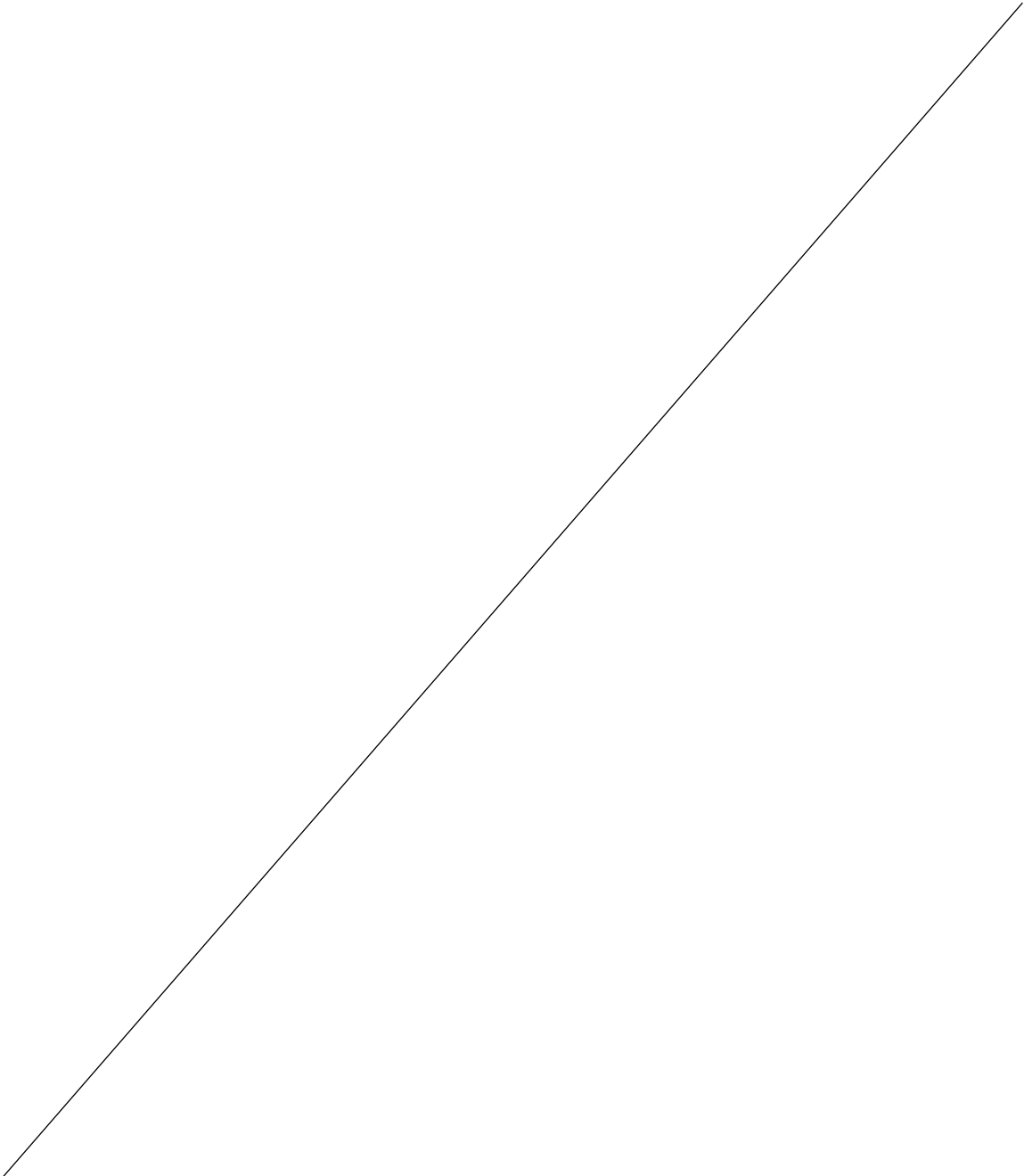
MOTION: Ted Harrison/Erwin Thompson

2020-05-06-04

The Pastoral Relations Policies as presented (pending editing by Susan Whitehead and Peter Hartmans).

CARRIED

Motion to adjourn: Fraser Williamson



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EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on May 12, 2020 at 1:30 p.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Helen Smith, Joy Galloway, Stewart Walker, John Watson, Maxine McVey, Christina Stricker, Jim Jackson, Judith Visser

STAFF: Peter Hartmans, Susan Whitehead

REGRETS: Dave Le Grand, Cindy Desilets

Kathie Smith welcomed everyone to the meeting of Executive.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we gather today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation with understanding and intention.”
(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Peter led Executive in worship, joined Executive is saying *The New Creed* and lit the Christ Candle.

CHECK-IN

Executive did a check-in with each other amid the COVID-19 pandemic.

APPROVAL OF AGENDA

MOTION by John Watson/Christina Stricker

2020-05-12-01

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

MOTION by Helen Smith/Christina Stricker 2020-05-12-02
That That the Minutes of the March 13, 2020 meeting of the Canadian
Shield Regional Council Executive held on via Zoom be approved as
circulated.
CARRIED

OMNIBUS MOTION – INCORPORATED MINISTRIES

MOTION by Peter Hartmans/Jim Jackson 2020-05-12-03
That the Canadian Shield Regional Council (6) Executive take the
following action:
a) Thunder Bay United Church Camps, Incorporated o/a Camp Duncan

**...approve the Thunder Bay United Church Camps, Incorporated 2020
Board of Directors**

**Marissa Dunlop
Mike Dunlop
Ernie Epp
Laurie Forbes
Dave Hammond
Linda Hammond
Malissa Irving
Bill Lynch
Don McConkey
Ross McCubbin
Patricia McDonald
Rich Paterson**

***This is based on the draft Annual Meeting minutes of January 26, 2020, the
2020 board member approval form, contact list provided and receipt of other
required documentation per The United Church of Canada Incorporated
Ministries Policy.***
CARRIED

COVID-19 UPDATE

Lillian is organizing an online retreat for Ministry Personnel only in May. This will serve as a check-in for MP. There have been CSRC Town Hall Meeting check-ins as well as denominational check-ins and webinars. The finance webinars from United in Learning have been recorded and are available for those who missed it.

Peter reminded Executive to keep checking the CSRC website for all the updated news.

There has been a letter sent around the country from the UCC regarding the phases of re-opening places of worship. Currently, this does not apply to Ontario and other provinces that are not in a position to re-open yet. Ontario still has a ban on gatherings of more than 5 people. When the time comes, we will discuss the phases of re-opening.

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STAFF POSITION THUNDER BAY AND CSRC STAFF

Peter shared that in 2021, there will be an 18% cut to our regional M & S grant and that we are to fully expect a cut to the operating grant in 2022. Peter opened a discussion with Executive about staff and those budget cuts.

OFFICE CONVERSATION

Peter indicated that the office space in Sault Ste Marie has not been utilized as much as once thought.

MOTION by Jim Jackson/Barb Nott **2020-05-12-04**
That the CSRC office in Sault Ste Marie end its lease with St. Andrew's UC (Sault Ste Marie) by July 31, 2020.
CARRIED

MOTION by Barb Nott/Joy Galloway **2020-05-12-05**
That the CSRC Executive give Peter Hartmans permission to negotiate with Trinity UC (Thunder Bay) for Rob Smith's office space.
CARRIED

With the Pastoral Relations Minister position no longer being housed in North Bay with Lillian's retirement, the office space in North Bay may be too large and expensive. Peter stated that he would like to put a tender out to North Bay churches inquiring if anyone has space to house the office.

MOTION by Christina Stricker/Maxine McVey **2020-05-12-06**
That the CSRC Executive give Peter Hartmans permission to seek proposals in North Bay for office space.
CARRIED

MOTION by Christina Stricker/Barb Nott **2020-05-12-07**
That the CSRC Executive request Peter Hartmans inform Omond UC (North Bay) of the intention of seeking a smaller office space, potentially by June 30, 2021
CARRIED

PRESENTATION OF AFFIRMING RESOURCE TEAM'S QUESTIONS

Susan will send the Affirming RT's questions to Executive before the next meeting. They are as follows:

- 3. As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?*

4. *What might we be doing to demonstrate our commitment to the affirming process in the year ahead?*

NOMINATIONS

RC Positions for Nominations

Jim Jackson discussed Nominations with Executive, indicating that there are a few positions that will not be renewed this June 2020.

MOTION by Jim Jackson/John Watson **2020-05-12-08**
That Karen Gooch be appointed the secretary of the Pastoral Relations Commission until June 1, 2021.
CARRIED

GC44 Nominations

Jim Jackson discussed the *Nominations Process for Commissioners to GC44 (Appendix A)*.

MOTION by John Watson/Stewart Walker **2020-05-12-09**
That all the “44’s” be removed from the Nominations Committee election process.
CARRIED

MOTION by Stewart Walker/John Watson **2020-05-12-10**
That the person serving as Chair of the Regional Council, at the time of a General Council meeting, be automatically designated as a Commissioner to the General Council.
CARRIED

MOTION by Jim Jackson/Helen Smith **2020-05-12-11**
That the Regional Council designate, within the 9 remaining positions for Commissioners to GC, that:
a) One position be for an Indigenous representative (lay or ministry personnel);
b) One position be for a person self-identifying as racialized (lay or ministry personnel);
c) One position be for a youth/young adult (lay or ministry personnel); and,

That nominations for the remaining positions be distributed to maintain balanced representation between lay and ministry personnel.

CARRIED

MOTION by Jim Jackson/John Watson **2020-05-12-12**
That the CSRC Executive adopt the nominations principles and election process for the election of Commissioners to GC as proposed by the CSRC Nomination Committee. CARRIED

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GOVERNANCE DOCUMENT UPDATE PLAN

Kathie indicated the Governance Document needs updating. Several Executive members volunteered to be on the team to help Kathie complete this task. Members include:

- Barb Nott
- Jim Jackson
- Maxine McVey
- John Watson

Susan will set up a zoom meeting for the group to meet and begin their work. Executive gave their thanks to Peter, Lillian, and the Nominations Committee for all their hard work.

NEXT MEETING DATE:

- Zoom Meeting – Doodle Poll will be sent around to Executive members for the last week of May or the 1st week of June

CLOSING

Peter closed with prayer and Kathie adjourned the meeting at 4:15 p.m.

APPENDIX A

Nominations Process for Commissioners to General Council

Nomination Process for Commissioners to GC

There are 9 position available to the Canadian Shield Regional Council

Principles of nominations:

- Equitable representation lay persons and ministry personnel persons
- Attention to the principles of diversity as set forth by the General Council – including indigenous representation
- Importance of there being representation of the regional council executive through its serving chair
- Importance of encouraging engagement and leadership from youth

Designated Commissioner by office in the regional council

Motion: (see CSRC Minutes)

That the person serving as chair of the Regional Council, at the time of a General Council meeting, be automatically designated as a Commissioner to the General Council.

Nominations Process

Intentional Diversity Practice

Motion: (see CSRC Minutes)

that the regional council designate, within the 8 remaining positions for commissioners to the GC, that:

- a) One position be for an Indigenous representative (lay or ministry personnel);

- b) One position be for a person self-identifying as racialized (lay or ministry personnel);
- c) One position be for a youth/young adult (lay or ministry personnel); and,

That nominations for the remaining positions be distributed to maintain balanced representation between lay and ministry personnel.

Nominations would be invited, ***through the nominations portal of the Canadian Shield Regional Council webpage***, using the criteria and form developed by the nominations committee. The one **exception would be for the youth position**. In this instance, the Youth and Young Adult Resource Team would be asked to manage a nominations process and to bring the resulting nomination to the regional council for election.

Process Steps

Step One:

Executive approval of the process outlined by Nominations Committee for election of commissioners to GC, that is specified categories of commissioners:

- serving chair of regional council at the time of GC
- One position be for an Indigenous representative (lay or ministry personnel)
- One positions be for a person self-identifying as racialized (lay or ministry personnel)
- One position be for a youth/young adult (lay or ministry personnel) to be nominated

through a process identified by the Youth Resource Team.

That there be a balanced distribution, as defined by The Manual 2019, of the 9 positions between ministry personnel and lay persons.

Step Two:

Nominations Process:

Designated

Categories:

Call for distinct nomination for each specified category of commissioner, those not elected in the specified category automatically are added to the general pool of nominees.

Nominations will be through the website portal for nominations. Nominations process will be open for both self-nomination and nomination by a mover and seconder. Nominations MUST be accompanied by a written submission of one page by nominee including a photograph. These will be posted on the portal, as nominations are received. Nominations with their written submission will be available to the regional council representatives 1 week before the electronic meeting.

Nominations will close upon an announced date and notice of closure will be posted on the website nominations portal.

Voting

Process:

Executive will confirm the chair of the regional council as elected and the Executive will elect the persons to the designated categories – indigenous, racialized and youth.

The ballot for the virtual meeting will then be prepared following the Executive's action.

Electronic voting will take place during the electronic regional council meeting with provision that voting is by confidential ballot.

Alternates if required, will be appointed by the Executive Minister from those nominated but not elected on the ballot.

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Motion: (Mardi Mumford/Helen Smith) that the Nominations Committee recommend to the Executive the adoption of the proposed nomination and election process for the election of commissioners to GC. **Carried**

Proposed Motion for Executive Approval

Motion: (see CSRC Minutes)

That the CSRC EXEC adopt the nomination principles and election process for the Election of Commissioners to GC as proposed by the CSRC Nominating Committee.

EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on May 25, 2020 at 3:00 p.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Helen Smith, Joy Galloway, John Watson, Maxine McVey, Christina Stricker, Jim Jackson

STAFF: Peter Hartmans, Susan Whitehead, Will Kunder, Lillian Roberts

REGRETS: Cindy Desilets, Judith Visser, Stewart Walker, Dave Le Grand

Kathie Smith welcomed everyone to the meeting of Executive.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we gather today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation with understanding and intention.”
(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Peter lit a Christ Candle and led Executive in worship.

CHECK-IN

Executive took time to do a check-in with each other amid the COVID-19 pandemic.

APPROVAL OF AGENDA

MOTION by Christina Stricker/John Watson 2020-05-25-01
That the agenda for the meeting be approved as circulated.
CARRIED

APPROVAL OF MINUTES

MOTION by Barb Nott/Joy Galloway 2020-05-25-02
That That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on April 1, 2020 via Zoom be approved as circulated. **CARRIED**

CORRESPONDENCE

None

PRESENTATION OF AFFIRM RESOURCE TEAM'S QUESTIONS

Will highlighted the Affirm United/S'affirmer Ensemble (AUSE) process for regional councils to become Affirming. Regardless of whether a presbytery or conference was already Affirming, AUSE has indicated that all regional councils are a new entity and therefore must enter into a new process for becoming Affirming.

Will shared the Affirming Resource Team's questions that all working groups within the CSRC must consider:

5. ***As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?***

6. ***What might we be doing to demonstrate our commitment to the affirming process in the year ahead?***

Executive then had an extensive discussion about the questions and offered feedback:

- The CSRC Executive (and the full RC meetings) always makes a safe space statement at the beginning of its meetings;
- Repeating the safe space statement becomes ingrained after hearing it over and over again until it becomes routine – there should be a RC policy that says all meetings must read it;
- As Executive reviews the Governance Document, it would be helpful to change each working groups to reflect the requirement to have their own safe space statement read at each meeting – make it mandatory;
- The CSRC created a team (Affirming RT) that is directly accountable to Executive;
- The Nominations Committee worked hard at finding a way towards a fair nominations process;
- What does the safe space statement actually mean? Need some education around it;
- Is there a possibility of working with the Affirming RT/AUSE to create an easier process for very small communities of faith to become Affirming?
- Communities of faith are still doing Affirming things but do not have the “seal of approval” from AUSE;
- How do I KNOW if I am an Affirming person or not? What does it mean to be “Affirming”? Need more education;
- Examples of what is Affirming and NOT Affirming;
- C of F can be given this information/educational programming without having to do the whole process with AUSE;
- P.I.E. (Public. Intentional. Explicit.) – we need to be intentional about having educational information and events.

Will shared the Inclusivity Statement the Pastoral Relations Commission (PRC) has created for their portion of the CSRC Governance Document:

Commitment to Inclusivity and Diversity

The Pastoral Relations Commission is committed to exercising its oversight of the pastoral relations processes within the Canadian Shield Regional Council with intentional attention to ensuring that the values of inclusivity and diversity are upheld. It is the responsibility of the Pastoral Relations Commission to ensure that all pastoral relations processes grant unbiased and equal access to all persons regardless of their sexual orientation, gender identities and expressions, race, age, or disability.

Practices that encourage inclusivity and diversity include but are not limited to:

- i) training Liaisons working with communities of faith in dignity, bias and privilege;*
- ii) including bias and privilege training for all search committees;*
- iii) reviewing community of faith profiles with attention to the authenticity of statements regarding inclusivity and welcome;*
- iv) conversation within the PR Commission about resources available for ministry personnel and communities of faith dealing with issues related to sexual orientation, gender identities and expressions, race, age, or disability.*

STAFF POSITION THUNDER BAY AND CSRC STAFF CONVERSATION CONTINUED

Peter reiterated that there will be cuts to the CSRC Budget in 2021. The General Council Office (GCO) have made some substantial staff cuts this month in attempts to balance their budget, including staff in the Philanthropy Unit where Melody Duncanson Hales is employed part-time.

Executive revisited discussions around Melody's current job description and time allotment within the CSRC. Peter predicts that the CSRC staff support of lay leadership is going to increase over the coming years, while support to paid accountable ministry may decrease.

MOTION by Christine Stricker/John Watson

2020-05-25-03

That the CSRC Executive instruct Peter Hartmans to engage the General Secretary, Nora Sanders, in conversations about transferring Melody Duncanson Hales to the CSRC staff in a full-time capacity and to inquire when that may occur.

CARRIED

COVID-19 UPDATE AND REOPENING COMMUNITIES OF FAITH

Currently, it is not legal to open up a church in Ontario. The CSRC staff is working on a document to send out to the RC network re: reopening protocols. Reopening of churches will happen hand-in-hand with the local health units and the Ontario Government. Churches are continued to be asked to seek their local health unit's advice with questions re: what can be opened now, i.e. daycare, exercise classes, etc. that are housed in our churches.

Peter indicated that there will be a United in Learning webinar this week about churches and rentals. More details to follow on the CSRC website.

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GC44 UPDATE AND ELECTION OF COMMISSIONERS DELAYED UNTIL 2022?

Peter said that GC43 will be reconvening soon to make a decision as to whether to defer GC44 to 2022 or keep it in 2021. This will impact decisions at the fall online regional council meeting for the CSRC. Peter will update Executive when he has more information.

GOODBYE/THANK YOU TO LILLIAN ROBERTS: FINISHING HER WORK ON JUNE 5

Previous protocol would dictate that Executive meet with Lillian in-person to thank her for all her work for the CSRC. In this time of pandemic, we are unable to do this in-person and therefore, must do it online.

Executive took turns thanking Lillian for all that she has done for the CSRC and in some cases, personally. Peter shared with Executive that something more formal would be happening at the online CSRC Meeting in the fall.

MOTION by Peter Hartmans/Barb Nott

2020-05-25-04

That the CSRC Executive formally thank Lillian for all her hard work in her career with the CSRC and The United Church of Canada.

CARRIED (Unanimously)

NEXT MEETING DATE: Doodle Poll to be sent to Executive for some time in June.

CLOSING

Kathie closed with prayer and adjourned the meeting at 4:47 p.m.



SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on May 26, 2020 7:00 p.m. via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: Erasmus Madimbu

Acknowledgement of Territory and Safe Space

Approval of Agenda

Approval of Minutes from April 23, 2020 pages 50 – 54

Business Arising:

Report from Canadian Shield Regional Council Representative –

Resource Team Updates:

- Property Resource Team -
- Mission Support & Regional Council Grants Resource Team: Motion re Pandemic response loans (Melody)
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- United in Worship Project

Emergent Business:

Update on Grace United -

Social Justice Network of Ontario Regions: Minutes from Will Kunder

Date of Next Meeting: _____

Adjournment:

Closing Prayer:

Present: Bill Steadman, Crystal Greig, Erasmus Madimbu, Marilyn Schatzler, Ernie Epp, Christina Stricker, Mardi Mumford, Janice Brownlee

Regrets: Peter Haddow, Bonnie Johnson, Brynn Carson, Ernie Epp

Staff Support: Will Kunder, Melody Duncanson Hales, Rob Smith

Welcome, Check-in

Opening Prayer: Erasmus Madimbu led the group in prayer

Acknowledgement of Territory and Safe Space: Bill Steadman acknowledged the vast and diverse region that we meet on and remembered those Indigenous people who have been stewards of the land for thousands of years.

Approval of Agenda:

Moved: Christina Stricker Seconded: Erasmus Madimbu
accepted as circulated. Carried

That the agenda be

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Approval of Minutes:

Moved: Mardi Mumford **Seconded: Crystal Greig** *That the minutes from April 23, 2020 pages 50 – 54 be accepted as received.* **Carried**

Business Arising:

- Review of new constitution for St Paul's UC in Thunderbay. Janice Brownlee reported that she reviewed the document and sent her comments back to St Paul's.

Report from Canadian Shield Regional Council Representative : Christina Stricker reported that the Executive met in the afternoon of May 26th. The Affirm Team had submitted 2 questions and these generated some response. There was also a discussion on Affirm United. There are some plans for a Fall virtual meeting. Consideration is being made to delay GC44 until 2022 and thus the nominations for Commissioners would also be delayed. GC 43 Commissioners will be recalled in June to discuss this matter.

The Executive took time to say farewell to Lillian Roberts who retires in June. Her contribution to the transition to the new model was acknowledged with thanks.

Resource Team Updates: Property Resource was moved to later in the agenda as Rob was on another Zoom meeting.

- **Mission Support & Regional Council Grants Resource Team:** Melody Duncanson Hales reported that this team continues to meet weekly to facilitate a timely response. This team is doing excellent work and we thank them for their efforts.

Moved: Mardi Mumford Seconded Christina Stricker

That the Grants team make all reviews and recommendations on the United Church of Canada Pandemic Response Bridging Loan applications arising in Canadian Shield and report their actions to the Commission for the Support of Communities of Faith. **Carried**

Melody reported that the Grants team reviewed and approved the application of Trinity UC Thunder Bay for the Pandemic Response Bridging Loan. By passing the above motion, the Commission has enabled that action to go forward. Melody also noted that all support grants previously in place (such as for technology or capital costs) have been cancelled during this time of COVID-19.

- **Right Relations Resource Team:** Will Kunder reported that a meeting was held on May 13, 2020. He expressed disappointment that their event on The United Nations Declaration on the Rights of Indigenous Peoples has been postponed. The team is promoting resources for Indigenous Day of Prayer which is June 21st. Worship ideas can be found on the UCC website and will be posted, also, on our Canadian Shield Regional Council site.
The team is busy writing letters of support for the Wet'suwet'en in B.C. The team is also working on a learning event for the next Regional Council meeting.
- **Affirming Ministry Resource Team:** The team is awaiting feedback from the 2 questions
 - 1) As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is the Support to Communities of Faith Commission living out our affirming commitment within our responsibility and function?

- 2) What might we be doing to demonstrate our commitment to the affirming process in the year ahead?
Will forwarded the response from the Pastoral Relations Commission and asked for time on the agenda next meeting for a discussion.
The team is also doing an inventory of Pride events within our region.
- **Youth & Young Adult Ministry Resource Team:** No report. Rendezvous 2020 will now be a virtual meeting so this team will meet to assess how to participate.
 - **Property Resource Team:** Rob Smith had sent a draft of the Property Policy and Procedures Manual. He acknowledged the huge support from Jim Jackson and Paul McAlister. Will Kunder requested the inclusion of policy for the Manitou Art Collection to reflect the motion made at the June 2019 Regional Council meeting.

Moved: Christina Stricker Seconded: Erasmus Madimbu *That the Commission accept the Property Policy and Procedures Manual in principal and ask the Property Team to review areas identified in our discussion and report back.*
Carried
 - **United in Worship Project:** No report

Emergent Business:

- **Nominations:** all members of the commission were contacted to discuss the extension of their terms.
- **Grace United Church** – the Building Permit Application and Owners declaration were submitted to Greater Sudbury Building Controls department. Quotes will be received and will be reviewed. Information will be provided for Grace Council's consideration and then a motion will be required from Council.

Social Justice Network of Ontario Regions: Will Kunder forwarded the minutes from their meeting to the Commission members. Thanks to Ernie Epp of our committee who is the representative for Canadian Shield Regional Council and has volunteered to be the secretary of the network.

Date of Next Meeting: Monday June 29, 2020 at 7:00 p.m.

Adjournment: Moved: Marilyn Schatzler that the meeting be adjourned at 8:39 p.m.
AGREED

Closing Prayer: Bill Steadman closed the meeting with prayer.

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PASTORAL RELATIONS COMMISSION

CANADIAN SHIELD PASTORAL RELATIONS COMMISSION MEETING

May 27, 2020

PRESENT: Nancy Ferguson, John Watson, Fraser Williamson, Joy Galloway (recorder), Elaine Lush, Erwin Thompson, Jane Graham, Joy Bott, Erin Todd, Ted Harrison

STAFF: Lillian Roberts

Chair, John Watson, called the meeting to order at 1pm.

OPENING REFLECTION & PRAYER: Fraser Williamson

APPROVAL OF AGENDA

MOTION by Jane Graham/Elaine Lush
That the Agenda be approved.
CARRIED

2020-05-27-01

APPROVAL OF MINUTES

MOTION by Erwin Thompson/Fraser Williamson
That the April 22, 2020 minutes of the Pastoral Relations Commission are accepted with correction of date from May 21 to May 28 for Ministry Personnel in-service.
CARRIED

2020-05-27-02

Business arising from the Minutes – none

Consensus

MOTION by Ted Harrison/Joy Bott
That each and every motion of the consensus packet be approved with the amendment typo of date to June 30, 2020.
CARRIED

Packet

2020-05-27-03

Consensus Packet

Re-appointment Lisa Blais DLM to Trinity North Bay

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the reappointment of Lisa Blais DLM as Christian Education Minister to Trinity North Bay July 1, 2020 to June 30, 2023 with the following terms: part-time 32 hours per week;

Terms for Remuneration and Expenses

Community of Faith ADP Company Code TBUZ; Eligible services (in years) 14
Step/increment category (1-2 or A-F) F; Is manse included? No
Minimum Full-Time Annual Salary \$57408; Prorated Annual Salary \$45926.40
Additional Salary (in \$) \$4145.16 ;Total Salary \$50071.56
Phone/Communications \$ 0; Continuing Education \$ 1153.60

Other (described below) \$ 0; Other details -The con-ed Lisa is eligible to use is \$1442 and is not included in the salary. Telephone is included in con-ed amount.

Total Remuneration \$ 51225.16

Adequate administrative assistance defined as paid part time.

Re-appointment Rev. Martin Garniss (ROM) to Manitowaning-Tehkummah Pastoral Charge

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the reappointment of Rev. Martin Garniss (ROM) to Manitowaning-Tehkummah Pastoral Charge July 1, 2020 to June 30, 2023 with the following terms: Full time (40 hours per week);

Terms for Remuneration and Expenses

Community of Faith ADP Company Code 107661233RP0001; Eligible services (in years) 37

Step/increment category (1-2 or A-F) F; Is manse included? No

Minimum Full-Time Annual Salary \$58887; Prorated Annual Salary \$58887

Additional Salary (in \$) \$0; Total Salary \$58887

Phone/Communications \$ 2700; Continuing Education \$ 1442

Other (described below) \$ 5642; Other details Book Allowance; Study Leave; Travel Allowance; Total Remuneration \$ 68671

Adequate administrative assistance defined as volunteer

Re-appointment Rev. Linda Saffrey (ROM) to St. Mark's Sudbury

Motion: (Ted Harrison / Joy Bott) approve the reappointment of Rev. Linda Saffrey (ROM) to St. Mark's Sudbury Pastoral Charge July 1, 2020 to June 30, 2023 with the following terms: parttime (20 hours per week);

Terms for Remuneration and Expenses

Community of Faith ADP Company Code TCBR; Eligible services (in years) 29

Step/increment category (1-2 or A-F) F; Is manse included? No

Minimum Full-Time Annual Salary \$62244; Prorated Annual Salary \$31122

Additional Salary (in \$) \$1119; Total Salary \$32241

Phone/Communications \$ 600; Continuing Education \$ 721, Other (described below) \$ 279

Other details Additional continuing education to make con ed \$1000

Total Remuneration \$ 33841

Adequate administrative assistance defined as volunteer support 8 hours

Pastoral Charge Supervisor for Pinegrove effective Aug 1 2020 – Christina Stricker

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission appoint Christina Stricker as the pastoral charge supervisor for Pinegrove Pastoral Charge effective August 1, 2020

Request for Sacraments Powassan-Chisholm pastoral charge – Candidate Elizabeth Kiff

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission approve the request from the Powassan-Chisholm Pastoral Charge that Elizabeth Kiff, Candidate Supply SME be granted permission to preside over sacraments for the time of the appointment August 1, 2020 to July 31, 2021.

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Request to retain permission to preside at the sacraments – Maxine McVey RDM

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission approve the request of Maxine McVey retired diaconal minister to retain permission (without time specification) to preside at the sacraments within the regional council. She is in formal association with Gore Bay Pastoral Charge, and is compliant with mandatory trainings requirements and annual declaration regarding criminal charges. She is also currently serving as the pastoral charge supervisor for Trinity Manitoulin.

[1.2.4.1 Policy

The regional council may grant a licence to administer the sacraments to

a) a designated lay minister, candidate supply, diaconal supply, ordained supply, or retired diaconal minister;]

Licensed Lay Worship Leaders Re-licensing

The Licensed Lay Worship Leader Resource Team has reviewed all the re-licensing applications made on life and has recommended re-licensing as indicated on their meeting May 25, 2020.

**Re-licensing for Regional Council Central
– decision to relicense by application to Dec 31 2020 and to interview in the fall 2020**

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council, and upon recommendation of the Licensed Lay Worship Leader Resource Team approve the following people be relicensed until December 31 2020 and following interviews by Zoom during the Fall of 2020 they will be considered for licensing until June 30, 2023.

Elaine Brummer (St. Mark's Sudbury),	Gail Cronin (Little Current)
Martha Cunningham-Closs (Onaping Falls)	Jim Graham only to Dec 31 2020
Jane Graham(Blind River)	Marguerite Hayes(Trinity Manitoulin)
Cindy Hebert	Marg Hiddleston
Bonnie Kirk	Ross MacLeod
Brian Mundell (Thessalon)	Nancy Mundell (Thessalon)

Faye Moffatt (Trinity Capreol)

Dawn

Yorke

(Espanola)

Re-licensing for 1 Year – Regional Council West to June 30 2021 [Thunder Bay east to Sault Ste. Marie]

Motion: (/) that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council, and upon recommendation of the Licensed Lay Worship Leader Resource Team approve the following people be relicensed as LLWLs to June 30, 2021.

George Bott (Marathon)

Cathy Bright

Vivian Hall

Nancy Rouble

Lori Santvoort-Jansekovich

Wanda Wilding

Joy Bott (Marathon)

Robert Cosbey

John McDonald

Marie Rinne

Nancy Vernon

Re-licensing for 2 Years – Regional Council East to June 30 2022 [North Bay area]

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council, and upon recommendation of the Licensed Lay Worship Leader Resource Team approve the following people be relicensed as LLWLs to June 30, 2022.

Karen Brophy (Trinity NB)
Lake)

Linda Clarke (South River – Trout

Don Clysdale (Trinity)

Rob Farris (Trinity NB)

Peter Haddow (St. Andrew's NB)

Elizabeth Henderson (Emmanuel NB)

Ron Holotuk (Loring)

Brenda McLay (Carmichael)

Frances Morris (Phelps)

Linda Sarginson

John Sheridan (Trinity NB)

Kathie Smith (Sturgeon Falls)

Sacrament Elders

Motion: (Ted Harrison / Joy Bott) that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council, approve the requests from the following communities of faith to license the following persons as sacrament elders for the pastoral year 2020-2021 (July 1 2020 to June 30 2021)

Community of Faith Requesting	Sacrament Elder
First Wawa	Lorna Chiupka
St. Paul's Manitowadge	Sheila Dean, Gwen Denny
St. Matthews-St. Paul's Hearst	Susan Jansson
Temiscaming	Glenda Woodbury
Nipigon	Phylliss Gauvin
Coniston	Maxine Dale
Hornepayne	Jim Claveau
Cochrane – St. Paul's	Christine Mitchell-Kydd
Phelps	Frances Morris

Formal Association

This needs to be tracked for Regional Council to approve licences for performing marriages
Action: Rob Smith & John Watson to monitor and follow-up with Joan Bailey.

Policies and Procedures have been reviewed by Sue Whitehead, Peter Hartmans and Will Kunder. There was a motion to approve previously following the review. The date on the policies and procedures is to read Final Draft 2020. Chair John Watson noted that appreciation was expressed by Regional Council to the PRC for work on the affirm policies and our commitment to Inclusivity & Diversity. Rob Smith also noted the Faith commission acknowledged this work.

Question of appointments of Liaisons on PRC

John Watson and Ron Smith will have a conversation with 3 of the liaisons about continuation. Fraser Williamson had a 3 year Term.

Next Meeting June 24, 2020

Closing Prayer: Lillian

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PASTORAL RELATIONS COMMISSION

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**Canadian Shield Regional Council
Pastoral Relations Commission Meeting**
Held by *Zoom*
Wednesday June 24th, 2020 at 1:00 p.m.

Welcome and Opening (1:00 p.m.)	John Watson welcomed everyone to the PRC <i>Zoom</i> meeting. A brief check-in was held and two new members were welcomed. Rob Smith is the CSRC Minister for Pastoral Relations, taking over from Lillian Roberts who has retired. He is the serving minister at Pine Grove United in Rosslyn which is outside of Thunder Bay. Karen Gooch is the new PRC Secretary. She is also the Secretary of St. Andrew's United Council in North Bay. Rob Smith lit a candle and offered a prayer to open the meeting.
Attendance	Joy Bott, Nancy Ferguson, Joy Galloway, Karen Gooch (Secretary), Jane Graham, Ted Harrison, Erin Todd, John Watson (Chair), Fraser Williamson (9)
Staff Lead	Rob Smith
Regrets	Erwin Thompson
Agenda	Motion 2020-06-24-01 Joy Bott/ Fraser Williamson moved that the agenda be accepted as circulated. Carried
Minutes of Previous Meeting	Motion 2020-06-24-02 Nancy Ferguson/ Joy Galloway moved that the minutes from the May 27 th , 2020 Pastoral Relation Commission meeting be accepted as circulated with two corrections - a typo was fixed and the Faith Commission should be the Support to Communities of Faith Commission. Carried
Business Arising	
Liaison Officers	A discussion was held about the PRC Liaison Officers. It was agreed that they should have staggered terms. The four officers are: Joy Bott who will serve one more year, Joy Galloway and Nancy Ferguson who will each serve two more years and Fraser Williamson who will serve for 3 years.
Formal Associations	There needs to be a review of how Ministry Personnel in formal associations and Voluntary Associate Ministers are tracked. This should be done in consultation with Joan Bailey since she tracks those with marriage licences. This would also be helpful for keeping track of milestones for retired Ministry Personnel.
New Business	
Consensus Packet	The Consensus Packet was circulated by email before the meeting and contained the following motions: 1. ...that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the reappointment of Pamela Brown (Candidate) to Trinity Pastoral Charge, Capreol from August 17 th , 2020 to June 30 th , 2022 with the following terms: Community of Faith ADP Company Code TCHD Eligible Service (in years) 0

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Step/increment category	Step 1
Is manse included	No
Minimum Full-Time Salary	\$48,450.00
Prorated Annual Salary	\$24,225.00
Additional Salary (in \$)	\$0
Total Salary	\$24,225.00
Phone/Communications	\$600.00
Continuing Education	\$721.00
Other (described below)	\$0
Other details	
Total Remuneration	\$25,546.00

Adequate administrative assistance defined as part-time office administrator on site 6 hours a week. Minister will also benefit from the support of volunteers.

2. ...that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the reappointment of Tracy Davis (Designated Lay Minister) to St. Andrew's Pastoral Charge, North Bay from July 1st, 2020 to June 30th, 2023 with the following terms:

Community of Faith ADP Company Code	TCHE
Eligible Service (in years)	17
Step/increment category	F
Is manse included	No
Minimum Full-Time Salary	\$57,408.00
Prorated Annual Salary	\$57,408.00
Additional Salary (in %)	15%
Total Salary	\$66,019.20
Phone/Communications	\$540.00
Continuing Education	\$1,442.00
Other (described below)	\$0
Other details	21 days of continuing education
Total Remuneration	\$69,051.20

Adequate administrative assistance defined as paid secretarial support for week day mornings.

3. ...that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the requests from these Communities of Faith to license these persons as Sacrament Elders for the pastoral year 2020/2021 from July 1st, 2020 to June 30th, 2021:

Trinity Pastoral Charge, Chapleau	Timothy Cecile
Trinity Pastoral Charge, Chapleau	Susan Collins Lindquist
St. Andrew's, Sturgeon Falls	Kathie Smith

Motion 020-06-24-03

Ted Harrison/ Jane Graham moved that each and every motion of the consensus packet be approved.

Carried

- Sacraments Elders There was a discussion about how to ensure licenses for Sacrament Elders are kept up to date:
- Erin Todd expressed concern that some churches without paid accountable Ministry Personnel are not always submitting paperwork to relicense their Sacrament Elders in a timely manner. Is notification required?

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- Generally Sacrament Elders are for Communities of Faith (C of F) without paid accountable Ministry Personnel. Some have made special arrangements with their Supervisors or a retired minister who lives nearby.
- Do we have a way to track Sacrament Elders across the region to ensure all are relicensed yearly as required and to ensure all C of F have access to someone who is licensed? Rob Smith will follow up with Sue Whitehead.

Retirements/
Milestones A discussion was held about the recognition of milestones and retirements and then the following motion was passed:

• **Motion 020-06-24-04**

Jane Graham/ Ted Harrison moved that a letter of recognition be sent to all Ministry Personnel and LLWL's after 5 years of service and every 5 years thereafter. A copy of the letter will also be sent to the Community of Faith where the minister serves or with whom they have a formal association. A letter will be sent to the home congregation of the LLWL's.

Carried

- This year retirement letters will go to the following ministry personnel: Randy Boyd, Lillian Roberts, Cindy Desilets and Dawn Vaneyk.
- We will have to follow up with Sue Whitehead for an up-to-date list of LLWL's. We may have to touch base with individual LLWL's if their original license date is not known or if they have had a break in service.

Supporting Ministry
Personnel Rob Smith has been meeting with Ministry Personnel from across the country and has discovered some have been meeting as often as every two weeks during this pandemic crisis. Could we be doing more in our region?

- Some Ministry Personnel in the CSRC have been meeting weekly online while others seem content to wait until in-person meetings can take place. Rob suggested that perhaps a CRSC meeting could be organized in the fall with Kellie McComb from the Office of Vocation as a guest. It was felt that many don't want to meet during the summer.
- Could more be done to promote unity across the Regional Council? It appears that we are unintentionally hanging on to old local connections because of familiarity. Could the pandemic crisis provide an opportunity to build a stronger community across CSRC?
- Rob will consider having some informal conversations with the local organizers of clergy events that are now taking place. Smaller local meetings do have value, but larger regional meetings may help ensure clergy are less isolated. We need to be more intentional about building trust and community across the whole CSRC.

Pastoral Charge
Supervisors Rob Smith asked for possible names of Ministry Personnel who may be able to help find supervisors for two C of F in the near future and received several suggestions. Little Current PC is a two point charge. South River PC is also a two point charge however Chalmers United in South River has voted to disband while Trout Creek United wants to keep going.

Other Business

Outstanding
Appointment There is an outstanding appointment for the Iroquois Falls: Trinity Pastoral Charge to take place in July. Rob Smith will follow up and if need be a brief online meeting would be called to approve the appointment.

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Adjournment

Ted Harrison offered a closing prayer. The meeting adjourned at 2.35 p.m.

Next Meeting

Wednesday September 23rd, 2020 at 1:00 p.m.

Zoom



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EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on June 25, 2020 at 3:00 p.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Dave Le Grand, Joy Galloway, John Watson, Maxine McVey, Christina Stricker, Jim Jackson, Judith Visser

STAFF: Peter Hartmans, Susan Whitehead, Janet MacDonald

REGRETS: Stewart Walker

Kathie Smith welcomed everyone to the meeting of Executive.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we gather today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation with understanding and intention.”
(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Peter led Executive in Worship.

CHECK-IN

Executive took time to do a check-in with each other amid the COVID-19 pandemic.

APPROVAL OF AGENDA

MOTION by John Watson/Peter Hartmans 2020-06-25-01

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

MOTION by Christina Stricker/Joy Galloway 2020-06-25-02

That That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on April 16, 2020, May 5, 2020 (E-Vote), May 12, 2020 and May 25, 2020 via E-Vote and Zoom be approved as circulated.

CARRIED

OMNIBUS MOTION – INCORPORATED MINISTRIES

MOTION by Peter Hartmans/Barb Nott 2020-06-25-03
That the Canadian Shield Regional Council (6) Executive take the
following action:

b) Camp McDougall Inc.

...approve the Camp McDougall Inc. 2020-2021 Board of
Directors:

Denise Berg
Sherrill Dewar
Kevin Harrison
Kenny Hermiston
Debbie Kirby
Sharon Lane
Mary A. Laundrie
Rhea McAdam
Steven Mullins
Nancy Rouble
Cleo Walker

This is based on the draft Annual Meeting minutes of June 3, 2020, the 2020 board member approval form, contact list provided and receipt of other required documentation per The United Church of Canada Incorporated Ministries Policy.

CARRIED

CORRESPONDENCE

None

REGIONAL MEETING UPDATE

Barb shared that the date has been chosen for the CSRC Online Zoom Meeting; it is Nov. 7, 2020. This meeting will happen during the morning with a break during the lunch hour and will then reconvene sometime in the afternoon.

Items that will/may be covered during the online meeting are:

- Business
- Worship
- Recognition of Retirees/Anniversaries
- In Memoriam
- Workshops (but may occur on another day)
- Any other items that needs to be there

Barb stated that the 2020 CSRC Meeting Planning Committee has offered their services to get this online meeting up and running. We will try to incorporate music into the meeting as well.

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John shared that after the in-person CSRC meeting was cancelled, the Pastoral Relations Commission (PRC) waited to send out the letters to Retirees. John and Susan will review, revise, and send out the letters indicating that Retirees will be recognized at the Nov. 2020 online meeting.

COVID-19 UPDATE

Peter shared with Executive that the CSRC has had a Town Hall meeting a few weeks ago and a "Kathie's Koffee Hour" zoom meeting last week. The first had a record number of people from the CSRC attending (144 people) and Kathie was pleasantly surprised to have 17 people join the koffee hour time. Another koffee hour is being planned for sometime in July.

The last Finance webinar offered by The UCC has been recorded and is on the United in Learning website for anyone who missed it. Details about the \$40,000 loans from the Government of Canada will be on there, among other items.

There have been many online church services springing up all across the CSRC and across the country. Peter reminded Executive that if they know of any regular Sunday Services that could be posted on the CSRC website to send the details to Susan in an email.

Executive was reminded to look at the CSRC Emergency Covid-19 webpage for all the latest Covid details and updates.

FINANCIAL UPDATE

Janet MacDonald joined the Executive meeting to share the CSRC Financial Report (*Appendix A*). She is waiting for some updated HST information from the National Church in order to complete the report.

Janet shared she had initial concerns getting into the financial market just as Covid-19 hit. She has indicated that the financials have bounced back already.

MOTION by Peter Hartmans/Christina Stricker 2020-06-25-04
That the CSRC Executive receive the June 24, 2020 CSRC Financial Report, for information.
CARRIED

GC43 UPDATE

Move of General Council 44 to Summer of 2022

GC43 was reconvened online this past Saturday and the decision was made to move GC44 to 2022 (which was originally to occur in 2021). This means that regions will need to have their GC44 Commissioners voted on by June 2021, although this date may be shifted to the fall of 2021.

Peter reminded Executive that there will be a new General Secretary (GS) at the General Council Office (GCO) by then, although we currently do not know who (the application process closed as of June 19, 2020). Nora Sanders has currently extended her time at the GCO because of the pandemic.

Referral of Proposal "Towards an Anti-Racist Denomination"

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Kathie highlighted the GC43 proposal "Towards an Anti-Racist Denomination" (*Appendix B*). This particular proposal was referred back to the General Council Executive (GCE) and will be discussed at the next recall of GC43 in October 2020. Executive had been sent the proposal and the Chair asked them to review it more in-depth on their own and report back to the next Executive meeting later this summer. Kathie indicated that members of the CSRC Executive could at any point send their correspondence to the GCE themselves, if desired.

NEXT MEETING DATE: Doodle Poll to be sent to Executive for some time in July or August.

CLOSING

Kathie closed with prayer and adjourned the meeting at 4:35 p.m.

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APPENDIX A
Draft CSRC Financial Report for June 24, 2020

CSRC - Financial Report - June 24, 2020 - DRAFT			
Bank Balance	368,594.17		
Investment Account	751,500.00	as of a few days ago	
Income			
National Grants			
Assessment	127,166.65		
M&S Grants	120,416.67		
Salary Grant	41,250.00		
		288,833.32	
Pastoral Charge Supervisors		6,615.00	
United Way Covid Program		3,000.00	
Total Income		298,448.32	
Expenses			
Archives		4,508.70	
Bookstore Support		1,800.00	
Clusters and Networks		343.19	
Covid 19 Grants		3,000.00	
CSRC/SWRC Shared Expenses		451.70	
Finance Costs		3,896.93	
Grants			
M & S	54,000.00		
Other	349.99	54,349.99	
Grants Team		42.00	
HST Expense		1,192.13	
McPhee Road (Camp McDougall)		1,746.83	
Office Expenses		5,462.89	
Office Rent		11,100.00	
Pastoral Relations Commission		7,490.58	
Staff Expenses		171,994.47	
Website		761.25	
Youth		17.36	
Total Expenses		268,158.02	
INCOME OVER EXPENSES		30,290.30	

APPENDIX B
GC43 Proposal “Towards an Anti-Racist Denomination”

43rd General Council, June 20, 2020

For Action

Referral of Proposal “Towards an Anti-Racist Denomination”

That the proposal *Towards an Anti-Racist Denomination* be received with gratitude and referred to the General Council Executive, so that in conjunction with other work and initiatives, it can serve as guidance for strategic planning, prioritization, and implementation with a report back to the next gathering of the General Council.

GC43 Proposal – Towards an Anti-Racist Denomination

1. What is the issue?

Communities of Faith who want to be anti-racist and address the issue of anti-BIPOC racism need processes, resources, and structures from which to engage this ministry within the context of The United Church of Canada and the broader Canadian culture.

2. Why is this issue important?

- a. The United Church of Canada supports The United Nations declaration of the International Decade for People of African Descent 2015-2024, which states, in part, “In proclaiming this Decade, the international community is recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected. Around 200 million people identifying themselves as being of African descent live in the Americas. Many millions more live in other parts of the world, outside of the African continent.”
- b. On June 4, 2020, The Evangelical Lutheran Church in Canada, The Anglican Church of Canada, and The United Church of Canada signed a joint statement that, in part says, “We are hearing the same voice from ministers of African descent, particularly as they pastor predominantly white congregations. This voice is tired of violence towards Black lives. This voice is tired of the exclusion of people of African descent in our structures of leadership. This voice is tired of the emptiness that comes from supposed allies who aren’t willing to acknowledge their own privilege and responsibility.”
- c. This moment in history is experiencing a rise in all forms of racism. Even a cursory read of the submissions to The United Nations Special Rapporteur on Contemporary Forms of Racism, Xenophobia and Related Intolerance reveals that incidents of racism are on the rise in Canada. Equally distressing is an observation from a UN official who worked on the Report to the Working Group of Experts on People of African Descent on its mission to Canada, “History informs anti-Black racism and racial stereotypes that are so deeply entrenched in institutions, policies, and practices, that its institutional and systemic forms are either functionally normalized or rendered invisible, especially to the dominant group, this contemporary form of racism replicates the historical... conditions and effects of spatial segregation, economic disadvantage, and social exclusion.” Anti-Black racism is part of the Canadian narrative that needs to be named for the evil it is and addressed head on.
- d. There is a social narrative in Canadian society that proclaims “we’re too polite to be racist.” The narrative focuses on Canada being the destination for the underground railroad and whitewashes the Canadian examples of slavery, segregated schools, and forced urban renewal. These pieces of Canada’s history, and by extension the White church’s role in it, needs to be acknowledged and addressed.
- e. Bruce Perry reminds us that “relationships matter; the currency for systemic change [is] trust and trust comes through forming healthy working relationships. People, not programs, change people.” There are two pieces here for the church to ponder. The first is that trust has been broken time and again with the Black community. We need to

admit and own this reality. Yes, we have taken steps to address it, yet people are still waiting, still unable to breath under the weight of racism that is crushing them. Secondly, it is the mission of the church to equip people to work for justice, in part, through systemic change. No program, in and of itself, will change people. That is true, yet change within systems, making processes anti-racist, fostering networks for anti-racist ministry, and providing resources both financial and programmatic, do equip the saints for ministry so that people with people can affect systemic change.

- f. Our full communion sister denomination, The United Church of Christ in the USA, has made the bold statement that, “racism is a deadly virus that white people must help eradicate.” (Rev. Velda Love, Minister for Racial Justice) dealing with our systemic and institutional racism and shifting to be an anti-racist church is the work of the white church. It is not the work of the BIPOC church. The BIPOC church has its own work to do that we need to support, stand with, and listen to, yet it is the white church that needs to change the systems, processes, and procedures that have granted it such a privileged position.
- g. In a recent pastoral letter to The Pacific Mountain Region, President Rev. Jay Olsen reflected on Jesus and the disciples in the garden where Jesus says to Peter, “So, could you not stay awake with me one hour?” (Matt. 26:40) Could it be that the oppression of Black people is something that white people can’t stay awake for? That the culture of white privilege is so prevalent and pervasive that it works like a sleeping pill so that no matter how well intentioned and desiring of change white people are, they just can’t stay awake? Could it be that white people get so sleepy to their privilege that within a few news cycles we’re back to blaming the victim because they weren’t perfect (aka wasn’t white enough) and then judge participation in the only economy to which they had full access: violence? Could the admonition of Jesus be a critique of white privilege as it resonates with the frustration, anger, and pain of BIPOC people around the world? Could you not stay awake, as in fully present to what is happening to Black people, for one hour? One day? Long enough to do any work on your own white privilege and help deconstruct the systems, processes, and institutions designed to perpetuate it? Is it time for the white church to do its work and not fall asleep?
- h. On The United Church of Canada website there is a prayer entitled, “That All May be One.” It is based on A New Creed, John 17:21, and the Statement of Faith. It says, in part, “Uniting God, you call us into your church to accept the cost and joy of discipleship: to celebrate your presence,...to seek justice and resist evil” Has the white church avoided the cost of dismantling its white privilege for too long? Has The United Church of Canada avoided the cost of discipleship by avoiding making a bold statement that we, as a church, are against anti-Black racism and believe, without a doubt, that Black lives matter? Has The United Church of Canada, even with all of the ministry we have engaged in alongside our global and ecumenical partners, avoided the real cost of being anti-racist? By not using the fullness of our voice are we perpetuating the evil of anti-Black racism rather than resisting it every way we can?
- i. Perhaps the time has come to have an invitational theology that seeks to widen our understanding and language about God. An invitational theology that resists and

overturns the power of an expansionist colonial theology that still serves as the foundation for progressive and fundamentalist theologies alike. Perhaps the existing dichotomy of progressive and fundamentalist which still serves to segregate and alienate, to create in groups and 'right' groups, those who talk about God in the 'right' (often meaning white) way and those who don't, needs to be intentionally and deliberately dismantled.

- j. Public statements are not enough. Words are not enough. This is a moment for The United Church of Canada to wrestle with its white privilege, its role in systematizing anti-Black racism within its own policies, procedures, and practices, and its role within the wider Canadian context. There is a need to make becoming an anti-racist denomination and dealing with anti-Black racism within our denomination a missional priority at all levels of the denomination.

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

The General Council Executive could consider the following options, engage in a strategic planning process, prioritization, and implementation strategy; and report back the next time the General Council gathers (electronically or in-person):

- a. Make a statement like:

"Recent events have illustrated how far we must go to truly enter into the call of loving our neighbour. It has exposed some very disturbing truths about our society and who we are as disciples of Jesus. We, The General Council of The United Church of Canada, acknowledge that anti-Black racism and racism in general has existed and exists in our structures, systems, and communities. We acknowledge that The United Church of Canada is actively working towards being an anti-racist church and that progress is slow. As an expression of solidarity with Black, Indigenous, and People of Colour and a commitment to engage in developing processes that facilitate real change, we state that in The United Church of Canada – Black Lives Matter and anti-Black racism will not be tolerated. We lament that we have not lived into our identity of a being a community that truly love its neighbours. We commit ourselves to developing policies, procedures, and processes that embody this statement and will take action to repent our white privilege and re-turn to the hard work of truly loving neighbour, becoming allies, and eliminating racism in all its forms wherever it is found."

- b. Clearly state a missional goal for the denomination to become an anti-racist church.
- c. Leverage the work of the White Privilege Working Group to engage the church in the creation of an anti-racist education and certification process.
- d. Learn from the Affirming Ministry process to assist in developing an ongoing process that facilitates communities being able to publicly state a community is actively working on being an anti-racist church.
- e. Build upon the work that has been started in various ways across the denomination (for example the Black Lives Matter to the United Church Facebook group) in order to create a network that addresses anti-Black racism.

- f. Expand and update the Racial Justice training program to include regional council executive members and local governing body members as part of those required to take the training.
- g. Develop a living resource page (for example: <https://www.pmfirstthirdresources.ca/anti-racism-resources.html>) that is part of the denomination website. This resource could include stories curated from Black people within the denomination related to their experience of anti-Black racism.
- h. Allocate staff time and budget support sufficient to launch a network and maintain it.
- i. Encourage Regional Councils to develop their own network within their region that would also be a connectional space to the national network.
- j. Encourage Regional Councils to allocate staff and financial support to maintain both the regional and national networks.
- k. Engage in a review of all policies, practices, and procedures (particularly the new Search process) using the lens of being an anti-racist church; report the findings to the GCE; and direct the GS to implement changes.
- l. Make anti-racism part of the discernment and preparation for ministry process, such that white candidates must unpack their white privilege.
- m. Require of all candidates a commitment to be part of an anti-racist church prior to Admission, Recognition, Commissioning, or Ordination.
- n. Incorporate being an anti-racist church into the covenanting process with Communities of Faith and community partners.
- o. Add to the Ethical Standards and Standards of Practice for Ministry Personnel a clear statement requiring ministry personnel to engage in ministry in a manner that is anti-racist.
- p. Train Regional Pastoral Relations Ministers to support Ministry and Personnel Committees as they support Ministry Personnel in confronting anti-Black racism.
- q. Build upon and create ecumenical partnerships that broaden the circle of allies.

SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on Monday June 29, 2020 via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: Marilyn Schatzler

Acknowledgement of Territory and Safe Space

Approval of Agenda

Approval of Minutes from May 26, 2020 pages 55 - 58

Business Arising:

Response to Affirming's questions:

As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?

2. What might we be doing to demonstrate our commitment to the affirming process in the year ahead?

Report from Canadian Shield Regional Council Representative –

Resource Team Updates:

- Property Resource Team -
- Mission Support & Regional Council Grants Resource Team
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- United in Worship Project

Emergent Business:

Date of Next Meeting: _____

Adjournment:

Closing Prayer: Ernie Epp

Present: Peter Haddow, Marilyn Schatzler, Bonnie Johnson, Bill Steadman, Christina Stricker, Brynn Carson, Crystal Greig, George Bott, Janice Brownlee, Mardi Mumford, Ernie Epp

Regrets: Erasmus Madimbu

Staff Support: Will Kunder, Melody Duncanson Hales, Rob Smith

Welcome, Check-in

Opening Prayer: Marilyn Schatzler led the group in prayer.

Acknowledgement of Territory and Safe Space: Bill Steadman opened the meeting with the acknowledgement that we are on many various territories across Northern Ontario. He thanked the Indigenous people for their stewardship of the land and noted that today the Robinson Huron Treaty was again in the news.

Approval of Agenda:

Moved: Mardi Mumford

Seconded: Peter Haddow

That the agenda be approved as circulated.

Carried

Approval of Minutes:

Moved: Mardi Mumford

Seconded: Brynn Carson

That the minutes for the Support to Communities of Faith Commission from May 26, 2020 pages 55 - 58 be accepted with corrections and the inclusion of George Bott in the regrets.

Carried

Business Arising:

Response to Affirming's questions:

As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?

2. What might we be doing to demonstrate our commitment to the affirming process in the year ahead?

- ❖ Raise awareness:
 - educate all on the role of the wider Church with regards to inclusivity,
 - promote the work of the resource teams and seek diversity of membership,
 - list the roles and responsibilities of the Commission and the resource teams
 - more education – do not assume that even though Affirm is a 30 year plus discussion that Communities of Faith have awareness of the terminology or process
 - Develop a statement for the Commission
- ❖ Nomination process:
 - – is this how we include diversity?
 - how do we appoint?
 - be intentional to invite to the Regional Council and the teams, those with skills and diversity of background,
 - look for talents in each of our Communities of Faith, encourage all those sitting in the pews and let them know that they would be welcome
 - be proactive about openings for membership
 - have a meet and greet to personalize the resource teams and their role in the Canadian Shield Region at next regional meeting
- ❖ Affirming Process:
 - What are the steps for becoming an Affirming Ministry?
 - Focus on congregations working on Affirming issues
 - Baby Steps: keep the conversations going
 - How do Communities of Faith move through the process?
 - Encourage Communities of Faith to use the resources available
 - Affirming is on going
- ❖ Covenanting:

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- Part of the preparation for Covenanting.
- Include a process for discussion about Affirming at the Council level – start with the Marriage Policy
- What does it mean to be Affirming
- What does it mean to be welcoming
- How do we encourage Communities of Faith to be more diverse?
- ❖ Equity Officer:
 - Name an officer to monitor meetings, teams etc
 - Review polices with the intention of looking at inclusivity
 - Meetings space,
 - Create a task group to present possible action to take to Canadian Shield Regional Council Executive
 -

Moved: Christina Stricker

Seconded: Mardi Mumford

That Peter Haddow, George Bott, Ernie Epp, Crystal Greig, Bonnie Johnson and Rob Smith form a Task Group to examine the Equity Officer position, duties etc. and present for possible action.

Carried

Report from Canadian Shield Regional Council Representative: Christina Stricker reported that a date for a virtual Regional Council meeting has yet to be set. GC 44 has been postponed until July 2022

Resource Team Updates:

- **Property Resource Team:** Rob Smith presented the final draft of the Property Policy and Procedures Manual.

Moved: Mardi Mumford Seconded: Christina Sticker

That the Commission accept the Property Policy and Procedures Manual.

Carried

Notice has been received that Chalmers UC in South River is closing. Will Kunder is the staff person assigned to walk with them and their other point, Trout Creek UC.

Mission Support & Regional Council Grants Resource Team :

- The Grants Team approved the following items:
 - A UCC Pandemic Response Bridging Loan of \$10,000 to Espanola United Church;
 - A Church Modernization Grant for \$5,000 and a Capital Assistance Loan for \$25,000 to Trinity Manitoulin in support of their accessibility project;
 - A Church Modernization Grant for \$5,000 to Nipissing Restoule PC in support of their heating/roof repair project.
- All of these items are through The United Church of Canada. The Pandemic Response Bridging Loan has already been paid out; the remainder is pending capacity from The United Church of Canada.

- **Right Relations Resource Team:** No report. Ernie Epp will send out a paper he wrote on Perspectives on Indigenous People and Settler Folk in Northern Ontario.

Affirming Ministry Resource Team: Thanks for taking time to consider their questions. Here is a link to MILC "Que(e)rying Religion" presentation offered by Rev. Jeff Rock, lead pastor at Metropolitan Community Church in Toronto:
<https://www.dropbox.com/s/0qju9lv2nb1n0yo/MILC%20Queerying%20Religion%20Event%2020220622.mp4?dl=0>

- **Youth & Young Adult Ministry Resource Team:** No report. Ernie thanked the team for approving monies to cover the costs of an audit for Camp Duncan in Thunder Bay. It is a UCCan owned camp property but it currently does not support any UCCan program. It is rented out to other camping organizations such as Camp Quality.
- **United in Worship Project:** This project continues to move ahead with new material posted. Little Current UC has signed up to use the resources. George also asked the members to consider a change in timelines. The Thursday deadline is often too short for many of the writers. He asked what the Commission thought of a week delay in following the lectionary except for special calendar year events such as Advent and Lent. The members thought that a delay would not adversely affect most who use the service and might increase the number of writers.

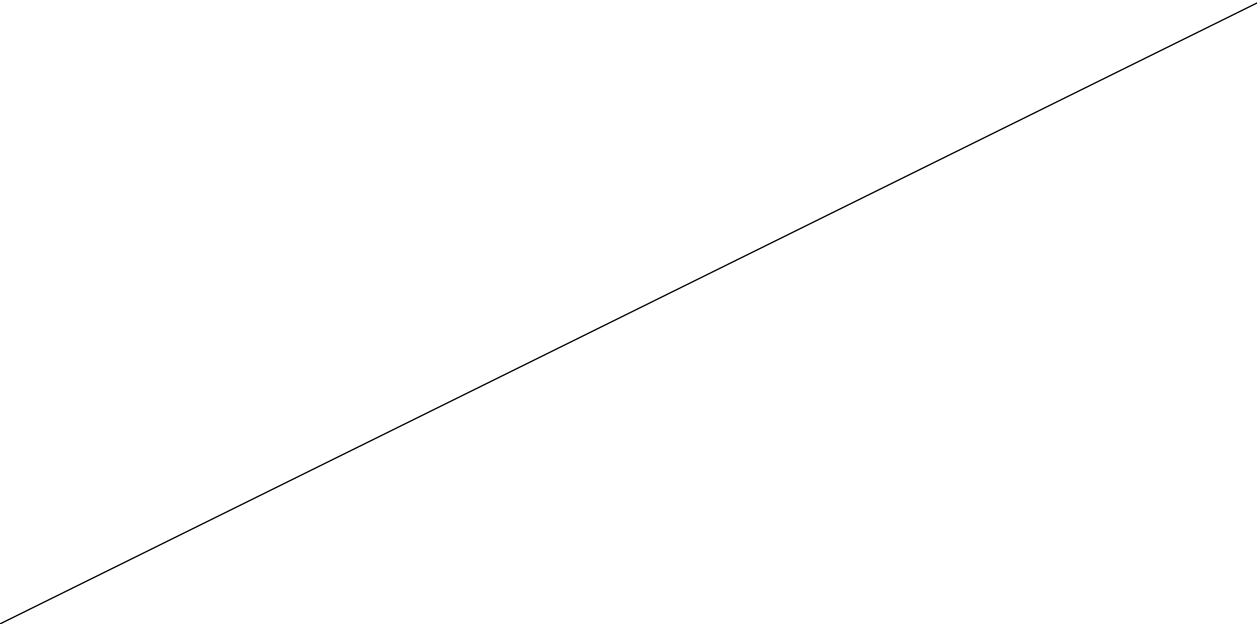
Emergent Business:

- Rob Smith was recognized for his contribution to our Commission particularly for his work with the Property Resource Team. Rob moves into the position of Canadian Shield Regional Council Pastoral Relations Minister. Melody Duncanson Hales will be the staff support for the Property Resource Team.
- Social Justice Network of Ontario: Ernie Epp and Will Kunder belong to this organization on our behalf. Ernie wonders what the role of this position should entail and how we might work within the region to take up Social Justice concerns and bring awareness to the Communities of Faith. Bill Steadman asked Ernie to lead a discussion at our next meeting on this.

Date of Next Meeting: Tuesday September 22, 2020 at 7:00 p.m. by Zoom

Adjournment: Moved by George Bott and agreed by all at 8:48 p.m.

Closing Prayer: Ernie Epp closed the meeting with prayer



PASTORAL RELATIONS COMMISSION

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**Canadian Shield Regional Council
Pastoral Relations Commission Meeting**
Held by *Zoom*
Tuesday July 14th, 2020 at 11:00 a.m.

Welcome and Opening (11:00 a.m.)	Rob Smith opened the meeting with a prayer.																										
Attendance	Nancy Ferguson, Joy Galloway, Karen Gooch (Secretary), Erin Todd, Erwin Thompson, John Watson (Chair), Fraser Williamson (7)																										
Staff Lead	Rob Smith																										
Regrets	Jane Graham																										
Agenda	This meeting was called to approve several outstanding appointments.																										
Minutes of Previous Meeting	Deferred																										
Business Arising	None																										
New Business																											
Consensus Packet	<p>The Consensus Packet was circulated by email before the meeting. There was a brief review of the terms and remuneration with a question about what qualifies as a telephone/communication expense. This could include things such as internet access or a <i>Zoom</i> account. The package contained the following motions:</p> <ol style="list-style-type: none">...that the Pastoral Relations Commission on behalf of the Canadian Shield Regional council approve the appointment of Mastard Sakala (OM) to Harmony United Pastoral Charge, Thunder Bay from October 1st, 2020 to September 30th, 2022 with the following terms: full-time 40 hours per week and the following remuneration and expenses:<table><tr><td>Community of Faith ADP Company Code</td><td>31H2</td></tr><tr><td>Eligible Service (in years)</td><td>7</td></tr><tr><td>Step/increment category</td><td>C</td></tr><tr><td>Is manse included</td><td>No</td></tr><tr><td>Minimum Full-Time Salary</td><td>\$57,186.00</td></tr><tr><td>Prorated Annual Salary</td><td>\$57,186.00</td></tr><tr><td>Additional Salary (in \$)</td><td>\$0</td></tr><tr><td>Total Salary</td><td>\$57,186.00</td></tr><tr><td>Phone/Communications</td><td>\$1,200.00</td></tr><tr><td>Continuing Education</td><td>\$1,442.00</td></tr><tr><td>Other (described below)</td><td>\$0</td></tr><tr><td>Other details</td><td></td></tr><tr><td>Total Remuneration</td><td>\$59,828.00</td></tr></table>Adequate administrative assistance defined as moving expenses from Point of Entry into Canada for minister, family and possessions....that the Pastoral Relations Commission on behalf of the Canadian Shield Regional council approve the appointment of Laura Hutchison (DLM) to Iroquois	Community of Faith ADP Company Code	31H2	Eligible Service (in years)	7	Step/increment category	C	Is manse included	No	Minimum Full-Time Salary	\$57,186.00	Prorated Annual Salary	\$57,186.00	Additional Salary (in \$)	\$0	Total Salary	\$57,186.00	Phone/Communications	\$1,200.00	Continuing Education	\$1,442.00	Other (described below)	\$0	Other details		Total Remuneration	\$59,828.00
Community of Faith ADP Company Code	31H2																										
Eligible Service (in years)	7																										
Step/increment category	C																										
Is manse included	No																										
Minimum Full-Time Salary	\$57,186.00																										
Prorated Annual Salary	\$57,186.00																										
Additional Salary (in \$)	\$0																										
Total Salary	\$57,186.00																										
Phone/Communications	\$1,200.00																										
Continuing Education	\$1,442.00																										
Other (described below)	\$0																										
Other details																											
Total Remuneration	\$59,828.00																										

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Held by *Zoom*
Tuesday 14th, 2020

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Falls, Trinity Pastoral Charge from July 15th, 2020 to June 30th, 2021 with the following terms: part-time 20 hours per week and the following remuneration and expenses:

Community of Faith ADP Company Code	R2J0
Eligible Service (in years)	0
Step/increment category	A
Is manse included	No
Minimum Full-Time Salary	\$ 46,653.00
Prorated Annual Salary	\$ 23,326.50
Additional Salary (in %)	5%
Total Salary	\$ 24,492.82
Phone/Communications	\$ 1,089.00
Continuing Education	\$721.00
Other (described below)	\$0
Other details	21 days of continuing education
Total Remuneration	\$ 26,302.82

Adequate administrative assistance defined as volunteer.

3. ... that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the request from Broadway United Church to relicense Lori Van Santvoort Jansekovich as sacrament elder for the pastoral year 2020/2021 from July 1st, 2020 to June 30th, 2021.

Motion 020-07-14-01

Nancy Ferguson/ Fraser Williamson moved that each and every motion of the consensus packet be approved.

Carried

Other Business

None

Adjournment

Rob Smith offered a prayer for the new appointees and for Grace United in Sudbury as they begin rebuilding their church. The meeting adjourned at 11:25 a.m. Following the adjournment there was an informal discussion about how Communities of Faith are dealing the prospect of reopening and things such as baptisms and funerals during the Covid-19 crisis.

Next Meeting

Wednesday September 23rd, 2020 at 1:00 p.m.

Zoom



RECEIVE MINUTES FROM COMMISSIONS/COMMITTEES

This has been post-poned to next meeting so Executive members have an opportunity of review the Minutes.

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.

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.

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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;

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*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

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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
1236 Lawson St.
North Bay, ON P1B 9H4



SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on September 22, 2020 via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: Crystal Greig

Acknowledgement of Territory and Safe Space

Approval of Agenda;

Approval of Minutes from June 29, 2020 pages 59 -63

Business Arising:

Social Justice Network – Ernie Epp (25 min)

Chalmers – South River closing (Will Kunder)

Equity Officer Task Group

Report from Canadian Shield Regional Council Representative – regrets from Christina Stricker

Resource Team Updates:

- Mission Support & Regional Council Grants Resource Team
- Property Resource Team - Actions to be ratified
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- United in Worship Project

Emergent Business:

- Report to the Regional Council
- Governance Structure

Date of Next Meeting: _____

Adjournment:

Closing Prayer: Brynn Carson

Present: Peter Haddow, Bill Steadman, Brynn Carson, Crystal Greig, George Bott, Mardi Mumford, Ernie Epp, Erasmus Madimbu

Regrets: Marilyn Schatzler, Bonnie Johnson, Christina Stricker, Janice Brownlee

Staff Support: Will Kunder, Melody Duncanson Hales, Rob Smith

Welcome, Check-in

Opening Prayer: Crystal Greig

Acknowledgement of Territory and Safe Space: Bill Steadman opened the meeting with the acknowledgement that we are on many various territories across Northern Ontario. He also brought to the attention the murder of Mr. Wilson of Sarnia an Indigenous elder and store owner.

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Approval of Agenda:

Moved: Brynn Carson

Seconded: Mardi Mumford

That the agenda be approved as circulated with the addition of 2 items in Emerging Business: Report to the Regional Council and an assessment of the Governance Document. As well the inclusion of the status of the Task Force progress on the position of Equity Officer in Business Arising. Also agreed to move the Grants Resource Team report to top of the list to accommodate Melody's schedule.

Carried

Approval of Minutes:

Moved: Mardi Mumford

Seconded: Crystal Greig

That the minutes for the Support to Communities of Faith Commission from June 29, 2020 pages 59 -63 be accepted.

Carried

Business Arising:

Equity Officer task group: This group has yet to meet due to scheduling challenges. This item will be added to the next meeting agenda

Social Justice Network: Prior to the meeting, Ernie Epp sent out the latest minutes of the Social Justice Network of the Ontario Regional Councils. Both he and Will Kunder are members of this network. Will reviewed the history of the organization. Established to connect the Ontario Conferences in the past and link various groups working on Social Justice issues with a focus on connecting with Queen's Park on provincial issues of which the church has concern. The Network has representation from Kairos, ISARC and the General Council Office.

Ernie expressed concern about the vastness of the Canadian Shield Region and wonders how to connect with like-minded groups across the region. Suggestions from the Commission members included having a direct conversation at the Regional Council meeting about what the Social Justice priorities might be, facilitating work with the North Bay Mission Cluster, using the self-assessment tool to be done by each Community of Faith, as an opportunity to engage in their mission.

Moved: Ernie Epp

Seconded: Peter Haddow

That a task group be created to develop a letter to reach out to Communities of Faith about Social Justice issues, as well to develop a timeline to launch this request.

Carried

Ernie Epp, Peter Haddow, Will Kunder with Bill Steadman (ex-officio) will start this group. Rob Smith, who will be attending the November 6,7 Regional Council planning committee meeting will also raise the need for some time on the agenda.

Chalmers – South River closing: Will Kunder reported that sadly this is moving towards completion. It was noted that Trout Creek that is also part of this Pastoral Charge is not closing. Will asked how do we support the remaining part of a Pastoral Charge? Commission heard the concern but no action taken at this meeting.

Report from Canadian Shield Regional Council Representative – The Canadian Shield Regional Council Executive met by ZOOM on September 16, 2020 to address the usual business of the Council. The Executive honoured a request from Melody Duncanson Hales to shift her work hours temporarily in response to family matters. In her place, Rob Smith will resume staff support to the Property Resource Team temporarily.

The Regional Council online Face-to-Face meeting has been scheduled to take place November 6 and 7, 2020, using the ZOOM technology. Worship, business and workshops are being planned for the two day event. Further information will be sent out as it is available. The Regional Council Office in North Bay will be downsizing effective Jan 2021, and plans are being made to facilitate this change. There was some discussion about non-financial sharing/partnering with the Shining Waters Regional Council, which is already happening to some extent. Peter Hartmans serves both Regional Councils as Executive Minister. Will Kunder expressed his appreciation to all who have been assisting with the Affirming Statement which is almost completed. A full report is expected before the end of the year. The next meeting of the Executive is scheduled for October 21, 2020.

Resource Team Updates:

- **Mission Support & Regional Council Grants Resource Team:** Melody Duncanson Hales reported that this team has put in many hours of work over this summer. The following applications were reviewed and supported by the Regional Grants Team for the Canadian Emergency Business Account (CEBA):
 - o Willowgrove UC
 - o Zion UC
 - o Trinity UC, Thunder Bay
 - o Holy Trinity UC Elliot Lake

North Bay Mission cluster was also approved for a Canadian Shield Regional Cluster Grant of \$700.00.

Moved: Crystal Greig Seconded: Ernie Epp

That the Support to Communities of Faith Commission receive the report from the Mission Support and Regional Council Grants Resource Team and approve the action taken.

Carried

In addition, the 2021 Mission Support Grant application process is now open, and the team is currently reviewing incoming applications. This process closes October 15.

The United Church of Canada Capital Assistance program has resumed and the Grants team is currently reviewing one Church Modernization application. This program supports congregations of modest means making capital improvements to church or manse buildings, or in the acquisition of technology.

Next meeting of the CSRC Grants Team is Friday, September 25 at 10:30 am.

Erasmus Madimbu thanked the team for all the hard work.

- **Youth & Young Adult Ministry Resource Team:** Melody Duncanson Hales reported that the YAYA group has not met. There was a national gathering of youth and youth leadership virtually for Rendezvous in August . Youth and youth leaders from across Canadian Shield participated.

This Saturday, Shining Waters has invited Canadian Shield Youth to participate in a Youth Retreat and Meeting with the theme of “Where are you going?”

- **Property Resource Team:**

Moved: George Bott

Seconded: Byrnn Carson

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*That the Support to Communities of Faith Commission approve the recommendation of the Property Resource team to approve the intent for Harmony UC to sell the Current River property. **Carried***

Moved: Erasmus Madimbu Seconded: Mardi Mumford

*That the Support to Communities of Faith Commission approve the recommendation of the Property Resource team to approve St Andrew's UC North Bay hiring of Prestly Demolition Inc. to begin demolition work to remove the Belfry. **Carried** (Peter Haddow abstained)*

Carried (Peter Haddow abstained)

Moved: Ernie Epp Seconded: Crystal Greig

*That the Support to Communities of Faith Commission approve the recommendation of the Property Resource team for St Andrew's UC North Bay to use the Manse fund to help with the costs of the demolition of the Belfry. **Carried** (Peter Haddow abstained)*

The Property Resource Team policy manual is now on the website.

The team has met with Porcupine UC.

Grace United Sudbury, has started construction of their church building after the fire of 2018.

- **Right Relations Resource Team:** Will Kunder reported that resources for Orange Shirt Sunday (September 27) Day are available on the Website. There is a 3 part webinar series, Wet'suwe'en Witness. October 14, 21, 28th. Links will be on the website. The team has been updated the Minutes for Right Relations and have posted the revised versions on the website.
- **Affirming Ministry Resource Team:** Peter Haddow reported that the team will be meeting on Friday September 25, 2020. Peter took part in a virtual conference "Rainbow Railroad" looking at LGBT+ refugees.
- **United in Worship Project:** George Bott reported that the on-line LLWL training program has over 60 registrants for the next module. The road trip across Highways 17 and 11 is still on hold. 31 Communities of Faith are using the resources of United for Worship. Conversations with Helen from Food Grains Canada have taken place on how to share resources. George is also working on a re-design of the website, re-connecting with service writers and seek new writers. A series "28 Days of Thanksgiving" is finished and will be used by the Philanthropy unit. An advertising campaign will be starting soon for United in Worship targeting pastoral charges without ministry personnel.

Emergent Business:

- Report to the Regional Council: Each of the resource teams have been individually asked to submit their own report. Bill Steadman will cover the rest.
- Governance Structure: Is there any parts that need to be strengthened? Covenanting with Communities of Faith is aspirational and we need to make progress in this area. Further response is welcome by the chair up to Thursday evening, September 24. Bill needs to submit to the Governance Committee a comment on the Governance Structure by Friday September 25, 2020.

Date of Next Meeting: Tuesday October 27, 2020 7:00 p.m. by Zoom

Adjournment: **Moved by Peter Haddow and agreed by all at 8:39 p.m.**

Closing Prayer: Brynn Carson closed the meeting with prayer

PASTORAL RELATIONS COMMISSION

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**Canadian Shield Regional Council
Pastoral Relations Commission Meeting**
Held by *Zoom*
September 23rd, 2020 at 1:00 p.m.

Welcome and Opening (1:00 p.m.)	After checking in with everyone in attendance, Ted Harrison offered a prayer and Nancy Ferguson offered a brief reflection how the power of our buildings. Some are still missing their church buildings and others are feeling profoundly joyful about being back in the sacred space that shapes their congregation.
Acknowledgements	Rob Smith offered an acknowledgement that we meet on First Nation Territory and a reminder of our commitment to be a safe space.
Attendance	Joy Bott, Nancy Ferguson, Joy Galloway, Karen Gooch (Secretary), Ted Harrison, Elaine Lush, Erwin Thompson, Erin Todd, John Watson (Chair), Fraser Williamson (11)
Staff Lead	Rob Smith
Regrets	Jane Graham
Agenda	Motion 2020-09-23-01 Nancy Ferguson/ Elaine Lush moved that the agenda be accepted as circulated. Carried
Minutes of Previous Meeting	Motion 2020-09-23-02 Karen Gooch/ Nancy Ferguson moved that the minutes from the June 24 th , 2020 and July 14 th , 2020 meetings of the Pastoral Relation Commission meeting be accepted as circulated. Carried
Business Arising	
Motion Reconsideration	Motion 2020-09-23-03 Nancy Ferguson/ Ted Harrison moved that Motion 2020-07-14-01 be reconsidered. Carried
	Motion 2020-09-23-04 Fraser Williamson/ Joy Galloway moved that Part 2 of Motion 2020-07-14-01 be amended as follows: ...that the Pastoral Relations Commission on behalf of the Canadian Shield Regional council approve the appointment of Laura Hutchison (DLM) to Iroquois Falls: Trinity Pastoral Charge and Matheson: St. Andrew's Pastoral Charge from July 15 th , 2020 to June 30 th , 2021 with the following terms... where the terms remain unchanged. Carried
Formal Association	The process for bringing retired ministers into formal association is still being worked on with the help of Joan Bailey. The reasons for being in formal association include maintaining license to marry, keeping a connection with the church and being able to continue performing the normal functions of ministry personnel. Retired ministry personnel are often called upon to perform baptisms or funerals. Is there a list of those not in formal association and do we set a date for an association to be formed?

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|-----------------------------------|--|
| Milestones/
Retirement Letters | Milestone letters have been sent out and the reaction was mixed. There was some positive feedback but others felt the acknowledgement of their work came too late. Perhaps there should be some follow-up around how the letters are received. |
| Support to
Ministry Personnel | An online meeting was held Tuesday September 15 th with Ministry Personnel from around the region to discuss what's coming up this fall. There was also discussion of holding a retreat at some future time when conditions allow. |

Correspondence

A letter was received from Heather Olmstead, the Treasurer for Mattawa Pastoral Charge inquiring if it would be possible to waive the supervision fees due to financial constraints caused by COVID-19. The following discussion about supervision and remuneration took place:

- The work of supervision, which is a manual requirement, continues even if worship is not happening. Should we be giving churches a break? The consensus was that this is a nominal amount and is symbol of respect for the work that supervisors do. Churches pay the CSRC and then a cheque is issued to each supervisor. It was agreed that 3rd quarter statements from CSRC should be sent out with information about the role of the supervisor. Heather Olmstead's letter has brought to our attention that there may be a need for a broader conversation about supervision and for more education about the purpose of supervision.
- The letter also highlights the fact that some churches may need more guidance about how to manage their finances during the pandemic by pointing them to programs that may be available to help. Communities of Faith should be finding a way to encourage members to donate even when services are not being held.
- Rob Smith will follow up with Rev. Rick Thorne, the supervisor of Mattawa Pastoral Charge.

New Business

- | | |
|--------------------------|--|
| Resource Team
Updates | The liaisons are doing great work. <ul style="list-style-type: none">• A Manitoulin pastoral charge going into search mode with Stewart Walker as the liaison.• Chalmers United, part of the two point South River Pastoral Charge is disbanding while the Trout Creek United wants to continue. They are looking at connecting with Zion United in Sundridge through a collaborative ministry agreement. |
|--------------------------|--|

Consensus Packet

The Consensus Packet was circulated by email before the meeting. There was a brief discussion about the status of Pam Brown, who is a student from AST that has not yet had worship training. Rob Smith will be working with her to ensure she gets the required sacrament elder training. The package contained the following motions:

1. ... that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the requests from these Communities of Faith to license these persons as sacrament elders for the pastoral year 2020/2021 from September 23rd, 2020 to June 30th, 2021:
 - Trinity Pastoral Charge, Kirkland Lake Brenda Lumsden
 - All People's Pastoral Charge, Sudbury Marlene Chuipka
 - Trinity, Capreol Pam Brown(upon successful completion of training)

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2. ... that the Pastoral Relations Commission appoint Erin Todd as the Pastoral Charge Supervisor for St. Peter's Pastoral charge, Sudbury effective October 1st, 2020.
3. ... that the Pastoral Relations Commission appoint Jan Venton as the Pastoral Charge Supervisor for Harmony Pastoral Charge, Thunder Bay effective October 1st, 2020.

Motion 020-09-23-05

Ted Harrison/ Fraser Williamson moved that each and every motion of the consensus packet be approved. **Carried**

Celebration of Ministry A Celebration of Ministry will be held using *Zoom* on Saturday November 7th, 2020 as part of the online Canadian Shield Regional Council meeting. There will not be an ordination. Along with the anniversaries and In Memoriam there are a number of retirements to celebrate including: Lillian Roberts, Cindy Desilets, Dawn Vaneyk, Randy Boyd and Will Kunder. John Watson, Joy Bott and Nancy Ferguson will work to plan the service.

- LLWL's** A discussion was held about the licensing of LLWL's:
- Currently there is a team working through the interview process with 3 LLWL's seeking relicensing.
 - There have been a number of LLWL's who have continued preaching without completing the relicensing process. It was felt that there is fiduciary obligation to inform congregations if an LLWL chooses not to relicense. Some choose not to go through the interview process if they are only preaching in their home congregations because they don't want to go through the training.
 - In reality, any lay person can preach, but they have no accountability and there is minimum requirement regarding what they will be paid if they are not on our pulpit supply list. There is currently no recourse if LLWL's are not used. Is there a problem with this?
 - Perhaps an updated pulpit supply list with a preamble about the value of a license should be sent out to congregations yearly in addition to the website posting to ensure that we have done due diligence if case there are any problems that arise with unlicensed preachers.
 - There were questions for follow-up regarding insurance and Police Record Checks (PRC). There is nothing in the LLWL policy about PRC's so some research may be needed to determine how often one is required and reporting procedures we should be using.

Next Meeting Wednesday October 28th, 2020 at 1:30 p.m.
Joy Bott will provide the opening devotion and prayer.

Other Business

COVID Protocols There was a question from an LLWL regarding what to do if Communities of Faith are not adhering to recommended health protocols during worship. It was recommended that any guest preacher should ask about what protocols are in place. If they are not comfortable with the answer, then they have every right to refuse to preach. Guest preachers should also feel free to leave the church if they feel unsafe at

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any time during the service. It was suggested that an email be sent to those on the Pulpit Supply List to inform them of their rights in this regard.

Adjournment

Rob Smith offered a prayer. The meeting adjourned at 3:02 p.m.

Next Meeting

Wednesday October 28th, 2020 at 1:30 p.m.

Zoom



EXECUTIVE COMMITTEE

MINUTES of the Executive of Canadian Shield Regional Council held on October 21, 2020 at 1:30 p.m. via Zoom.

PRESENT: Kathie Smith (Chair), Barb Nott, Joy Galloway, John Watson, Maxine McVey, Christina Stricker, Jim Jackson, Helen Smith, Stewart Walker, Judith Visser

STAFF: Peter Hartmans, Susan Whitehead

REGRETS: Dave Le Grand, Helen Smith

Kathie Smith welcomed everyone to the meeting of Executive.

Kathie honoured the traditional lands upon which we meet with the following words:

“The lands where we gather today have been places of gathering for First Nations people as they camped and travelled across the land for generations beyond our knowing. Before people arrived from across the seas, these Nations lived, loved, raised children and made a living. They lived in harmony with all that the Creator had made. As we gather today, we recognize those traditional sojourners in this land. We give thanks for them and for the lands on which we meet. We acknowledge that our history has come at a great cost to the aboriginal community and we commit ourselves to be partners in healing and reconciliation with understanding and intention.”
(Adapted – Acknowledging the Land, 2016)

Kathie then read the CSRC safe space statement:

The Canadian Shield Regional Council Executive seeks to be a safe place for all people to gather and participate in the life and work of the Regional Council regardless of age, ability, race, cultural background, sexual orientation or gender identity. In this space, all are welcome.

Peter lit the Christ candle and led Executive in Worship.

CHECK-IN

Executive took time to do a check-in with each other amid the COVID-19 pandemic.

APPROVAL OF AGENDA

MOTION by Barb Nott/Jim Jackson

2020-10-21-01

That the agenda for the meeting be approved as circulated.

CARRIED

APPROVAL OF MINUTES

MOTION by Christina Stricker/John Watson

2020-10-21-02

That the Minutes of the meeting of the Canadian Shield Regional Council Executive held on September 16, 2020 be approved as circulated. CARRIED

OMNIBUS MOTION – INCORPORATED MINISTRIES

MOTION by Peter Hartmans/John Watson

2020-10-21-03

That the Canadian Shield Regional Council (6) Executive take the following actions:

a) St. Paul's United Church Non-Profit Housing Corporation

...approve the St. Paul's United Church Non-Profit Housing Corporation 2020-2021 Board of Directors

**Lynne Curran
Laurie Forbes
H. Brian Foster
Gail Henderson
Don Macdougall
Doreen Macdougall
Bert Rowson
Ray Quinn**

...based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve BY-LAW NO. 3 as approved by the members on September 15, 2020 of the incorporated ministry known as St. Paul's United Church Non-Profit Housing Corporation.

These are based on the Board Resolutions received from the Annual General Meeting of September 15, 2020.

Additional documentation to be received from the corporation after its board meeting on October 20, 2020 afternoon as required per The United Church of Canada Incorporated Ministries Policy. LG to confirm once received.

CARRIED

REGIONAL MEETING UPDATE

Peter gave an update to Executive about the upcoming RC Meeting and shared the agenda (Appendix A). Susan shared that she emailed the network and updated the website regarding the RC Meeting.

OFFICE SPACE

Peter updated Executive about the responses received from North Bay area churches re: possible office space for the North Bay RC Office. The responses will be shared with Executive via email and will be discussed at the next Executive meeting on November 18, 2020.

FINANCIAL UPDATE AND BUDGET REVIEW

Janet came to the Executive meeting and gave an update on the proposed 2021 budget (Appendix B).

MOTION by Maxine McVey/Christina Stricker 2020-10-21-04
That the CSRC Executive receive the 2021 Budget information and
recommend it to the 2020 CSRC Meeting on November 6-7, 2020.
CARRIED

STAFFING AND FUTURE PLANNING

Staffing

Executive had a fulsome discussion about staffing, future planning, and staff sharing with Shining Waters.

The CSRC Executive will propose to the SWRC Executive that we investigate staff sharing between the two regions. Peter will report back to Executive after the discussions.

Goodbye to Will Kunder (November Exec.)

Peter shared that when Lillian retired last June, she came to the Zoom Executive meeting and we said goodbye and Susan gave her a gift in-person. Peter is suggesting that in addition to the Theological Reflection at the RC meeting, that we give a gift to give Will and invite him to the November 18th Executive meeting and give our thanks and say goodbye.

REFERRAL OF PROPOSAL “TOWARDS AN ANTI-RACIST DENOMINATION” GC 43 (CONVERSATION)

Executive had a conversation about anti-racism and suggested we have a webinar for lay and ordered members of the RC at another time other than at the RC Meeting in November.

Peter proposes that he work with Kathie on this.

REMIT 1 - AMENDMENT TO THE BASIS OF UNION

The decision was made by Executive to vote on Remit 1 in an Executive meeting instead at the 2020 CSRC Meeting (Appendix C).

MOTION by Stewart Walker/John Watson 2020-10-21-05
That the CSRC agrees to proceed with voting for Remit 1 at the CSRC
Executive meeting and that the Canadian Shield Regional Council
Executive votes in favour of Remit #1: *Amendment to the Basis of*
Union’s Article of 10.0 on Ministry Personnel.
CARRIED

GOVERNANCE DOCUMENT BY-LAW UPDATE

A sub-committee has been steadily working on the Governance Document updates and will continue to complete the changes. An updated document will be made available on the website when it is finished.

COVID-19 UPDATE

There was a CSRC Town Hall meeting on September 10th, 2020 where churches opening or not opening was the main topic of discussion.

The finance webinars have started up again and the next ones are October 28, November 25, and December 2, 2020 at 7:00 p.m.

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Executive discussed having sessions about covid at the Regional Council meeting.

NEXT MEETING DATES:

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


CLOSING

Peter closed with prayer and Kathie adjourned the meeting at 4:00 p.m.

**APPENDIX A
2020 CSRC Agenda**



CSRC Online Regional Meeting 2020
"Growing the Connections"
November 6th – 7th, 2020

	Friday, Nov. 6, 2020		Saturday, Nov. 7, 2020
6:30	Welcome Traditional Territory and Safe Space	9:00	Gathering Music (Bill's Hymn)
6:45	Worship	9:05	Welcome and Constitution of the Court, Orient to Zoom, Recognition of Traditional Territory, Safe Space, Staff Introductions, Local Arrangements
7:15	Brief into to Zoom Buttons (Susan) <i>Town Hall gathering</i> (3 breakouts) BOR #1: Introductions; How are you doing during the pandemic? BOR #2: How are you supporting the vulnerable in your community of faith, in your community, and beyond? BOR #3: Pick your own Breakout Room by choosing your or your C of Faith's passion (Rooms include: Right Relations Solidarity, Climate Justice, Poverty - Caring for the Homeless, Supporting Mental Health, Anti-Racist Solidarity, LGBTQ+ Justice, Youth Ministry, Stewardship, Growing your Spirituality, Nurturing Vulnerable Groups) Theological Reflection – Dawn Vaneyk Closing	10:00	Opening Motions Nominations - Present Nominations Slate - Motion to Approve Slate
		10:15	Presentation of the Budget - Approval of Budget Motion
		10:45	BREAK
		11:00	Affirming Presentation - Motion
		11:40	Support to C of F Commission Presentation - SJNOR
		11:55	Proposals
		12:15	Announcements and Grace
		12:15 - 1:30	BREAK (NOMINATIONS CLOSE at 12:00 p.m.)
		1:30	Gathering Music – Bill's Hymn New Business
		1:40	Workshops (3)
		2:45	BREAK after Workshops
		3:00	Courtesies and Announcements (Kathie/Barb)
		3:15	Theological Reflection (Will)
		3:30	Adjournment (Kathie)
		3:30	BREAK
		6:15	Coffee Time in Breakout Rooms
		6:55	Celebration of Ministry - Retirements - Anniversaries - In Memoriam - Preacher – Lillian - Bill's Hymn Closing/Announcements (Next face-to-face Mtg) Goodbyes
	 GROWING THE CONNECTIONS		

APPENDIX B

CSRC –Budget Notes

After 1 3/4 years of the new structure budgeting has not gotten easier. As transition had taken place and we were getting in a new operating normal COVID-19 started. Budgeting is always a best guess scenario; budgeting in a pandemic is a whole new way of thinking.

Income

The M&S Grant to the regions has been reduced. The reduction for 2021 is 49,000 or 20%. Investment income is a conservative number.

Expenses

Most expenses are self-explanatory.

Grants are what we used to call M&S Grants or Block grants. I think the grants committee is looking at a smaller number than I budgeted.

I budgeted for a face to face regional meeting next fall but....

SWRC/CSRC Shared Expenses are mainly for travel for staff that is shared between the regions. With travel not happening...

Funds

CSRC has about \$ 900,000 in funds that were transferred from the previous conferences and presbyteries for specific areas of work.

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CSRC - Draft Budget 2021

Income

National Grants		
Assessment	325,000	
M&S Grant	240,000	
Salary	99,000	
	<u> </u>	664,000
Investment Income		<u>10,000</u>

Total Income 674,000

Expenses

Archives		12,000
Committees		1,000
Executive		5,000
Finance		15,000
Grants		60,000
Legal Fees		5,000
Office Expenses		20,000
Pastoral Relations		15,000
Regional Meeting		80,000
Staff Team		
Cell Phones	3,000	
Continuing Education	5,500	
Salaries	420,000	
Travel	10,000	
Resources	2,500	
	<u> </u>	441,000

SWRC/CSRC Shared Expenses		10,000
Youth		<u>10,000</u>

674,000

Income over Expenses 0

APPENDIX C
Remit #1: *Amendment to the Basis of Union's Article of*
10.0 on Ministry Personnel

Remit 1 – Amendment to the Basis of Union's Article 10.0 on Ministry Personnel

Background:

The 43rd General Council 2019:

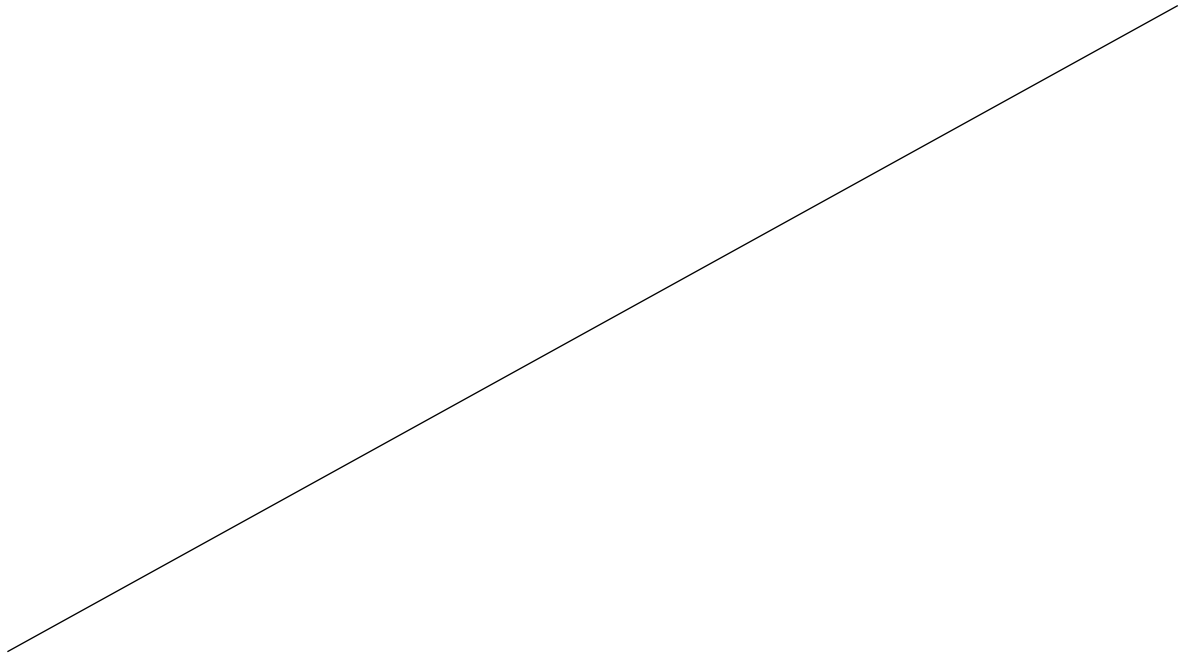
- (i) approved a change to Article 10.0 of the Basis of Union to be inclusive of persons of all gender identities; and
- (ii) authorized this Category 1 Remit to Regional Councils to test the will of the church with respect to this change.

The Question:

Does the Regional Council agree that:

- (a) the Order of Ministry be open to persons of all gender identities; and
- (b) the Basis of Union be amended to reflect this change as follows:

10.0 The Order of Ministry shall be open
to persons of all gender identities.



SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Support to Communities of Faith Commission met on October 27, 2020 via Zoom.

Agenda

Welcome, Check-in

Opening Prayer: George Bott

Acknowledgement of Territory and Safe Space

Approval of Agenda

Approval of Minutes from September 22, 2020 (pages 64 – 69)

Business Arising:

Equity Officer

Social Justice task group – letter

Covenanting of Communities of Faith

Self Assessment template

Report from Canadian Shield Regional Council Representative – replacement on executive

Resource Team Updates:

- Property Resource Team -
- Mission Support & Regional Council Grants Resource Team – Emmanuel North Bay approved.
- Right Relations Resource Team
- Affirming Ministry Resource Team
- Youth & Young Adult Ministry Resource Team
- United in Worship Project

Emergent Business:

Regional Council November 6,7, meeting presentation

Date of Next Meeting: _____

Adjournment:

Closing Prayer: Christina Stricker

Present: Peter Haddow, Bill Steadman, Crystal Greig, George Bott, Mardi Mumford, Ernie Epp Marilyn Schatzler, Bonnie Johnson, Christina Stricker, Janice Brownlee

Regrets: Brynn Carson, Erasmus Madimbu

Staff Support: Will Kunder, Melody Duncanson Hales

Welcome, Check-in

Opening Prayer: George Bott opened with prayer

Acknowledgement of Territory and Safe Space: Bill Steadman opened the meeting with the acknowledgement that we are on many various territories across Northern Ontario. He relayed his recent experience on being stopped by a information blockade on the Garden River Reserve in support of the Nova Scotia Mi'kmaq lobster fishermen. He reflected on our commitment to Right Relations even when we are inconvenienced.

Approval of Agenda:

Moved: Peter Haddow

Seconded: George Bott

That the agenda be approved as circulated.

Carried

Approval of Minutes:

Moved: Mardi Mumford

Seconded: Crystal Greig

That the minutes for the Support to Communities of Faith Commission from September 22, 2020 pages 64 to 69 be accepted.

Carried

Business Arising:

Equity Officer task group: This group met with Rev. Sharon Ballantyne from the Eastern Central Ontario Regional Council area. This region has done a lot of work around inclusion and has graciously shared their templates and their findings. Her recommendation is to start with the Regional Council meeting and has challenged the members of this task group to use a check list for observation during our November 6th and 7th meeting assessing the barriers to accessibility and inclusion. With these observations, the group could then go to the Regional Council Executive with recommendations.

Several areas of inclusion were identified to start our process: creating a safe and brave space for conversation, the need to sensitize ourselves to people with disabilities, becoming deliberately aware of all barriers. As a starting point, for on-line meetings we need to get into the practice of identifying ourselves when we speak.

Other ideas were to approach the Manitou Intentional Learning Community (MILC) to do a workshop. It might also be a topic for a workshop or presentation at the Regional Council in a future year.

Social Justice Network: Ernie Epp, Peter Haddow, ~~Bill Steadman~~ and Will Kunder will work on a presentation for to the Regional Council on Saturday November 6, 2020. Bill Steadman will incorporate the social justice network presentation into the overall presentation time (social justice part the focus).

Covenanting of Communities of Faith: This is part of our responsibility but with Covid-19 restrictions we have been challenged to work with Communities of Faith. After the annual meeting, this will be a major piece of work.

Self-Assessment template: This is part of our ongoing work. Using the template needs to be an in-person workshop.

Report from Canadian Shield Regional Council Representative: Christina Stricker reported that the Executive met on October 21, 2020. The Executive is looking at changing the office space as there are fewer staff working from the office. A review of the 2021 budget for presentation at the Regional Council was done. An update from the planning team for the annual meeting was presented.

Remit 1 which dealt with language change to the Basis of Union was passed by the Executive. Next meeting Nov. 18, 2020 at 1:30 p.m.

Christina has requested that she be replaced as our representative on the Canadian Shield Regional Council Executive. Bill Steadman thanked Christina for her time on the Executive as our rep. He asked the members of the committee to consider both the role of the representative

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and also the role of the chair of this commission which Bill will vacate in May of 2021. Bill will attend the November meeting. We will seek an ongoing member at the November meeting.

Resource Team Updates:

- **Property Resource Team** - See the report (Appendix 1)
Melody reported that the team has been working hard on several items, including supporting the congregation of St Andrew's United Church in Schreiber Ontario as they disband and set to put their building up for sale. George Bott, as their supervisor, has helped to get the water shut off and will do an inventory in the future.
The Team has also started to update the resource "Closing the Doors" to reflect the new governance model.

Moved : Bonnie Johnson Seconded: George Bott

That the Support of Communities of Faith Commission consent that St Andrew's United Church Sturgeon Fall to list their manse, property, legally known as PT LT 3 S/S John St, 4 S/S John St, 3 N/S William St, 4 N/S William St PL 11 Springer as in NB58326; West Nipissing; District of Nipissing for sale. Carried

Moved: Christina Stricker Seconded: Marilyn Schatzler

That the Support of Communities of Faith Commission consent that Chalmers United Church South River to list their church and manse property legally known as CON 2 PT LOT 5 PLAN PSR-336 PART 1 PLAN PSR-941 PART 1 PLAN PSR-1358 PART 1 and the municipal address is 129-131 Ottawa Avenue South River, be listed for sale and the Property Team of the Canadian Shield Regional Council be authorized to consider any offer and finalize the sale. Carried.

- **Mission Support & Regional Council Grants Resource Team:** (See Appendix 2)
Bill Steadman stepped out of the chair position and Janice Brownlee assumed the chair. Bonnie Johnson also recused herself from the discussion due to the fact Goulais River United had applied for mission funding.
Melody reviewed the report and mentioned that the Grants envelope has been reduced by 20% for 2021 from 2020. The request from the Five Oaks Retreat Centre was not approved as the centre did not meet the criteria as well it is not in our geographic catchment area. Melody also noted that the application from Emmanuel United Church North Bay, for a Canadian Emergency Business Account loan was approved.

Moved: Crystal Greig Seconded: Peter Haddow

That the Support of Communities of Faith Commission approve the Mission Support Grants and Outreach Project Grants for 2021. Carried (Bill Steadman & Bonnie Johnson abstained)

Bill Steadman resumed the chair with thanks to Janice, and Bonnie Johnson returned to the meeting.

- **Right Relations Resource Team:** Will Kunder reported that the 3 part series Wet'suwe'en witness, sponsored by the North Bay Mission group has been very well received. The Team is doing work for the Regional Council annual meeting. Resources have been updated and are on the website. As well a large number of members from across the region participated in a prayer session for the Nova Scotia Mi'kmaq lobster fishermen.

- **Affirming Ministry Resource Team:** Peter Haddow reported that the team is preparing for their Regional Council presentation with proposal for approval of the Vision Statement. The hope is also to set goals for the immediate year.
- **Youth & Young Adult Ministry Resource Team:** Melody reported that a meeting was held to re-connect with team members. She is working with the Nomination committee to revitalize the team membership. The team is looking on ways to support local Communities of Faith during this Covid-19 time when meeting face to face and regional activities are not possible. Also she is looking at ways to team with Shining Waters Regional Council and their youth ministry.
- **United in Worship Project :** George Bott reported that the number of memberships is slowly rising. They are working ahead with the lectionary and also looking for new writers.

Emergent Business:

Regional Council November 6,7, meeting presentation will mainly be focused on the Social Justice presentation. Bill Steadman will co-ordinate with Susan Whitehead at the office.

Date of Next Meeting: **Wednesday November 25, 2020 7:00 p.m.**

Adjournment: George Bott moved for adjournment at 8:54 p.m. **AGREED**

Closing Prayer: Christina Stricker closed the meeting with prayer.

Appendix 1

Property Resource Team report to Support to Communities of Faith Commission, October 27, 2020

Closing of St. Andrew's UC, Schreiber: It has been reported to the PRT from congregational supervisor George Bott that St. Andrew's Schreiber voted at a congregational meeting held on October 25, 2020 to disband effective November 30, 2020.

This information is received with compassion and regret, and the commitment to accompany St. Andrew's UC, Schreiber through this challenge. St. Andrew's UC, Schreiber joins Chalmers UC, South River in a similar decision. The Property Resource Team is currently updating the resource 'Closing the Doors' in light of our current governance context and recent congregational decisions. How may the Support to Communities of Faith minister to these congregations and others who are making these decisions at this time?

PRT has made the following recommendations by email poll:

St. Andrew's UC, Sturgeon Falls

Jack Page/Janet Ross: The Canadian Shield Regional Council Property Resource Team recommends to the Support to Communities of Faith Commission the consent of the St. Andrew's United Church, Sturgeon Falls, Trustees arising from their October 16, 2020 meeting to list for sale the manse property, legally known as PT LT 3 S/S John St, 4 S/S John St, 3 N/S William St, 4 N/S William St PL 11 Springer as in NB58326; West Nipissing; District of Nipissing with the following terms:

- 1) suggested list price of \$ 189,900;
- 2) with the following terms, as is;
- 3) and that all fees resulting from the sale be paid from the proceeds of the sale;

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4) and that remaining proceeds be invested in consultation with the Pastoral Charge Finance team in a manner that allows the congregation to maintain a United Church presence in the community, to continue our mission and ministry and to faithfully honour the legacy of the property left to us in this time by those saints who have gone before us. (vote concluded October 24, 2020)

Chalmers United, South River

Janet Ross/Paul McAlister: The Canadian Shield Regional Council Property Resource Team recommends to the Support to Communities of Faith Commission *the consent* of the request of the Chalmers UC, South River Trustees arising from their October 20, 2020 meeting to list for sale the church and manse property, the legal description of which is CON 2 PT LOT 5 PLAN PSR-336 PART 1 PLAN PSR-941 PART 1 PLAN PSR-1358 PART 1 and the municipal address is 129-131 Ottawa Avenue , pursuant to an agreement between the Board of Trustees of Chalmers United Church of Canada and part of the south River/Trout Creek Pastoral Charge, as vendor, and Coldwell Banker Real Estate of Sundridge, subject to CSRC approval, the terms of which are as follows:

- a. Agent Donald Folliott
- b. Commission 5 % plus H.S.T.
- c. Asking Price \$450,000
- d. Possession Date: vendor requires 30 days to vacate property
- e. Furnishings included: church furnishings and other items to be determined at the time of the sale.
- f. The sale being conditional on the approval of the Support to Communities of Faith Commission of the Canadian Shield Regional Council of the United Church of Canada
- g. A provision for a minimum of 7 business days to respond to an offer as a detail in the listing

And to dispose of the proceeds of the sale of building, property and furnishings as follows:

- a. Reimbursement of holding, maintenance and disposal costs
- b. Covering unpaid past assessments and current year assessment
- c. Repaying any congregational indebtedness
- d. With the remaining funds to be distributed as follows:
 - i. 3% for regional archival purposes
 - ii. Up to 30% of the funds as proposed in a plan of disposition by the Community of Faith and approved by the Support for Communities of Faith Commission, for the mission of the Community of Faith or the wider United Church
 - iii. 10% to a fund related to the Calls to the Church to support Indigenous Ministries both locally and in the wider church
 - iv. 10% to Mission and Service of the United Church of Canada.
 - v. Remainder of the funds designated for Canadian Shield Regional Council use. (vote concluded Oct. 23, 2020)

Appendix 2

**Canadian Shield Regional Grants Team
Digest of Actions
October 23 10 am Zoom online meeting**

Present: Diane Trollope (Chair), Bea Webb, Nancy Rouble, Gary Fisher, Susan Siszcar, Melody Duncanson Hales (CSRC Staff Support)

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2021 Mission Support Grant applications were reviewed. Full applications and supporting documents for these applications are available from Melody Duncanson-Hales.

2021 Canadian Shield RC Mission Support Grant Budget: \$48,000

2021 Mission Support Grant Requests

<i>Pastoral Charge Mission Support Grant</i>		<i>Outreach Ministry and Social Issues Projects</i>	
Goulais River UC:	5000	Camp McDougall	19000
Val D'Or SEM:	3000	Rainbow Camp:	10000
Hearst SEM:	<u>3000</u>	Daisy Chain Drop-In	6000
Total congregational:	\$11,000	<u>Five Oaks Retreat Centre</u>	<u>10000</u>
		Total outreach:	\$45,000

Total Mission Support Grant Requests, 2021: \$56,000

Grants Team Recommendations

<i>Pastoral Charge Mission Support Grant</i>		<i>Outreach Ministry and Social Issues Projects</i>	
Goulais River UC:	5000	Camp McDougall	19000
Val D'Or SEM:	3000	Rainbow Camp:	10000
Hearst SEM:	<u>3000</u>	Daisy Chain Drop-In	6000
Total congregational:	\$11,000	<u>Five Oaks Retreat Centre</u>	<u><i>not recommended at this time</i></u>
		Total outreach:	\$35,000

Budget for Canadian Shield MSG: \$48,000

total recommended requests: - 46,000

Remainder held for emergent needs: \$ 2,000

Respectfully Submitted,

Melody Duncanson Hales,

Staff Support,

Canadian Shield Regional Council Grants Resource Team

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PASTORAL RELATIONS COMMISSION

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**Canadian Shield Regional Council
Pastoral Relations Commission Meeting**
Held by *Zoom*
October 28th, 2020 at 2:00 p.m.

Welcome and Opening (2:00 p.m.)	After checking in with everyone in attendance, Joy Bott offered a short reflection about how, in this pandemic time we have been opening new doors and crossing new thresholds. It is difficult right now to know what is normal, but hopefully these new doors can lead us to a renewed relationship with the holy.
Attendance	Joy Bott, Nancy Ferguson, Joy Galloway, Karen Gooch (Secretary), Ted Harrison, Elaine Lush, Erwin Thompson, Erin Todd, John Watson (Chair), (9)
Staff Lead	Rob Smith
Regrets	Jane Graham, Fraser Williamson
Acknowledgements	John Watson offered an acknowledgement that we meet on First Nation Territory and a reminder of our commitment to be a safe space.
Agenda	Motion 2020-10-28-01 Nancy Ferguson/ Erwin Thompson moved that the agenda be accepted as circulated. Carried
Minutes of Previous Meeting	Motion 2020-10-28-02 Karen Gooch/ Elaine Lush moved that the minutes from the September 23 rd , 2020 meeting of the Pastoral Relation Commission meeting be accepted as circulated Carried
Business Arising	
Letter from Heather Olmstead	There has been no formal response to the letter from Heather Olmstead that was discussed at the September meeting. The letter requests the suspension of payments to Pastoral Charge Supervisors because of reduced revenue due to COVID-19.
Formal Association	A letter to retired Ministry Personnel regarding formal association with a Community of Faith (C of F) has not been sent yet.
Celebration of Ministry	There has been some frustration in trying to organize the Celebration of Ministry Service. It has been hard for some to let go of old traditions from the former Conferences. Organizers are hoping to find a balance so people do not feel left out.
LLWL Police Records Check	Currently the only formal system in place to track PRC's relates to Ministry Personnel, who can attest that the PRC on record is still satisfactory. It seems unfair to ask LLWL's for a new PRC every 3 years when they are relicensed. It appears as if there is no set policy across the church. There is a need to study what other regions are doing.
Pulpit Supply During COVID19	There is concern that some C of F's are not following current health protocols related to COVID-19, which should apply to worship and any church meetings. Peter Hartmans is planning on sending out a letter to inform congregations of their

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obligations to provide a safe space. If an outbreak is linked to a congregation that is not following protocols, their insurance may be invalidated. Perhaps a letter should be sent to inform LLWL's and Ministry Personnel who are providing pulpit supply that they should inquire ahead of time what protocols are in place and that they have a right to refuse to preach if they are not comfortable. They should be paid if they show up to preach and discover protocols are not being followed.

Correspondence

None

New Business

- Resource Team Updates
- Pastoral Relations Liaisons – Liaisons have been discussing how to ensure that C of F's are following health protocols.
 - LLWL Relicensing – For the time being LLWL's will have to provide a satisfactory PRC at the time of relicensing.
 - Support to Ministry Personnel – Perhaps a survey could be done to find out what kind of support is needed? In some regions, all Ministry Personnel are receiving a phone call, but this seems daunting given the size of our region. Many find that too many online meetings can be tiring. It was suggested that a short reflection time on a weekly basis may be a good idea. There is also work being done on an online lectionary-based resource for advent. Rob asked if town hall style meeting in November would be welcomed. An ad hoc committee will meet in January to come up with a ministry support plan. Nancy Ferguson and Erin Todd offered to work with Rob Smith.

Consensus Packet

The Consensus Packet was circulated by email before the meeting. The item relating to the relicensing of LLWL's was put aside for a separate motion:

1. ... as per Canadian Shield Regional Council Governance document 6.1.2 the Pastoral Relations commission appoints the following people to serve on the LLWL Resource Team: Dawn Yorke, David Giuliano, Susan Peverley, Janice Frame and Jane Graham.
2. ... that the Pastoral Relations Commission on behalf of the Canadian Shield Regional Council approve the call of F. Hati Mvundura (OM) to Willowgrove Pastoral Charge, Sault Ste. Marie, February 1st, 2021 with the following terms: full-time 40 hours per week and the following remuneration and expenses:

Community of Faith ADP Company Code	31BG
Eligible Service (in years)	13
Step/increment category	E
Is manse included	No
Minimum Full-Time Salary	\$58,461.00
Prorated Annual Salary	\$58,461.00
Additional Salary (in %)	7%
Total Salary	\$62,553.27
Phone/Communications	\$960.00
Continuing Education	\$1,474.00
Other (described below)	\$0
Other details	
Total Remuneration	\$64,987.27

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Adequate administrative assistance defined as Office staff available-30 hr/week.

3. ... that the Pastoral Relations Commission appoint the following people as Pastoral Supervisors to these pastoral charges effective immediately:
- Gordon Roberts to Chalmers South River Pastoral Charge
 - Sandra Jenkinson Trout Creek Pastoral Charge
 - Shane Judge to Broadway Thunder Bay Pastoral Charge

Motion 020-10-28-03

Joy Bott/ Joy Galloway moved that every motion (excluding the LLWL relicensing motion) of the consensus packet be approved. **Carried**

The names of those to be relicensed were added to the proposed relicensing motion along with the stipulation that approval is pending the receipt of a satisfactory PRC. There will be 3 more LLWL's to approve for relicensing at the next meeting. The region has been divided into 3 sections to make the relicensing process easier.

Motion 020-10-28-04

Elaine Lush/ Joy Bott moved that whereas the LLWL Resource Team have interviewed the following individuals and they satisfy the requirements for relicensing therefore be it resolved that the following individuals be re-licensed until June 30th, 2023, pending satisfactory Police Record Checks: Gail Cronin, Martha Cunningham-Closs, Jane Graham, Marguerite Hayes, Cindy Hebert, Margaret Hiddleston, Faye Moffatt, Brian Mundell, Nancy Mundell, Judy Sears, Dawn Yorke

Pastoral Charge Supervisors

A discussion was held about the role of Pastoral Charge Supervisors:

- What is the role of supervisors during these pandemic times?
- Pastoral care is not a requirement and there may be a need to establish clear boundaries with C of F's around this. The main role of a supervisor is to ensure that Council or Board meetings are properly run.
- Perhaps a document can be created to outline the role of a supervisor that would go to both the C of F and the supervisor so everyone is on the same page. Or would it be helpful to hold a one-time formal meeting between the C of F members and a new supervisor? Perhaps a one-time training session for all supervisors could be held?
- For congregations that are between ministry personnel or in search mode it is not required that a supervisor meet with the transition team or Pastoral Relations Liaison

Support to Communities of Faith Commission

Further discussion was held about the relationship between the PRC, the SCFC and supervisors:

- Perhaps there should be discussion on how we can work with the Support to Communities of Faith Commission (SCFC) since there may be some overlap in the work concerning supervision. Supervisors are required to do a yearly report about the C of F under their supervision and this may be the only real connection congregations have with the region. Some C of F's may be drifting, especially during these challenging times.
- Should supervisors be trying to encourage C of F's who are not actively looking for ministry personnel? This is not part of the supervisor's role however the

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situation should be noted in their yearly report. Some are happy to be on the edge of the church, but we should be trying to find ways to include them in the wider church community. What is the purpose of a C of F if they are just serving themselves?

- Helping a C of F find their vision is a big job which is outside the scope of a supervisor's role although they could help bring this issue to light. There is also a concern about how to ensure that C of F's formally covenant with the region. This is a new requirement under the recent church restructuring that has yet to be fully fleshed out and implemented. There appears to be no consequence if it is not done. While churches are entitled to find their own course, we should be trying to find a way to help them see what is possible.
- John Watson will explore a partnership with the SCFC since there is some overlap in the work around supervision. Maybe we could set up a subcommittee with members from both commissions.

Next Meeting We set the next meeting for Wednesday November 25th, 2020 at 1:15 p.m.
Elaine Lush will provide the opening devotion and prayer.

Other Business None

Adjournment John Watson offered a prayer. The meeting adjourned at 3:35 p.m.

Next Meeting Wednesday November 25th, 2020 at 1:15 p.m.

Zoom



CANADIAN SHIELD REGIONAL COUNCIL MEETING

MINUTES OF THE REGIONAL COUNCIL MEETING November 6 & 7, 2020

The meeting of Canadian Shield Regional Council took place on November 6 – November 7, 2020 via Zoom. The theme was *Growing the Connections*.

FRIDAY, NOVEMBER 6, 2020

EVENING SESSION

Chair, Kathie Smith, welcomed people to the second meeting of Canadian Shield Regional Council. She gave a brief introduction of the evening's events. Susie Henderson gave a brief introduction to the Zoom functions.

The Chair gave an acknowledgement of traditional territories and gave a safe space statement.

The Worship team led the meeting in worship.

Barbara Nott introduced the theme time. The meeting then went into a town hall gathering with break-out sessions to discuss the questions: How are you doing? How are you supporting the vulnerable in your Community of Faith, in your community and beyond? Choose your passion – mission, justice, activism.

Dawn Vaneyk gave a theological reflection to conclude the evening.

Barbara Nott thanked Dawn Vaneyk and Kathie Smith made gave some announcements.

SATURDAY, NOVEMBER 7, 2020

MORNING SESSION

Gathering Music

A pre-recorded audio version was played of Bill Steadman's theme hymn, *Growing the Connections*.

Words of Welcome, Opening of Meeting and constituting the Council

Canadian Shield Regional Council gathered via Zoom video conference to begin the annual meeting of Canadian Shield Regional Council. Kathie Smith, Chair, welcomed all those participating, introduced herself and Executive Minister, Peter Hartmans.

Susie Henderson, staff at Shining Waters Regional Council, gave an orientation to the Zoom tools being used for this meeting.

Chair Kathie Smith constituted the meeting in the name of Jesus Christ, and as the United Church gathered together, to deal with such business as should properly come before the Council.

Lisa Blais, Team Lead of the Right Relations Resource Team gave an Acknowledgement of the Land, which included a video presentation of the Thanksgiving Address of the Haudenosaunee.

Peter Haddow, Team Lead of the Affirming Ministry Resource Team gave a safe space statement.

Chair, Kathie Smith, and Barbara Nott made a number of introductions.

John Young, Executive Minister, Theological Leadership, General Council, brought greetings from the General Council office.

Barb Nott brought greetings from the meeting planning committee.

Opening motions

MOTION by Barb Nott/Christina Stricker that the following enabling motions be adopted...

- a) Roll of the Regional Council: that the roll of Roll of the Regional Council shall consist of:
 - All ministry personnel within the geographic bounds served by the Canadian Shield Regional Council (Basis of Union 6.2.1);
 - Ministers of denominations within mutual recognition agreements while under appointment or call (Basis of Union 6.2.2);
 - lay members elected by the community of Faith, respecting the balance of lay and ministry personnel where possible (Basis of Union 6.2.3);
 - additional lay members as determined by the regional council if necessary, to respect a balance of ministry personal and lay members who are not ministry personnel in the membership of the Regional Council (2019 Manual C.1.2.b)
- b) Bounds of the Regional Council Meeting: that the bounds of the Regional Council meeting for voting purposes shall be the zoom meeting ID 964 1529 6109 (Friday) and the zoom meeting ID 916 8463 6687 (Saturday) and when in session; that the Canadian Shield Regional Council hold a Celebration of Ministry Service Saturday, November 7, 2020 at 6:30 p.m. to take place on zoom meeting ID 916 8463 6687.
- c) Agenda: that the Agenda as printed and circulated be the order of business, subject to those changes that are recommended by the Agenda & Business Chairperson and approved by the Regional Council; or as recommended by the Regional Council itself.
- d) Minutes: that the Minutes of the inaugural meeting of the Canadian Shield Regional Council held May 31 – June 2, 2019 be approved as circulated.
- e) Accountability reports: that the reports as presented in the Report Packet be accepted for information.
- f) Adjournment of Sessions: that the Chair has the authority to recess the Regional Council when business, as ordered, is completed, until the next order of the day.
- g) Corresponding Members: that corresponding members shall be: official guests of the Regional Council. Their names shall be included in the Record of Proceedings. (2019 Manual C.1.4)
- h) New Business & Nominations: that any Nominations for the Regional Council and items of New Business shall be given to the Agenda & Business Committee. Nominations for the Canadian Shield Regional Council close at 6:00 p.m. Friday November 6. Nominations for current vacancies will be forwarded to the Nominations committee. New Business items, referred to Barb Nott, Agenda and Business committee, close at noon on November 7.

Procedural Motions

MOTION by Barb Nott/Christina Stricker that,

1. The procedural and prayer microphone shall be the chat box;

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2. Any handouts must be authorized by the Agenda & Business Committee;
3. The Parliamentarian shall be Lillian Roberts;
4. The Chair shall present a Proposal. The Chair will invite prayerful discernment and discussion on the wisdom of the Proposal. When the Chair discerns that the sense of the meeting is such that we are ready to hear a motion on the Proposal she/he will invite the presenter to put the motion. Once the motion has been moved and seconded, Rules of Debate and Order shall be followed;
5. At the discretion of the Chair, microphone time for each speaker will be limited to 1½ minutes per Proposal and 1½ minutes per motion with the exception of the mover (who may speak at the beginning and end of a motion).
6. Microphone time may be reduced at the discretion of the Agenda & Business Committee in 30-second increments when any item of business exceeds 20 minutes.
7. The normal voting procedure shall be a show of hands using the YES and NO icons found at the bottom of the participants panel or *9 for those on the phone. If two people are joined from the same household one person will vote with the Yes/No icons and the second will type YES or NO in the chat. Those who wish to abstain will type ABSTAIN in the chat. Where a secret ballot is required, an online poll will be provided.
8. In the case of limited time for business, items will be dealt with in the following order: Proposals to General Council, Proposals to Regional Council, Elections.

MOTION

CARRIED

Nominations

Jim Jackson, Chair of Nominations Committee, introduced the Nominations Report.

MOTION by Jim Jackson / Janice Brownlee that the Canadian Shield Regional Council approve the 2020 Nominations Report.

MOTION

CARRIED

Finance Presentation

Janice MacDonald, Finance Administrator, presented the 2021 draft Budget.

MOTION by Jim Jackson / Barb Nott that the Canadian Shield Regional Council approve the 2021 draft budget.

MOTION

CARRIED

The meeting took an all-purpose break.

Affirming Presentation

Peter Haddow, Team Lead of the Affirming Ministry Resource Team presented the proposal, Towards Becoming an Affirming Regional Council. The meeting went into break-out rooms to discuss two questions: Is there something in the Vision Statement that particularly resonates with you? Is there something in the Vision Statement that could be augmented to communicate a stronger message of inclusivity?

Support to Communities of Faith Commission Presentation

Bill Steadman and Ernie Epp highlighted some items from the Commission's report. They also spoke about the Social Justice Network of Ontario Regions (SJNOR) and introduced the survey

going out to all communities of faith in the new year. The meeting went into breakout rooms to reflect on questions that each community of faith will be asked.

Announcements and Grace

Staff were called on for announcements. Peter Hartmans offered a blessing before the lunch break.

The meeting broke for lunch.

AFTERNOON SESSION

Gathering Music

A pre-recorded audio version was played of Bill Steadman's theme hymn, *Growing the Connections*.

Affirming

MOTION by Peter Hadow / Nancy Ferguson that the Canadian Shield Regional Council approve the following *Affirming Ministry Statement*:

As an Affirming community, the Canadian Shield Regional Council welcomes, includes and supports lesbian, gay, bisexual, transgender, non-binary and two-spirited (LGBTQ+) people in all aspects of the life, work, worship and governance of the church. We believe that all people are children of God; that persons of all ages, races, abilities, theologies, gender identities and sexual orientations are part of our increasingly diverse culture; and we welcome all persons into the full life and ministry of the church.

We aspire for members of the LGBTQ+ community to find the churches and governing bodies in our Regional Council to be safe places to worship and share gifts.

An increasing number of our churches proudly march in Pride Parades each year behind banners proclaiming who we are. Many of our members are also present at community events in support of the LGBTQ+ community.

The Canadian Shield Regional Council is fully supportive of Affirm United as we strive to continue to be supportive and accepting of all with whom we are in relationship. Please visit their website www.affirmunited.ca to learn more.

Our Regional Council acknowledges that God's love is wider and more inclusive than we can imagine, let alone live out, and we commit ourselves to sharing that news with others who may have heard a quite different message about what it means to be church. Because voices of condemnation, exclusion, and hatred are loud and persistent within the church and in society, we declare that it is important to be a public witness and to be a role model for other ministries. As a Regional Council, we will work persistently, and encourage our communities of faith, to be safe, accessible, inclusive, and affirming.

MOTION

CARRIED

Workshops

The meeting then participated in a choice of workshops:

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- Discipleship of Stewardship in Pandemic Times, with Melody Duncanson-Hales
- End Times: Let's Talk About Death, with Susie Henderson
- Bookroom Presentation, with Pat Gilmore, Grand River Book store

The meeting took an all-purpose break.

Courtesies and Announcements

Chair, Kathie Smith thanked those involved in planning and presenting this Canadian Shield Regional Council meeting.

Theological Reflection and Adjournment

Will Kunder offered a theological reflection recalling the story of the creed, the commitment to live with respect in creation, and the connections that were nurtured.

Barb Nott made announcements.

John Young gave a blessing to end the afternoon.

EVENING SESSION

Celebration of Ministry Service

The Regional Council meeting concluded with a Celebration of Ministry service. Rev. Rob Smith presided. Rev. Lillian Roberts delivered the theological reflection. The service acknowledged and honoured retirees, ministers marking significant anniversaries and memorials. Kellie McComb presided for the sacrament of communion.

Closing

The Chair offered a benediction and declared the meeting adjourned.

Kathie Smith, Chair

Peter Hartmans, Executive Minister

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Appendix A

OBITUARIES

MINISTRY PERSONNEL

The Reverend Janet Schenell, February 12, 2020 - Jan served a number of pastoral charges in our regional council including Chapleau and Bruce Mines & Desbarats. We hold Jan's family and loved ones in our prayers and hold her ministry and life amongst us with deep gratitude. Jan died peacefully on February 12th 2020, ending her battle with ALS. Jan will always be remembered by her love of life and her sense of humour.

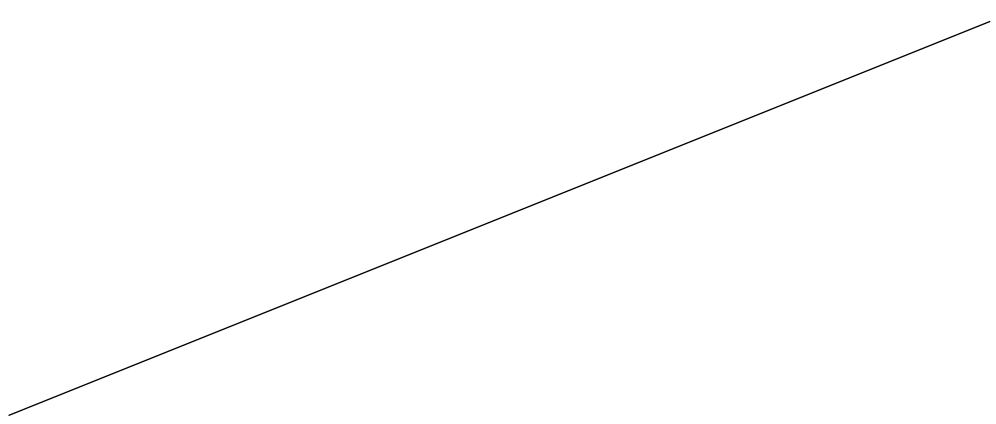
Jong Bok Kim – June 30, 2020 – Jong Bok served Omond Memorial United Church in North Bay, ON from 2013-2019, where the main Canadian Shield Regional Office is located. He was also the minister at Knox United-Callander until its closing. Jong Bok had a very interesting journey from Korea to Canada, as outlined in the Observer article written by Donna Sinclair.

LAY REPRESENTATIVES TO THE WIDER CHURCH

Anne Chaput, February 14, 2020 - The United Church was always a huge part of Anne's life. She first played piano in church at the age of ten; she taught Sunday school for many years and was church secretary at the Haileybury and Hillview United churches (formerly Spirit Dancing Presbytery in Manitou Conference). Anne was very involved in Camp Lorrain in Manitou and she sat on the board for many years. She was also involved at the conference level, being secretary to the Staff Committee for Manitou Conference.

Leone Hamilton, June 6, 2019 – Born in the farming community of Dorchester, ON, Leone went on to pursue a teaching degree. She is remembered by family, friends, teaching colleagues, former students, and members of Emmanuel United Church in Sault Ste. Marie, where she served on the pastoral visiting team. Leone had a passion for the young and the old – helping them to reach their goals.

George Harvey, July 15, 2020 – George was affectionately known as a “senior statesman” in his church work. He was active for many years at Central United Church in Sault Ste. Marie, ON, several times being Chair of Algoma Presbytery and President of London Conference in 1991.



Appendix B

**DIGEST OF ACTIONS OF THE
THE EXECUTIVE
OF THE CANADIAN SHIELD REGIONAL COUNCIL
FOR THE PERIOD June 2, 2019 to November 6, 2020**

Decisions made by the Executive June 19, 2019

1. that the date for the 2020 Canadian Shield Regional Council meeting be June 5, 6 and 7, 2020.
2. that the 2020 Canadian Shield Regional Council meeting take place in Sudbury, ON.
3. that the Executive of Canadian Shield Regional Council authorize the local arrangements committee to secure a venue for the 2020 Regional Council meeting.
4. that Canadian Shield Regional Council Executive withdraw the arrangement for shared services for finances with General Council.
5. that Canadian Shield Regional Council Executive appoint Will Kunder, Susan Whitehead, Rachael Howes, Joan Bailey, Janet MacDonald, and Jim Jackson as signing officers for the finances of the region.

Decisions made by the Executive September 17, 2019

6. that the Executive of the Canadian Shield Regional Council approve the Omnibus Motion from the General Council Office (Incorporated Ministries) re: approval of the Camp McDougall Inc. 2019-2020 Board of Directors.
7. that Executive approve the Finance Resource Team's Investment Policy, with Executive reviewing annually.

Decisions made by the Executive November 12-13, 2019

8. that the Canadian Shield Regional Council (6) Executive take the following action:
Camp McDougall Inc.
...approve the Camp McDougall Inc. 2019-2020 Board of Directors

Denise Berg Sherrill Dewar Kevin Harrison Kenny Hermiston Debbie Kirby Sharon Lane
Mary A. Laundrie Steven Mullins Nancy Rouble Cleo Walker

This is based on the draft Annual Meeting minutes of June 5, 2019, the board member approval form, contact list provided and receipt of other required documentation per the Incorporated Ministries Policy and Section C.2.13 of The Manual.

9. that the Canadian Shield Regional Council (6) Executive take the following action:

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Thunder Bay United Church Camps, Incorporated o/a Camp Duncan

...approve the Thunder Bay United Church Camps, Incorporated 2019 Board of Directors

Marissa Dunlop
Mike Dunlop
Ernie Epp
Laurie Forbes
Dave Hammond
Linda Hammond
Matsy Kenney
Bill Lynch
Dave Lyle
Don McConkey
Ross McCubbin
Bud Reith

This is based on the draft Annual Meeting minutes of January 20, 2019, the 2019 board member approval form, contact list provided and receipt of other required documentation per the Incorporated Ministries Policy and Section C.2.13 of The Manual.

10. that the CSRC Executive receive, for information, the letter from St. Andrew's United Church – Sudbury re: the CSRC nomination process.
11. there was consensus that the CSRC Executive post-pone making the decision re: Remit 1 (Basis of Union Article 10.0) vote to another meeting.
12. that the CSRC Executive receive the Harassment complaint from Emmanuel UC – North Bay for information, and under the CSRC Harassment Policy, an investigator has been assigned.
13. that the CSRC Executive receive the Executive Minister's Report, for information.
14. that the CSRC Executive recommend that the Extension Council Legacy Funds (from Algoma) be used to promote the health, joy, and excellence programming for Ministry Personnel.
15. that the name of the Extension Council Legacy Funds (from Algoma) be changed to Health, Joy, and Excellence for Ministry Personnel Fund.
16. that the Kathleen Christopher Fund (\$36,000) and the North Bay Presbytery Fund (\$3,574) be combined and now named "Preparing for Ministry Fund".
17. that the CSRC Executive accept the revisions to the Funds Transferred Report and that all funds be combined, as amended.
18. that the CSRC Executive endorse the SJNOR's covenant proposal and request that the CSRC Nominations Committee seek a second representative to fill the last position.

19. that the 2 reps to the CSRC and SWRC Ad Hoc Committee are the Chair and Chair-Elect (or their designate) for a term of 2 years.
20. there was consensus that the theme for the 2020 CSRC Meeting be "Growing the Connections".
21. that the CSRC Executive welcome Christina Stricker, from the Support to Communities of Faith Commission, and John Watson, from the Pastoral Relations Commission, to the Executive team.
22. that Jim Jackson and Paul McAllister be added to the Property Resource Team, effective immediately.
23. that Helen Smith be named the CSRC Executive Representative to the CSRC Nominations Committee.
24. that the CSRC Executive approve the response letter to St. Andrew's UC (Sudbury) re: the nominations process at the RC meeting in 2019.

Decisions made by the Executive E-Vote December 11, 2019

25. that the Canadian Shield Regional Council recognize Laura Ellen Hutchison as a Designated Lay Minister, whom the Office of Vocation has confirmed as having completed all the requirements for recognition and whom the Regional Council has confirmed as having a covenantal relationship in place with a community of faith; and that the Regional Council hold a liturgical celebration of recognition by commission on Saturday, February 8, 2020 at 11:30 am at Trinity United Church, Iroquois Falls, ON.

Decisions made by the Executive January 14, 2020

26. that the GC44 Proposal re: Faithful Ministry Personnel from Huron Shores UC be accepted, for information.
27. that the CSRC Executive receive the retirement letter from Lillian Roberts with deep appreciation and with sadness that Lillian's time will be ending with the CSRC Office.
28. that the CSRC Executive approve Lillian Roberts being seconded to the Office of Vocation for 30% of her work time to support the Candidacy Board until she retires on July 1, 2020.
29. that the CSRC Executive accept the amendments of the Finance Resource Team's changes to the CSRC Investment Policy.
30. there was consensus that Remit 1 will be attended to by the whole of the Regional Council at the 2020 RC Meeting in Sudbury.

Decisions made by the Executive February 5, 2020

31. that the Canadian Shield Regional Council Executive give Peter Hartmans permission to hire a full-time Pastoral Relations Minister for the region.

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Decisions made by the Executive March 13, 2020

No Decisions Made

Decisions made by the Executive March 25, 2020

32. that the Canadian Shield Regional Council Executive create an emergency fund of \$100,000 for Non-Performing Loans for communities of faith affected by COVID-19, with \$50,000 coming from the camping fund and \$50,000 from the general fund and that the Grants Resource Team create the parameters of receiving Non-Performing Loans of up to \$5,000, after accessing all other sources of funding.
33. there was consensus that the CSRC Executive approve of a hiring team consisting of Peter Hartmans, Will Kunder, and Jim Jackson, giving Peter permission to recruit 2 more team members that are Ministry Personnel (possibly female for gender balance).

Decisions made by the Executive April 1, 2020

34. that the Canadian Shield Regional Council (6) Executive take the following action:

b) St. Paul's United Church Non-Profit Housing Corporation

... approve the St. Paul's United Church Non-Profit Housing Corporation
2019-2020 Board of Directors

Lynne Curran
Brian Foster
Gail Henderson
Joan Keehn
Don Macdougall
Doreen Macdougall
Mary Lee Mehagan
Bert Rowson

This is based on the draft Annual General Meeting minutes of June 11, 2019, the 2019 board member approval form, the board contact list provided and receipt of other required documentation per The United Church of Canada Incorporated Ministries Policy.

35. that as priorities are being established for the Regional Council, the Regional Council Executive, the Commissions and the Resource Teams, they include the language required for Affirming Ministries, "the inclusion of people of all sexual orientations and gender identities in the life and work of the Ministry" (required by Affirm United); And that Canadian Shield Regional Council authorize the Affirming Ministry Resource Team to develop an Interim Action Plan for the first year of the Regional Council's existence, June 2019-2020, detailing how the Regional Council will live out the above commitment in the region's responsibilities and functions; And that Canadian Shield Regional Council authorize the payment of the annual Affirm United/S'affirmer Ensemble of \$100 for 2019 and 2020.

36. that the Staff Lead may approve a one-time use of restricted funds, including manse funds, up to \$25,000.00 to assist with salary and other expenses while churches are closed due to Covid-19 pandemic. Any requests over \$25,000 will be brought to the Support to Communities of Faith Commission for approval.
37. that Mardi Mumford and Janice Brownlee be appointed as members of the CSRC Nominating Committee for a three-year term.
38. that the CSRC Executive cancel the 2020 CSRC Meeting due to COVID-19 health concerns for an in-person meeting and schedule a face-to-face Regional Council meeting in 2021.
39. there was consensus that the PRM Position Hiring Committee bring the candidates' name to Executive for final approval.

Decisions made by the Executive April 16, 2020

No Decisions Made

Decisions made by the Executive May 5, 2020

40. that the Canadian Shield Regional Council (CSRC) Executive approve that the CSRC partner with the United Way Centraide North Eastern Ontario to receive funds to help seniors in North Eastern Ontario during the COVID-19 pandemic.

Decisions made by the Executive May 12, 2020

41. that the Canadian Shield Regional Council (6) Executive take the following action:
 - c) Thunder Bay United Church Camps, Incorporated o/a Camp Duncan

...approve the Thunder Bay United Church Camps, Incorporated 2020 Board of Directors

Marissa Dunlop
Mike Dunlop
Ernie Epp
Laurie Forbes
Dave Hammond
Linda Hammond
Malissa Irving
Bill Lynch
Don McConkey
Ross McCubbin
Patricia McDonald
Rich Paterson

This is based on the draft Annual Meeting minutes of January 26, 2020, the 2020 board member approval form, contact list provided and receipt of other required documentation per The United Church of Canada Incorporated Ministries Policy.

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42. that the CSRC office in Sault Ste Marie end its lease with St. Andrew's UC (Sault Ste Marie) by July 31, 2020.
43. that the CSRC Executive give Peter Hartmans permission to negotiate with Trinity UC (Thunder Bay) for Rob Smith's office space.
44. that the CSRC Executive give Peter Hartmans permission to seek proposals in North Bay for office space.
45. that the CSRC Executive request Peter Hartmans inform Omond UC (North Bay) of the intention of seeking a smaller office space, potentially by June 30, 2021.
46. that Karen Gooch be appointed the secretary of the Pastoral Relations Commission until June 1, 2021.
47. that all the "44's" be removed from the Nominations Committee election process.
48. that the person serving as Chair of the Regional Council, at the time of a General Council meeting, be automatically designated as a Commissioner to the General Council.
49. that the Regional Council designate, within the 9 remaining positions for Commissioners to GC, that:
 - d) One position be for an Indigenous representative (lay or ministry personnel);
 - e) One position be for a person self-identifying as racialized (lay or ministry personnel);
 - f) One position be for a youth/young adult (lay or ministry personnel); and,
50. that nominations for the remaining positions be distributed to maintain balanced representation between lay and ministry personnel.
51. that the CSRC Executive adopt the nominations principles and election process for the election of Commissioners to GC as proposed by the CSRC Nomination Committee.

Decisions made by the Executive May 25, 2020

52. that the CSRC Executive instruct Peter Hartmans to engage the General Secretary, Nora Sanders, in conversations about transferring Melody Duncanson Hales to the CSRC staff in a full-time capacity and to inquire when that may occur.
53. that the CSRC Executive formally thank Lillian for all her hard work in her career with the CSRC and The United Church of Canada.

Decisions made by the Executive June 25, 2020

54. that the Canadian Shield Regional Council (6) Executive take the following action:
 - a) Camp McDougall Inc.

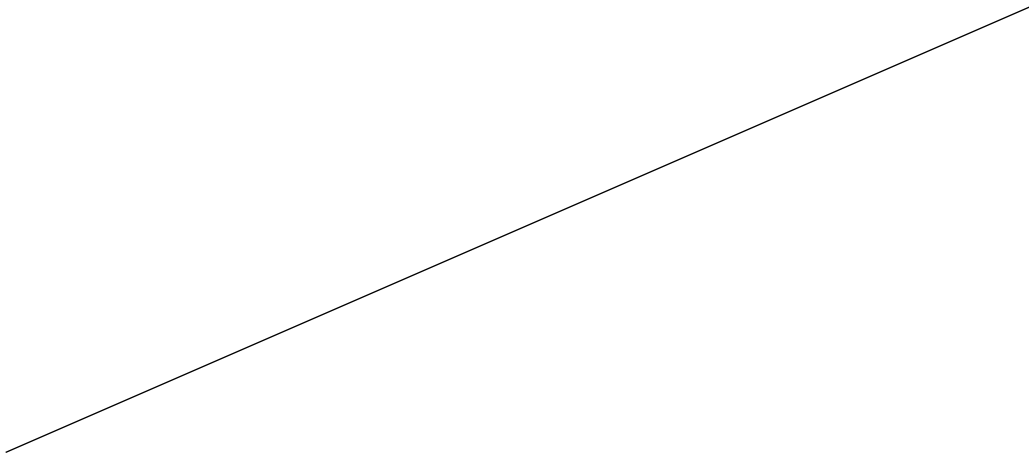
...approve the Camp McDougall Inc. 2020-2021 Board of Directors:

Denise Berg
Sherrill Dewar
Kevin Harrison
Kenny Hermiston
Debbie Kirby
Sharon Lane
Mary A. Laundrie
Rhea McAdam
Steven Mullins
Nancy Rouble
Cleo Walker

This is based on the draft Annual Meeting minutes of June 3, 2020, the 2020 board member approval form, contact list provided and receipt of other required documentation per The United Church of Canada Incorporated Ministries Policy.

55. that the CSRC Executive receive the June 24, 2020 CSRC Financial Report, for information.

Decisions made by the Executive September 26, 2020

56. that the CSRC Executive receive the correspondence GS 58 Extension to Temporary Amendment to Bylaws and the General Secretary announcement, for information.
57. 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.
58. that the CSRC Executive schedule Saturday, October 15-17, 2021 as an in-person Canadian Shield Regional Council Meeting.
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Appendix C

REGIONAL MEETING ATTENDANCE

First Name	Last Name	Status	Community of Faith
Stephen	Bell	Elected Lay Voting Member	Emmanuel UC – Sault Ste. Marie
Lisa	Blais	Designated Lay Minister	Trinity UC – North Bay
Joy	Bott	Elected Lay Voting Member	St. John’s UC – Marathon
George	Bott	Elected Lay Voting Member	St. John’s UC – Marathon
Pam	Brown	Elected Lay Voting Member	Trinity UC – Capreol
Janice	Brownlee	Elected Lay Voting Member	Trinity UC – North Bay
Sylvia	Carscadden	Ordained Minister	St. Andrew’s UC – Sudbury
Bev	Chapman	Elected Lay Voting Member	St. Andrew’s UC – Sudbury
James	Clarke	Ordained Minister	Copper Cliff UC – Sudbury
Susan	Collins Lindquist	Elected Lay Voting Member	Trinity UC – Chapleau
Robert	Cosbey	Non-Voting Guest	Trinity UC – Thunder Bay
Kathy	Dahmer	Ordained Minister	Trinity UC – Lively
Tracy	Davis	Designated Lay Minister	St. Andrew’s UC – North Bay
Shannon	Duffus	Elected Lay Voting Member	St. John’s UC – Leveck
Kimberlee	Evoy	Elected Lay Voting Member	Bar River UC – Bar River
Joyce	Fergus-Moore	Ordained Minister	Harmony UC – Thunder Bay
Nancy	Ferguson	Ordained Minister	Emmanuel UC – Sault Ste. Marie
John	Fraser	Ordained Minister	St. James in the Valley UC – Val Therese
Joy	Galloway	Elected Lay Voting Member	Covenant UC – Timmins
Carol	Germa	Elected Lay Voting Member	St. Peter’s UC – Sudbury
Jane	Graham	Elected Lay Voting Member	St. Andrew’s UC – Blind River
Georgina	Green	Elected Lay Voting Member	First-Wesley UC – Thunder Bay
Crystal	Greig	Elected Lay Voting Member	Trinity UC – Chapleau
Peter	Haddow	Elected Lay Voting Member	St. Andrew’s UC – North Bay
Ted	Harrison	Ordained Minister	Trinity UC – North Bay
Louise	Hart	Ordained Minister	First-Wesley UC – Thunder Bay
Don	Haslam	Elected Lay Voting Member	Trinity UC – North Bay
Kay	Heuer	Ordained Minister	St. Andrew’s UC – North Bay
Lori	Holotuk	Elected Lay Voting Member	St. Paul’s UC – Golden Valley
Mercedes	Hughes	Ordained Minister	Lyons Memorial UC – Gore Bay
Laura	Hutchison	Designated Lay Minister	Trinity UC – Iroquois Falls; St. Andrew’s UC – Matheson
Bob	Jackson	Ordained Minister	Powassan Pastoral Charge
Jim	Jackson	Elected Lay Voting Member	Trinity UC – Thunder Bay
Philip	Jenkins	Elected Lay Voting Member	St. Peter’s UC – Sudbury
Sandra	Jenkinson	Ordained Minister	Zion UC – Sundridge
Teresa	Jones	Ordained Minister	St. Andrew’s UC – North Bay

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James	Ko	Ordained Minister	Kapuskasing UC – Kapuskasing
Ann	Krikken	Elected Lay Voting Member	Trinity UC - Iroquois Falls
Bob	Lailey	Elected Lay Voting Member	St. Andrew's UC – Sault Ste. Marie
Dayle	Lankinen	Non-Voting Guest	Pinegrove UC – Thunder Bay
Pieter	Le Roux	Ordained Minister	St. Joseph Island Pastoral Charge
Dave	LeGrand	Ordained Minister	St. Andrew's UC – Sudbury
Mary-Alice	Lewis	Non-Voting Guest	Trinity UC – Manitoulin
Bob	MacLeod	Elected Lay Voting Member	St. Paul's UC – Temiscaming
Erasmus	Madimbu	Ordained Minister	Bruce Mines UC – Bruce Mines
Susan	Marrier	Elected Lay Voting Member	St. Paul's UC – Thunder Bay
Donna	McNally	Elected Lay Voting Member	Pinegrove UC – Rosslyn
Barbara	McPherson	Elected Lay Voting Member	Willowgrove UC – Sault Ste. Marie
Ted	McPherson	Elected Lay Voting Member	Willowgrove UC – Sault Ste. Marie
Maxine	McVey	Designated Lay Minister	Lyons Memorial UC – Gore Bay
Donna	Mese	Elected Lay Voting Member	St. Andrew's UC – Sudbury
Laurie	Millito	Ordained Minister	Central UC – Sault Ste. Marie
Heather	Mitchell	Elected Lay Voting Member	St. Stephen's on the Hill UC – Sudbury
Faye	Moffatt	Elected Lay Voting Member	Trinity UC – Capreol
Selina	Mullin	Student Minister	St. John's UC – Marathon
Mardi	Mumford	Elected Lay Voting Member	Trinity UC – Lively
Brian	Mundell	Elected Lay Voting Member	Zion UC – Thessalon
Nancy	Mundell	Non-Voting Guest	Zion UC – Thessalon
Barbara	Nott	Elected Lay Voting Member	St. Stephen's on the Hill UC – Sudbury
Eun-Joo	Park	Ordained Minister	St. Andrew's UC – Sault Ste. Marie
Susan	Peeverley	Student Minister – Ordained at Meeting	South River/Trout Creek UCs
Gordon	Roberts	Ordained Minister	North Bay
Lillian	Roberts	Ordained Minister	North Bay
	Robertson	Non-Voting Guest	Covenant UC – Timmins
Janet	Ross	Elected Lay Voting Member	Phelps UC – Redbridge
Nancy	Rouble	Elected Lay Voting Member	East Korah Maxwell UC – Sault Ste. Marie
Bill	Rowe	Elected Lay Voting Member	St. Mark's UC – Sudbury
Beverley	Rumble	Elected Lay Voting Member	Trinity UC – Kirkland Lake
Linda	Saffrey	Ordained Minister	St. Mark's UC – Sudbury
Marilyn	Schatzler	Elected Lay Voting Member	Willowgrove UC – Sault Ste. Marie
Susan	Siczkar	Elected Lay Voting Member	Harmony UC – Thunder Bay
Marian	Sloss	Elected Lay Voting Member	Trinity UC – Manitoulin
Kathie	Smith	Elected Lay Voting Member	St. Andrew's UC – Sturgeon Falls
Marilyn	Smith	Elected Lay Voting Member	Burk's Falls Katrine Pastoral Charge
Helen	Smith	Designated Lay Minister	East Korah Maxwell UC – Sault Ste. Marie
Katie	Solomon	Elected Lay Voting Member	Emmanuel UC – Sault Ste. Marie

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Catherine	Somerville	Ordained Minister	St. Andrew's UC – Sudbury
Bill	Steadman	Ordained Minister	Goulais River UC – Goulais River
Heddys	Stevenson	Elected Lay Voting Member	Central UC – Sault Ste. Marie
Christina	Stricker	Elected Lay Voting Member	Harmony UC – Thunder Bay
Diane	Tait	Student Minister	St. Andrew's UC – Massey
Erin	Todd	Ordained Minister	Grace UC – Sudbury
Lynda	Todd	Elected Lay Voting Member	Larchwood Memorial UC – Onaping Falls
Mary Jo	Tracy	Ordained Minister	Manitoulin Island
Diane	Trollope	Ordained Minister	St. Andrew's UC - Sudbury
Lori	Van Santvoort-Jensekovich	Non-Voting Guest	Thunder Bay
	Van Every	Elected Lay Voting Member	St. Andrew's UC – Meldrum Bay
Dawn	Vaneyk	Ordained Minister	St. Peter's UC – Sudbury
Cory	Vermeer-Cuthbert	Ordained Minister	Holy Trinity UC – Elliot Lake
Stewart	Walker	Ordained Minister	The United Church of Espanola – Espanola
Alison	Warner-Smith	Non-Voting Guest	St. Andrew's UC - Sudbury
John	Watson	Elected Lay Voting Member	Westminster UC – Thunder Bay
Roger	West	Elected Lay Voting Member	Holy Trinity UC – Elliot Lake
Fraser	Williamson	Ordained Minister	Loring Pastoral Charge
Dawn	Yorke	Elected Lay Voting Member	The United Church of Espanola – Espanola
Dale	Young	Ordained Minister	Porcupine UC – Porcupine
John	Young	Non-Voting Guest	St. Mark's UC - Cannifton

Appendix D

JUBILANDS

The following ministers are celebrating significant anniversaries of their entry into ministry within The United Church of Canada:

60 Years	Eduard Prinselaar (OM)
50 Years	Diane Trollope (DM)
45 Years	David Silliman (OM)
40 Years	Gordon Roberts (OM) Hugh Walker (OM) Donna Hazlett (OM)
35 Years	Paul Stemp (OM) Mark Wilson (OM) James Clarke (OM) Linda Stemp (OM)
30 Years	Joyce Fergus-Moore (OM)
25 Years	Will Kunder (OM) Cory Vermeer-Cuthbert (OM)
20 Years	Cindy Desilets (OM) Ted Harrison (OM) Melody Duncanson-Hales (OM)
15 Years	Erin Todd (OM) Kitty Miller (DLM)
10 Years	Doreen Lankshear-Smith (OM) Kathryn Dahmer (OM)
5 Years	Sandra Jenkinson (OM)

Appendix E

RETIREES



Cindy Desilets

It has been my privileged to get to study and serve in paid accountable ministry. Church has always been a major part of my life experience. But I have not always been with the United Church of Canada. I grew up in the Anglican church. In 1974, we moved to a small town in northern Ontario where there was no longer an Anglican church. I discovered Trinity United and that's where we worshiped, experienced community and I learned about the United Church of Canada. I became United-by-choice! The call to ministry had come earlier in life, but I was quite successful in ignoring it. It came again and this time it was clear enough to be unique, memorable and not to be ignored. My response was clear and ordinary. "Who me? Surely you're confused." And the rest as they say is history. I've been working in and/or studying for ministry since 1993. I was ordained in 2000. It has been my JOY to get to serve.

Randy Boyd

Originally from southern Ontario, Randy Boyd headed to northern Saskatchewan in 1980 to explore his call to ministry. After graduating from St. Andrew's College, he was settled in Atikokan in 1986 and then moved to Thunder Bay. He did some interim ministry for two years before beginning a thirty-year relationship with Trinity. While there he completed a PhD in Education where he studied the "educational value of video games." From this research he went on to develop new models of ministry mediated by technology. Randy enjoys long walks on the beach, curling up by the fireplace with a good book, and hot toddies – and, of course, the privilege of meeting and working with many people of great integrity, concern for others, and love. After all the countless sermons and Bible studies, he learned much more from them about what it means to be a true Christian than they ever did from him. He is survived by his wife Melida and son Fred. His favourite quote: "42."



Dawn Vaneyk

Well – it's been a ride! I'm a Vancouver School of Theology grad, ordained by Hamilton Conference and settled in Manitou Conference along with some very cool colleagues in 1984. I have served the Manitowaning, Tehkummah, South Baymouth Pastoral Charge and St Peter's United Church, Sudbury. That makes for a pretty short CV, but as I look back over the years, the changes within the former Manitou Conference and Sudbury Presbytery carry with them a LOT of stories. I carry with me memories of committed and wise colleagues, both clergy and lay. Ministry consumes inordinate time and energy. My family has been steadfast in their support and care. Even as Covid called out of worship leaders yet another skill set, my son and husband stepped up to share their talents as we learned video production together. I have no idea what will unfold



in retirement, but I am grateful to have journeyed with you, and I look forward to this time of renewal of spirit, body, mind and relationship.

Lillian Roberts



It seems appropriate that having been ordained by Manitou Conference in 1984, that I should journey into retirement back in northern Ontario after serving Manitou Conference and then its successor the Canadian Shield Regional Council. During my ministry I served a multi-point rural charge at Sebright-Dalrymple; a suburban congregation Trinity, Ottawa as Christian Education minister; and then Rideau Park United (Ottawa) before moving to program and administrative ministry positions with Ottawa Presbytery, then Manitou Conference and finally Canadian Shield Regional Council. I am amazingly grateful for all the gifted and faithful colleagues and lay leaders with whom I had the privilege to share in the task of being the church.

Ministry has been a door through which I have been welcomed into intimate places in people's lives. Ministry has been a door through which I have been challenged to wrestle with faithful leadership. Ministry has been a door through which I have been nurtured and mentored by others. Ministry has been a door inviting continual growth in spirit and service. Ministry has been an ever open door through which God's grace has blown.

The move into retirement calls to mind a phrase we are using presently to describe life during the pandemic – the move into the "new normal". I look forward to the new doors that will open with retirement and discovering the new normal of this time in life.

Will Kunder

After more than 16 years with Manitou Conference, and now the CSRC, it feels like a good time to step aside and provide opportunity for the Region to consider new staffing models.

When I left my work as a public education administrator to prepare for ministry in The United Church of Canada, I would never have expected to spend most of the succeeding years as a church bureaucrat!

I want you to know what an incredible honour, privilege, and gift it has been to journey with many of you – in both your personal and congregational lives – over these many years.



Your kindness and warm hospitality has been a significant blessing! Thank you.

Appendix F

**ACCOUNTABILITY REPORT
OF CANADIAN SHIELD REGIONAL COUNCIL EXECUTIVE**

It has been an eventful year to say the least with a global pandemic declared on March 11, 2020 challenging the status quo. We have also continued work around the Calls to the Church, Black Lives Matters, Intercultural and Diverse Communities, and working towards becoming an affirming Region.

With our shift from a Transition Commission to Regional Executive, our new Executive spent this past year working hard to support the work of the Region but also becoming familiar with each other and the work of the Executive within the Region while living into our new governance structure.

The Executive continues to work on decisions and policies which provide a basic structure to support the immediate and on-going work of the region and our communities of faith. The Executive continues to live into its new governance structure approved at our 2019 Regional meeting. We have been grateful for the work of our commissions, committees, resource teams, networks, clusters, communities of faith, outreach ministries, and staff.

Covid-19

The Regional Council Executive and staff shifted quickly in the spring of 2020 with the declaration of a pandemic. The Regional Council staff and Executive have worked towards supporting our communities of faith, which make up our region, with frequent Town Hall meetings for both lay and ministry personnel with a focus on addressing the daily challenges of Covid-19, from staffing, to budgets, to rental agreements. In addition, the national Church has provided many webinars supporting our many ministries through this difficult period.

We hesitate to use the word unprecedented times; our nation and church lived through a pandemic in 1918. Nevertheless, we continue to live through this challenging period supporting each other, walking together, and experimenting with new forms of electronic worship and meeting.

Practically speaking, Easter was celebrated in new ways, worship in our buildings was cancelled for many months, we delayed our Regional meeting and many communities of faith shifted to online worship and doing ministry in new and creative ways.

Confronting Racism in the Church and Society:

The Executive continues to consider and prioritize the important work of confronting racism in the Church and society. The Regional Council, the Executive, the Commissions and Committees, the Resource Teams, the Regional staff, along with many communities of faith, are actively being encouraged to discuss and work on ways to address racism in our Church and in society and work toward Right Relations.

Continuing as an Affirming Region:

Our Regional Council meeting in May 2019 supported continuing the relationship with Affirm United. The CSRC Affirming Ministry Resource Team has worked through the year preparing for our Regional Meeting and affirmation as an Affirming Region.

Staffing:

Staffing is a large component of the budget of any organization. The Executive, along with the Executive Minister, continues to develop a staffing model for our Regional Council.

2019/2020 has seen a significant shift in staffing with the Retirement of Lillian Roberts, who has served The United Church of Canada for many years. Will Kunder will also retire December 31, 2020. Both retirements mark a milestone for our Regional Council as they have served our region so faithfully. I have treasured working with both Lillian and Will and I wish them well in this new chapter in their life and ministry. I thank them for their many years of service.

In 2020, Rob Smith shifted from part-time to full-time, as he has taken on the role of Regional Pastoral Relations Minister in August of 2020. I look forward to working with Rob for many years.

Melody Duncanson-Hales, who worked part-time for the Region, has now shifted to full-time for the Canadian Shield Regional Council.

Work, Governance and Policies for the Regional Executive:

The Executive acts as the region between meetings of the Regional Council. The Executive offers oversight for the regional work on your behalf. Our governance structure is designed to support the work of the region from ministry and mission, including justice work and networks/clusters, Right Relations, and Affirming work. Our Executive has two commissions (the Pastoral Relations and the Support to Communities of Faith Commissions) which support the work of the region, along with Resource Teams (RT) like the Youth and Young Adult (YaYa) RT, the Finance RT, and the Property RT. The RTs work hard at meetings, on policy, and so many other things. We are so thankful that these volunteers take time out of their days to assist the region.

Commissions/Committees:

1. The Support to Communities of Faith Commission (SCoFC), supports the work of communities of faith - visioning, transitioning, and growth. This includes supporting communities of faith in areas such as clusters, networks, visioning, amalgamation, disbanding, and property matters.
2. The Pastoral Relations Commission (PRC) support our communities of faith by supporting ministry personnel throughout their ministry including equipping, covenanting, pastoral relationships retirement, along with supporting the important work of Pastoral Charge Supervisors. The commission also supports our LLWL (Licenced Lay Worship Leaders) training and on-going work, an important partnership for our Regional Council.
3. The Nominations Committee always works tirelessly before a regional council meeting to fill positions we require to keep the region functioning. This is a vital role within the region that we are greatly appreciative of.

Our Executive has worked tirelessly throughout the year, especially in support of our Communities of Faith and Ministry during Covid-19. They have been nimble, attentive and pro-active. I have

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been grateful for the work of our Staff team, Regional Executive, Commissions and Committees, working groups and many other volunteers. For me it is an honour to serve our Region.

In Christ,

Peter Hartmans
Executive Minister, CSRC

NOMINATIONS COMMITTEE

At the May 31 – June 1, 2019 Regional Council Meeting the Nominations Committee Mandate, Responsibilities and Membership were approved as part of the approval of the Canadian Shield Regional Council Governance Structure.

The Committee will consist of six (6) members: Two members of the Executive, The Chair Elect or the Past Chair will chair the Committee; Four members of the United Church who are from within the bounds of the Canadian Shield Regional Council.

Members of the Committee are:

Jim Jackson, *Trinity United, Thunder Bay*
Helen Smith, *East Korah Maxwell, Sault Ste. Marie*
Janice Brownlee, *Trinity United, North Bay*
Mardi Mumford, *Trinity United, Lively*

All of the Committee meetings have been held using Zoom.

The Committee met as necessary throughout the past 16 months with the following work being completed.

- ❖ By April 23, 2020 Janice Brownlee and Mardi Mumford were added to the Committee.
- ❖ The CSRC EXEC had decided not to have a Region Council Meeting in June. As a result the Nominating Committee decided to ask all those completing the one year term to which they were elected in June 2019 if they would be willing to undertake a second three year term. Most people opted to continue for a new three year term.
- ❖ Additionally Bill Steadman agreed to stay for an additional year (to June 2021) as the Chair of the Support to Communities of Faith Commission, and Karen Gooch agreed to be Secretary of the Support to Communities of Faith Commission until the 2021 annual meeting. Both Bill and Karen were placed on the Commission by decision of the Executive.
- ❖ Available positions in Canadian Shield Regional Council Structure for 2020 and beyond
 - One vacancy in the Executive
 - Two vacancies in Nominating Committee
 - No vacancies in Pastoral Relations Commission
 - No vacancies in Support to Communities of Faith Commission
 - Three vacancies in Property Resource Team
 - No Vacancies in Mission Support and Grants Resource Team
 - No Vacancies in Right Relations Resource Team
 - Two Vacancies in Affirming Ministries Resource Team
 - No Vacancies in Finance Resource Team
 - Six vacancies in Youth and Young Adult Resource Team

- ❖ **A Nominations “Best Practices” Statement** was developed.

Canadian Shield Nominations Best Practices Spring 2020

Issue: The best practice process when a person is completing their current term of appointment/election and is eligible to serve a second term.

Background:

1. The current governance document does not address whether those completing a first term are to be the first option of renewing for a second term before the position is posted for nominations.
2. In 2019 some people were intentionally asked to serve a shorter term (less than the normal 3 year term) in order to stagger the terms within the Executive and Commissions.

Considerations:

1. Wanting to honour the contribution of those who are currently serving. It was felt that failing to offer an extension to the term could be viewed as not valuing the service that a person has to offer.
2. It is also recognized that there is a certain tension in asking folks to extend their service into a second term in regards to opportunity for new leadership to be identified and to emerge. Always asking folks to renew for a second term limits the number of opportunities for new people to engage.

Best practice:

1. Those completing terms in 2020 be asked if they are willing to renew their appointment/election for another term **before** the position is posted as open for nominations.
2. The person must be willing to renew for an entire new term of 3 years. This is necessary to maintain the staggered terms that were established in 2019.
3. Only positions that are vacant by virtue of resignation, or the decision by the person to not undertake a second term will be made available in the 2020 nominations process.

- ❖ **A Nominations Process for electing Commissioners to GC 44** was developed and approved by the CSRC Executive. However, GC 43 was reconvened and a decision was made to move GC 44 to 2022. This means that **Election of our Regional Commissioners** should be voted on in a timely fashion in 2021. Possibly as early as the 2021 CSRC meeting.

Nomination Process for Commissioners to GC44

There are 9 positions available to the Canadian Shield Regional Council

Principles of nominations:

- Equitable representation lay persons and ministry personnel
- Attention to the principles of diversity as set forth by the General Council
- Importance of there being representation of the regional council executive through its serving chair

- Importance of encouraging engagement and leadership from youth

Designated Commission by Office in the Regional Council

That the person serving as chair of the regional council, at the time of the General Council 44 meeting be automatically designated as a Commissioner to the General Council 44.

This is a policy recommendation and would need approval by the regional council.

Nominations Process

Intentional Diversity Practice

Within the 8 remaining positions for commissioners to GC44 that the regional council designate:

- One position be for an Indigenous representative (lay or ministry personnel)
- One positions be for a person self-identifying as racialized (lay or ministry personnel)
- One position be for a youth/young adult (lay or ministry personnel)

Nominations for the remaining positions be distributed to maintain equal representation between lay and ministry personnel.

Nominations would be invited ***through the nominations portal of the Canadian Shield Regional Council webpage***, using the criteria and form developed by the nominations committee. The one **exception would be for the youth position**. In this instance, the Youth and Young Adult Resource Team would be asked to manage a nominations process and to bring the resulting nomination to the regional council for election.

- ❖ Call for Nominations Letter and Questionnaire will be made available on the CSRC website. The same information will be made available in a mail out.

Voting Process

Designated Position given to Chair – no vote, automatic

Three (3) designated positions for diversity – these would be on the first ballot of those nominated and elected first by the Regional Council prior to presenting the second ballot for the remaining positions.

Remaining 5 positions – would be presented after the first ballot, in a second ballot so that the regional council was aware of the lay/ministry personnel representation already elected. Voters would then be given direction as to the number of lay positions for which they are voting and the number of ministry personnel positions for which they are voting.

Nominations would be invited through the webpage “nominations portal” using the same template as nominations for 2019, but including information about category of nomination – indigenous, racialized, lay, ministry personnel. Those nominations received by the closing date posted on the webpage would be included in the report book for the regional council meeting. It would be the

understanding that the nominations committee must provide opportunity for further nominations at the regional council meeting. Forms would be available at the meeting until the end of the second business session, at which time nominations for Commissioners would be moved closed by the nominations committee. Any additional nominees would have printed material available to the council before elections.

We are looking forward to the second CSRC (virtual) meeting November 6 & 7 where we will carry out business of the Church in our region.

Peace and Blessings,
Jim Jackson, Chair
CSRC Nominations Committee

PASTORAL RELATIONS COMMISSION

The Canadian Shield is indeed blessed to have in place such a fine group of individuals, both lay and ministry personnel, who serve on our Pastoral Relations Commission. We have been supported by staff that make the work of the PR Commission timely and professional. I believe that together, both volunteer and staff, we make a good team.

The PR Commission has been meeting at least monthly and has met its goal of putting together a PR Policies and Procedure document for CSRC before this year's AGM. It was not an easy task considering the policies that existed in the many diverse presbyteries that came together to form our region. We believe we are making a new way, the CSRC way.

We have crafted a *Pulpit Supply Policy and Best Practices* document to guide communities of faith in considering options for pulpit supply. With so many communities without paid accountable leadership, we know it is not easy. It is our hope that this document will help inform decisions and bring some understanding of the tension between two overlapping areas of responsibility.

I would be remiss if I did not thank Rev. Lillian Roberts for her guidance and leadership as our Pastoral Relations Minister and wish her well in her next chapter, Retirement, the best job she will ever have.

Welcome aboard Rev. Rob Smith as our new PR Minister.

John Watson
Chair, Pastoral Relations Commission

REPORT OF PASTORAL RELATIONS ACTIVITY:

This report reflects the activity since the last Regional Council meeting in 2019.

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2019			
NAME	MINISTRY PERSONNEL	PASTORAL RELATIONS ACTION	DATE EFFECTIVE
St. Paul's, Hillview, New Liskeard	Rev. Dr. Judith Visser, OM	Change in Terms of Call (from full to ¾ time)	January 1/20
St. Joseph's Island	Rev. Pieter Le Roux, OM	full-time Call	August 1/19
St. Andrew's, Sudbury	Rev. Catherine Somerville, OM	Revision in Terms/Appt. (increased to 20 hrs/wk)	July 1/19 – June 30/21
St. Peter's, Sudbury	Rev. Dawn Vaneyk, OM	Change in PR – retirement	July 1/20
Trinity United, Thunder Bay	Rev. Randy Boyd, OM	Change in PR - retirement	May 31/20
Covenant, Timmins	Rev. Cindy Desilets, OM	Change in PR	December 31/19

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2019 (continued)			
NAME	MINISTRY PERSONNEL	PASTORAL RELATIONS ACTION	DATE EFFECTIVE
First-Wesley, Thunder Bay	Rev. Louise Hart, OM	Call	January 1/20
Harmony, Thunder Bay	Rev. Joyce Fergus-Moore, OM-Retired	part-time appointment (13.3 hrs/wk)	Sept. 1/19 – August 31, 2020
Iroquois Falls/Matheson	Laura Hutchison, Candidate Supply	½ time appointment	July 1/19 – June 30/20
2020			
St. John's, Marathon	Selina Mullin, Candidate Supply	full-time appointment	March 1/20 – Feb 28/22
Covenant, Timmins	Rev. William Jones, OM-Retired	part-time appointment (20 hrs/wk)	March /20 – Feb 28/21
Powassan-Chisholm	Elizabeth Kiff, Candidate Supply	full-time appointment	August 1/20 – July 31/21
Little Current	Paul Allard, DLM	Change in PR	June 30/20
Pinegrove, Thunder Bay	Rev. Robert Smith, OM	Change in PR	July 30/20
St. Peter's, Sudbury	Rev. Dawn Vaneyk, OM	Postponement of Retirement	from July 1/20 to Sept. 30/20
Trinity, North Bay	Lisa Blais, DLM	32 hr/wk re-appointment	July 1/20 - June 30/23
Manitowaning-Tehkummah	Rev. Martin Garnis, OM-Retired	full time re-appointment	July 1/20 - June 30/23
St. Mark's, Sudbury	Rev. Linda Saffrey, OM-Retired	½ time re-appointment	July 1/20 – June 30/23
Trinity, Capreol	Pamela Brown, Candidate Supply	½ time appointment	August 17/20 – June 30/22
St Andrew's, North Bay	Tracy Davis, DLM	full-time re-appointment	July 1/20 – June 30/23
Harmony, Thunder Bay	Rev. Mastard Sakala, OM	full-time appointment	Oct 1/20 – Sept. 30/22
Trinity, Iroquois Falls/Matheson	Laura Hutchison, DLM	½ appointment	July 15/20 – June 30/21

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COMMUNITIES OF FAITH CURRENTLY IN PASTORAL RELATIONS PROFILE/SEARCH

COMMUNITY OF FAITH	NOTES
Magnetawan	<ul style="list-style-type: none"> - pastoral relations liaison is Sandra Jenkinson - on hold for the moment
Trout Creek	<ul style="list-style-type: none"> - pastoral relations liaison is Catherine Somerville - pursuing a collaboration agreement with Zion in Sundridge
Omond, North Bay	<ul style="list-style-type: none"> - pastoral relations liaison is Sandra Jenkinson - on hold for the moment
St. Paul's, Cochrane	<ul style="list-style-type: none"> - pastoral relations liaison is Joy Galloway - on hold for the moment
Covenant, Timmins	<ul style="list-style-type: none"> - pastoral relations liaison is Nancy Ferguson - working on their profile
Sturgeon Falls	<ul style="list-style-type: none"> - pastoral relations liaison is Sandra Jenkinson - on hold for the moment
St. James in the Valley, Sudbury	<ul style="list-style-type: none"> - pastoral relations liaison is Catherine Somerville - on hold for the moment
St. Stephen's on the Hill, Sudbury	<ul style="list-style-type: none"> - pastoral relations liaison is Sylvia Carscadden - on hold for the moment
Little Current	<ul style="list-style-type: none"> - pastoral relations liaison is Stewart Walker - currently in search
Manitowaning-Tehkummah Pastoral Charge	<ul style="list-style-type: none"> - pastoral relations liaison is Stewart Walker - just beginning to write their profile
Mindemoya	<ul style="list-style-type: none"> - pastoral relations liaison is Stewart Walker - in search
Iron Bridge	<ul style="list-style-type: none"> - pastoral relations liaison is Nancy Ferguson - currently on hold
St. Paul's, Thunder Bay	<ul style="list-style-type: none"> - pastoral relations liaison is Joy Bott - in search for a full-time minister.
Trinity, Thunder Bay	<ul style="list-style-type: none"> - pastoral relations liaison is Joy Bott - searching for a full time minister
First, Wawa	<ul style="list-style-type: none"> - pastoral relations liaison is Joy Galloway - searching for a part time minister
Pinegrove, Rosslyn	<ul style="list-style-type: none"> - pastoral relations liaison is Jan Venton - in search for a half-time minister

When a community of faith is looking for a new minister, they contact the Pastoral Relations Minister, and a Pastoral Relations Liaison is assigned to guide them through the process of writing their profile, posting it on ChurchHub and searching for a new minister.

We are very grateful for those who are willing to serve in this way. The following people serve as Pastoral Relations Liaisons: Joy Bott, Karen Brophay, Sylvia Carscadden, Nancy Ferguson, Joy Galloway, Sandra Jenkinson, Catherine Somerville, Jan Venton, Stewart Walker, and Fraser Williamson.

COMMUNITIES OF FAITH WITHOUT MINISTRY PERSONNEL

COMMUNITY OF FAITH	PASTORAL CHARGE SUPERVISOR
Echo Bay Pastoral Charge	Bruce McLeish
Iron Bridge Pastoral Charge	Jane Graham
St. Paul's, Manitouwadge	Joy Bott
Willowgrove, Sault Ste. Marie	Helen Smith
First, Wawa	Eun-Joo Park
St. John's, Marathon (student)	Jim Jackson
Harmony, Thunder Bay	Jan Venton
St. Paul's, Thunder Bay	John Watson
Trinity, Thunder Bay	Louise Hart
Broadway, Thunder Bay	Sandra Hansen
Pinegrove, Rosslyn	Christina Stricker
Grace, Nipigon	John Watson
St. Andrew's, Schreiber	George Bott
Phelps, Redbridge	Ron Holotuk
Mattawa Pastoral Charge	Rick Thorne
Nipissing-Restoule Pastoral Charge	Fraser Williamson
Carmichael Pastoral Charge	Jim Sinclair
Omond Memorial, North Bay	Will Kunder
Powassan Pastoral Charge (student)	Kathleen McCallum
South River / Trout Creek	<i>vacant</i>
St. Andrew's, Sturgeon Falls	Gordon Roberts
St. Paul's, Temiscaming	Lillian Roberts
Trinity, Magnetawan	Barbara Lee
Trinity, Chapleau	Susan Lindquist
Val D'Or	Will Kunder
Grace, Hornepayne	George Bott
Trinity, Kirkland Lake	Elaine Lush
St. Paul's, Cochrane	Bryn Carson
Mount Joy, Timmins	Cyndy Desilets
Trinity, Capreol (Student)	Lynda Todd
St. James in the Valley, Val Therese	Catherine Somerville

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St. Stephen's, Chelmsford	Mardi Mumford
Little Current Pastoral Charge	Martin Garniss
Trinity Manitoulin Pastoral Charge, Mindemoya	Maxine McVey and Erwin Thompson
All People's, Sudbury	Barb Nott
St. Stephen's on the Hill, Sudbury	John Fraser
St. Peter's, Sudbury	Erin Todd

In our region we have 77 pastoral charges, 37 ministry personnel. We have 41 pastoral charges currently without ministry personnel. They are without ministry personnel because they have chosen to be lay led at this time or they are currently searching for a new minister.

A Pastoral Charge Supervisor is required for every community of faith that does not have a ministry personnel. We are very grateful for all those people who are willing to serve our church in this way. A Pastoral Charge Supervisors helps to remind our communities of faith that they are not alone that they are an important part of our United Church.

The Pastoral Relations Commission assigns a pastoral charge supervisor. A detailed job description is available from the Pastoral Relations Minister or on our website.

SACRAMENTS ELDERS APPOINTED UNTIL JUNE 30, 2021

COMMUNITY OF FAITH	<u>SACRAMENTS ELDER</u>
First, Wawa	Lorna Chuipka
St. Paul's, Manitouwadge	Sheila Dean and Gwen Denny
St. Matthews-St. Paul's, Hearst	Susan Jansson
St. Paul's, Temiscaming	Glenda Woodbury
Grace, Nipigon	Phyllis Gauvin
St. Andrew's, Coniston	Maxine Dale
Grace, Hornepayne	Jim Claveau
St. Paul's, Cochrane	Christine Mitchell-Kydd
Phelps, Redbridge	Frances Morris
Broadway, Thunder Bay	Lori Van Santvoort Jansekovich
All People's, Sudbury	Marlene Chuipka
Trinity, Kirkland	Brenda Lumsden
Trinity, Capreol	Pam Brown
Trinity, Chapleau	Susan Collins Lindquist
Trinity, Chapleau	Timothy Cecile
St. Andrew's, Sturgeon Falls	Kathie Smith

We give thanks for these people and their willingness to serve their community of faith in this way.

Sacraments Elders are licenced on a yearly basis. The community of faith is responsible for applying each year. If your sacrament elder is not listed here, their license is no longer valid. Please take the time now to renew by contacting Rob Smith, Pastoral Relations Minister.

FORMAL ASSOCIATION

All ministry personnel who are either retired or are not serving a pastoral charge are required to be in formal association with a community of faith in order to be compliant with the standards of the United Church of Canada. If you wish to continue to perform the duties of ministry like marriage in the name of the United Church you need to seek out a formal association.

The following ministry personnel are in formal association with these communities of faith:

The Rev. Mary Jo Tracy – Lyons Memorial, Gore Bay

The Rev. Maxine McVey – Lyons Memorial, Gore Bay

The Rev. Melody Duncanson-Hales – Western Manitoulin Pastoral Charge

The Rev. Robert Smith – First Wesley, Thunder Bay

The process of entering into formal association is outline in the Policy and Procedures Manual of the Pastoral Relations Commission available from our Pastoral Relations Minister or on our website.

We give thanks to our retired ministry personnel for their continued service to our church.

LICENSED LAY WORSHIP LEADERS

The Canadian Shield Regional Council is very blessed to be served by a group of very gifted Licensed Lay Worship Leaders. We are grateful for all the work that they do each and every Sunday. An LLWL is licensed by their home community of faith, however they can serve any community of faith.

We also have an excellent Licensed Lay Worship Leader Resource team who work hard to support our LLWL's. The members of the Resource Team are: Dawn Yorke, David Giuliano, Susan Peverley, Janice Frame and Jane Graham.

The resource team also helps with re-licensing. To make the relicensing process a little easier it was decided to divide the region into three areas; East (North Bay and Timmins), Central (Sault Ste. Marie and Sudbury) and West (points west from Sault Ste. Marie to Thunder Bay). We are currently working through each area one year at a time. This year we are focusing on the central region.

The Licensed Lay Worship Leader Resource Team reviewed all the re-licensing applications made on file and, at their meeting held on May 25, 2020, recommended the following schedule for relicensing:

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RELICENSING FOR REGIONAL COUNCIL CENTRAL

The following LLWLs are relicensed until December 31, 2020, and will be considered for further licensing to June 30, 2023 following interviews by Zoom that will be held in the fall of 2020.

Elaine Brummer	Gail Cronin	Martha Cunningham-Closs
Jane Graham	Marguerite Hayes	Cindy Hebert
Marg Hiddleston	Bonnie Kirk	Ross MacLeod
Brian Mundell	Nancy Mundell	Faye Moffatt
Dawn Yorke		

RELICENSING FOR REGIONAL COUNCIL WEST

The following LLWLs are relicensed for 1 Year, until June 30, 2021

George Bott	Joy Bott	Cathy Bright
Robert Cosbey	Vivian Hall	John McDonald
Marie Rinne	Nancy Rouble	Lori Van Santvoort-
Jansekovich		
Nancy Vernon	Wanda Wilding	

RELICENSING FOR REGIONAL COUNCIL EAST

The following LLWLs are relicensed for 2 years, until June 30, 2022

Karen Brophey
Rob Farris
Ron Holotuk
Linda Sarginson

Linda Clarke
Peter Haddow
Brenda McLay
John Sheridan

Don Clysdale
Elizabeth Henderson
Frances Morris
Kathie Smith

We are also very blessed to have within the boundaries of our region the Online Licensed Lay Worship Leaders training program coordinated by Joy and George Bott and directed by the Rev. Dr. Christine Jerrett. We give thanks for their ministry, not only to our region, but to our entire denomination.

Another program that originates within our region but serves our entire denomination is the United in Worship Project which provides worship resources for churches. Check out their website: <https://www.united-in-worship.ca/>

SUPPORT TO COMMUNITIES OF FAITH COMMISSION

The Commission that offers Support to Local Communities of Faith has met each month over the last 17 months since our June, 2019 meeting of the Canadian Shield Region (except for the summer months). Our work falls under a number of areas of responsibility that are reported on separately in this document. This report is to point you to those other reports and offer an understanding of the general responsibilities of the Commission. Our list of members is offered at the end of this document.

Main Responsibility of Commission

The main purpose of this commission is to offer support to local communities of faith. One of the primary responsibilities in helping congregations and communities of faith in the development of their profile and entering into a covenant with the region. We began a process of testing ways to support congregations and communities of faith in the winter of 2020, but the arrival of the restrictions due to COVID-19 meant that local communities no longer were meeting in person and so the consultation process has been put on pause to be picked up as soon as possible.

Property Resource Team

One of the main support areas is working with congregations around financial issues and property management.

The Property Resource Team, chaired by Gord Roberts, has developed a thorough Policy and Procedures Manual to guide congregations on their property management and approval processes for major capital programs. It is available on the Canadian Shield Web Page. Some highlights of that document:

- 1) Communities of Faith looking at major renovations of \$75,000 or more **should** consult the Property Resource Team for approval and guidance.

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- 2) Communities of Faith looking at renovations or capital costs of less than \$75,000 **are encouraged** to consult the Property Resource Team to help with meeting the needs of the community in such a project.
- 3) Congregations seeking amalgamation or closure are asked to develop a clear process in conjunction with the Property Resource Team and approved by the Commission. Details on these processes are in the Policy and Procedures Manual.
- 4) All details around the sale of property for whatever reason also are outlined in the Property Policies and Procedures Manual.

Mission Support & Regional Council Grants Resource Team

The Mission Support and Regional Council Grants Resource Team recommend successful applicants for Mission Funding through Mission and Service. This resource team is chaired by Diane Trollope. It also has dealt with applications from congregations seeking funding through government programs related to support of not-for-profit organizations in the midst of the Pandemic. Due to the time sensitivity of many of these applications they have met on a very regular basis (at times, weekly) in order to handle effectively the work load given to them. We appreciate their thoroughness and sensitivity in handling the issues that come before them.

Right Relations Resource Team

The Right Relations Resource Team is our main link to how we seek to live into Right Relations with our Indigenous Sisters and Brothers. In recent months the team has worked at updating some of the Right Relations Minutes for Mission developed within Manitou Conference, and have encouraged us in our responsibility to identify indigenous communities within the boundaries of our region. As a Commission we encourage all communities of faith to seek meaningful ways to develop and enhance right relations with indigenous communities within or near their pastoral area.

Affirming Ministry Resource Team

The Affirming Ministry Resource Team seeks ways to encourage the region in its intention to be an affirming body within The United Church of Canada. Peter Haddow of our Commission chairs this resource team. The Affirming Ministry Resource Team also is willing to work with groups or communities of faith seeking to enter into an affirming process. We have spent a significant time in two of our meetings looking at the mandate of the Affirming Ministry Resource Team and seeking ways that we can support this resource team in its work. We identified one way to be supportive is to make sure the issue of being an Affirming Ministry is addressed in every Community of Faith when developing a mission statement and seeking clarity in its purpose and sharing in God's mission to the community.

Youth & Young Adult Ministry Resource Team

This resource team, often identified by its shortened acronym YAYA, has played an important role in the early stages of the Canadian Shield Region, but the work of this Resource Team has been limited in the COVID-19 shut down. Face to face meetings with youth have been put on hiatus, and connecting with congregational leaders of youth has been made more challenging. Camping also was not possible in 2020, which affected camper programs at Camp McDougall. Many youth in the region did connect with the virtual Rendezvous gathering originally planned for Calgary in August, 2020. We look forward to a time when this area of our work once again will be a source of energy and excitement.

United Church in Worship Project

George Bott is a member of our Commission and with his partner Joy provides the main support to the United Church in Worship project. Our Commission has supported funding requests of this ministry, and have kept abreast of the ways that this project supports ministry and worship leadership for congregations without regular order of ministry personnel throughout the north. This ministry keeps expanding as more and more congregations are unable to procure ministry leadership, even part time. We feel honoured to be the home region of this outreach ministry.

Other Items of Note:

Equity officer

With issues of fairness in staffing and volunteer allocations becoming front and centre as a society, we discussed the need to have an equity officer in our region. A task group has been established to examine this issue, and will develop a meeting time and report to the Commission in the near future.

Social Justice Network:

Ernie Epp, a member of the Commission, is the Canadian Shield representative to the Social Justice Network of Ontario (along with Will Kunder). Ernie recently reported on that work, and raised concerns as to how we can be faithful as a region in facilitating the social justice work of the region. We agreed this was an area that needed to be addressed by the whole region, and so we have asked for time on the agenda of the Regional meeting in November. This network originally was established over 30 years ago to connect what was then all Conferences within the province of Ontario in order to have a common United Church voice to address public policy within the province of Ontario.

Members of the Commission (in alphabetical order)

George Bott, Janice Brownlee, Brynn Carson, Ernie Epp, Crystal Greig, Peter Haddow, Bonnie Johnson, Erasmus Madumbu, Mardi Mumford, Marilyn Schatzler, Bill Steadman, Christina Stricker

Secretary: Mardi Mumford

Chairperson: Bill Steadman

Representative to the Canadian Shield Executive: Christina Stricker

Program Staff Support: Melody Duncanson-Hales, Will Kunder, Rob Smith,

Technical Staff Support: Susan Whitehead

AFFIRMING MINISTRIES RESOURCE TEAM

Prior to restructuring of The United Church of Canada on January 1, 2019, Algoma Presbytery, Cambrian Presbytery, and Manitou Conference had all been designated as Affirming Ministries, by Affirm United/s'Affirmer Ensemble.

When restructuring took place, there was expectation within our constituency that the Canadian Shield Regional Council would automatically be designated an Affirming Ministry, since all of the constituent parts that formed the new regional council, had done the work and been previously recognized.

Affirm United/s'Affirmer Ensemble determined, however, that each of the new regional councils would be granted 'interim affirming status," but would need to follow steps in order to attain full affirming accreditation.

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At the 2019 Inaugural Regional Council Meeting (Sault Ste. Marie), the court authorized the Affirming Ministry Resource Team to do the work necessary for affirming ministry designation to be achieved.

In 2020, the resource team met with representatives from Affirm United to discuss their requirements. The key item was to develop a new "Affirming Ministry Statement," intended to guide the life of our regional council.

Each governance entity within our regional council was asked to respond to the following:

1. As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?

2. What might we be doing to demonstrate our commitment to the affirming process in the year ahead?

Feedback guided the Affirming Ministry Resource Team in crafting the draft "Affirming Ministry Statement" for consideration at this general meeting.

Of note, the Pastoral Relations Commission took steps to amend their handbook to explicitly assert that all persons are welcome into the full life and ministry of the church.

Below is the draft "Affirming Ministry Statement" the Affirming RT hopes to be approved:

As an Affirming community, the Canadian Shield Regional Council welcomes and supports lesbian, gay, bisexual, transgender, and two-spirited (LGBTQ+) people in all aspects of the life, work, worship and governance of the church. We believe that all people are children of God; that persons of all ages, races, abilities, and sexual orientations are part of our increasingly diverse culture; and we welcome all persons into the full life and ministry of the church.

We aspire for members of the LGBTQ+ community to find the churches and governing bodies in our Regional Council to be safe places to worship and share gifts.

An increasing number of our churches proudly march in Pride Parades each year behind banners proclaiming who we are. Many of our members are also present at community events in support of the LGBTQ+ community.

The Canadian Shield Regional Council is fully supportive of Affirm United as we strive to continue to be supportive and accepting of all with whom we are in relationship. Please visit their website www.affirmunited.ca to learn more.

Our Regional Council acknowledges that God's love is wider and more inclusive than we can imagine, let alone live out, and we commit ourselves to sharing that news with others who may have heard a quite different message about what it means to be church. Because voices of condemnation, exclusion, and hatred are loud and persistent within the church and in society, we declare that it is important to be a public witness and to be a role model for other ministries. As a Regional Council, we will work persistently, and encourage our communities of faith, to be safe, accessible, inclusive, and affirming. Peter Haddow, Team Lead, CSRC Affirming Resource Team

MISSION GRANTS RESOURCE TEAM

Team Members: Gary Fischer; Nancy Rouble; Susan Siczkar; Diane Trollope – chair; Bea Webb – sec't; Rev Melody Duncanson Hales - Staff Resource

This Team is a cracker jack Team. Signing up for possibly six meetings turned into an emergent time of COVID 19 and began meeting weekly till the summer. Melody has been more than present and on top of the ever-changing rules and we are most grateful for her time and energy. This Team is a privilege to work with. A dynamic Team alert, ready and willing.

Thank you, Team!!

That being said our work covered a range of applications from uncomplicated requests to CEBA Loans to recommend, or approve, and send on. We are hoping a time will come to be again looking at Camping requests for children and youth programs like Rendez Vous, they may have met in new ways, but face to face is the best way to be together. Again, thanks to our Staff Resource... Melody for her time, and hard work with us and across this Regional Council.

Respectfully Submitted by,
Diane Trollope
CSRC Mission Grants Team – Chair

**The following applications were reviewed and supported by the regional Grants Team:
2020 Mission Support Grant Awards: (approved at Regional Council Support to
Communities of Faith Commission):**

Mission Support Grants, funded by generosity to the Mission and Service of the United Church of Canada, are administered and awarded within each region to offer support to communities of faith and outreach ministries of the United Church. The Canadian Shield Regional Grants Team develops contextual criteria, invites applications, reviews information and offers award recommendations to the Support to Community of Faith Commission.

2020 Canadian Shield RC Mission Support Grant Budget: \$60,000

Pastoral Charge Mission Support Grant Projects

Goulais River UC:	6,000
Val D'Or SEM:	3,000
Hearst SEM:	3,000
<u>Total congregational:</u>	<u>\$12,000</u>

this time

Outreach Ministry and Social Issues

Camp McDougall	20,000
Rainbow Camp:	17,500
Daisy Chain Drop-In	4,500
<u>Grand River Bookstore</u>	<u>not recommended at</u>
Total outreach:	\$42,000

Budget for Canadian Shield MSG:	\$60,000
total recommended requests:	<u>- 54,000</u>
Remainder held for emergent needs:	\$ 6,000

United Church of Canada Capital Assistance Programs

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The purpose of the Capital Assistance Fund is to provide financial assistance for the renewal and development of congregations, camps, education centres, community ministries, and chaplaincies. Assistance is available in the form of loans and targeted grants for eligible pastoral charges/congregations and other ministries that would otherwise be unable to undertake or complete these projects. These programs include Technology Support Grants, Church and Manse Modernization Grants, and Capital Assistance Loans. Since temporarily freezing funding due to pandemic restrictions, The United Church of Canada Capital Assistance programs have resumed and the Grants team is currently reviewing applications and recommends awards from The United Church of Canada

Capital Assistance Loan awarded to Trinity UC, Manitoulin
(\$25,000 in support of accessibility project)

Church Modernization Grant awarded to Trinity UC, Manitoulin
(\$5,000 matching grant in support of accessibility project)

Church Modernization Grant awarded to Restoule UC, Nipissing PC, Restoule ON
(\$5,000 matching grant in support of roof repair)

Pending: St. Paul's UC, Temiskaming QC (roof repair)

Pandemic Emergency Funding

United Church of Canada Pandemic Bridging Loan: *This is a short-term emergency loan program for congregations during the pandemic. Loans of up to \$10,000 are available to communities of faith that need a short-term top-up after they have accessed the government programs available or are transitioning out of the government benefits. Grants Team reviews applications and recommends awards from The United Church of Canada.*

Trinity UC, Thunder Bay
Espanola UC, Espanola

Canadian Emergency Business Account

This \$55 billion federal program provides interest-free loans of up to \$40,000 to small businesses and not-for-profits. Repaying the balance of the loan on or before December 31, 2022 will result in loan forgiveness of 25 percent (up to \$10,000). Grants Team reviews and supports requests to pursue these federal loans. Holy Trinity UC, Elliot Lake

Trinity UC, Thunder Bay
Willowgrove UC, Sault Ste Marie
Zion United Church, Thessalon
Emmanuel UC, North Bay

Canadian Shield Regional Council Grants

A variety of modest grants to support faith communities and individuals in mission, outreach, faith formation, lay leadership development, youth and camping ministries, continuing education and support to networks and clusters are available to members of the Canadian Shield region. The Grants Team sets criteria for these programs, reviews requests and awards funds. If you have a project, a ministry, an event, or continuing education goal that could use financial support, please contact Melody Duncanson Hales, staff support to the Grants Team.

2020 Networks and Clusters grants awarded to the North Bay Mission Cluster to support programming in anti-racism education, climate care activism, mental health and wellness, and local mission outreach. (total awarded: \$2140)

2020 Camping Ministries grant awarded to Camp Duncan in support of administration costs (\$1000)

Respectfully submitted by Melody Duncanson Hales, staff support to the Canadian Shield Regional Council Grants Team.

PROPERTY RESOURCE TEAM

The Property Resource Team was constituted at our first regional meeting in June of 2019.

Our members are:

Rev. Gordon Roberts (Chair)
Janet Ross (Secretary)
Jack Page (North Bay)
Stuart Taggart (North Bay)
Rev. Rob Smith (Staff Lead)
Rev. Melody Duncanson-Hales (Staff Resource)
Paul McAlister (Thunder Bay)
Jim Jackson (Thunder Bay)
Rev. Dale Young (Porcupine)

In our first year we began our work on the policy framework for our Team's work within the overall mandate for the Support to Communities of Faith Commission for our Regional Council.

We have made considerable progress in this area this year. Thank you to Rob, Paul and Jim for taking the lead on this work. We have created a new Policy and Procedures Manual and it is posted on the CSRC website or it can be obtained from the regional office.

Like all of us, we have had to deal with the impact of the COVID-19 lockdown and the wonderful world of Zoom. Thank you to Sue Whitehead, (CSRC Executive Assistant) for helping us to see our way through this new world.

We have also had to find ways to get beyond "how we used to do things" to "how are we going to work together/be together" going forward. This remains an ongoing area of work for us.

Among the projects that we have been called on for comments/recommendations to the Commission have been:

Trinity (Manitoulin Island)	Elevator Install & Upgrades Recommended Approval (COVID-19 deferred work)
Central (Sault Ste. Marie) Grace (Sudbury) Kapuskwasing time	Extensive Structural Repairs, looking for financing After Fire, Recommended Approval to rebuild church Inquired regarding the sale of their Manse, no PRT action at this time
Trinity (North Bay)	Manse Fund use Recommended Approval with pay back, for building restoration
St. Andrew's (North Bay)	Need to Restore Structure to a useable State, We Recommended Approval for part one of a three part project to repair their belfry. We also Recommended Approval for the use of their Manse Fund to partially fund the project.

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Harmony (Thunder Bay)

Sale of Surplus Property Resulting from an Amalgamation,
Recommended Approval

As we move towards 2021, we are aware that the proposed disbanding of Chalmer's Church in South River, and the possible sale of the Manse at Sturgeon Falls are likely to be on our agenda.

Please let us know how we can be supportive of your ongoing work and projects.

The Transition Executive set \$75,000.00 as the distinction point between projects that can be approved by the Lead staff to the PRT (for those costing less than \$75,000) and for those costing more than \$75,000 requiring the approval of the Commission.

As the work and life of the Region continue to evolve we congratulate Rob Smith in his new role as Pastoral Relations Minister for the Region.

Let's work together as partners in this important area of work.

Rev. Gordon Roberts, Chair
(on behalf of the Property Resource Team)

RIGHT RELATIONS RESOURCE TEAM

The *Canadian Shield Regional Council's Right Relation Resource Team* (RRRT) was created following the 2018 General Meeting. The *RRRT* carries on the work initiated by the *Living into Right Relations Home Group* and other reconciliation efforts initiated by groups from across our region.

The purpose of the *Right Relations Resource team* is to develop, support and nurture just and respectful relationships between Indigenous and non-Indigenous peoples.

To achieve this, we endeavour to do the following:

- Actively seek out ways to advocate and support the work of reconciliation throughout our region.
- Educate re: *The Truth and Reconciliation Commission* "Calls to Action" and *the United Nations Declaration on the Rights of Indigenous Peoples* and suggest ways to respond concretely.
- Share truth and endeavour to increase cultural competency about things such as: Canada's and the church's role in the colonization of Indigenous Peoples; generational impacts of residential schools; systemic racism; restoration of language, culture, spirituality and treaties.
- Encourage the church's presence where and when Indigenous Peoples are seeking justice, celebrating, remembering, mourning, learning, protesting, rallying, praying...and show up!
- Research and share appropriate resources to build capacity, encourage local leadership development, and empower and equip the church to do this work

Key projects that support this work since 2019 include:

- Support for Indigenous Efforts
 - Encouraged letter writing regarding the ongoing dispute between the Wet'suwe'ten and Coastal GasLink Pipeline relating to traditional territory as well as Covid-19 health and safety concerns.
 - Encouraged letter writing and petition signing in support of Bill C-262 (which, sadly, did not go through) and UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples)
 - Promoted events and social justice action efforts such as: Have a Heart Day, Orange Shirt Day, Sisters in Spirit Vigils and Indigenous Day of Prayer
- Minute for Right Relations – a series of brief informative articles intended to support Right Relations work across our region that can be read during worship, meetings, study groups or for personal reflection.
- Encouraged attendance at Indigenous-led events – Provided information to the Conference about events such as pow wows, Sisters in Spirit, Orange Shirt Day, commemorations of those who attended the IRS, etc.
- Assisted in populating the Regional Council website material for Right Relations
- Provided funding for the Thunder Bay Cluster to host the Kairos Blanket Exercise

The members of the team are: Lisa Blais (Team Lead), Maxine McVey, Carol Germa, Janie Clayton, Susan Lindquist, Paul Allard (resigned May 2020) Isabella Barbeiro, Brian Mundell, Bob Lailey, Sylvia Carscadden, Tom Fisher, Will Kunder (Staff Resource).

ATLANTIC SCHOOL OF THEOLOGY

Report to the Regions
Spring 2020

Academic year 2019-20 has been a year unlike any other. Atlantic School of Theology posted a banner enrollment, with 183 students. This is our highest enrollment in many, many years. And of course, we finished the year with a pandemic, scrambling to shift all courses to the online environment, and ensuring that those who have worked so hard to graduate would be able to receive their degrees and diplomas, even without an in-person Convocation. With considerable faith, resourcefulness, and inspiration, our students, staff, and faculty rallied. It has been stressful, but we have done it together. We are so grateful to our church partners – you! – for your faithful support.

We have students from every Canadian province and a few in the USA as well. Our expanding Summer Distance MDiv program allows students to “earn while they learn,” serving in a local church part-time and studying part-time over five years. Interest in the Master of Arts (Theology and Religious Studies) program is growing, especially among ministers who already have the MDiv degree.

In the past year, our Continuing Education offerings have also expanded, including on-campus and online offerings. An innovative Preaching Masterclass, workshops on Eldercare and Parish Nursing, an online program on Feminist Spirituality, an on-campus program on Indigenous Spirituality, and a drumming and song circle were among the many opportunities for lifelong

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learning for lay and clergy folks. Several of our for-credit graduate courses are also open to Continuing Education participants.

As the academic year draws to a close, we are saying a fond and grateful farewell to Dr. Joan Campbell, CSM, who has taught at AST since 2005. We will miss her dedication, scholarship, good humour, and excellent teaching. Sister Joan is returning to PEI to live.

Looking ahead, our popular Summer term will be fully online in 2020, and planning is underway for the fall. AST will face a significant shortfall in revenues (due to the closure of our residence for at least one term, among other financial pressures), but we will weather the storm.

AST exists to serve our churches and our society. Please let us know how we can serve you. Inquiries about programs of study and about Pine Hill Divinity Hall's generous financial support for students are always welcome.

Respectfully submitted,
Rev. Dr. Rob Fennell
Academic Dean

CANADIAN COUNCIL OF CHURCHES

May the peace of Christ be with you all!

When Jesus knew His hour was near (John 17:1), He prayed God would glorify Him and grant eternal life. As His prayer reached its conclusion, He offered to God words that continue to inspire the ecumenical movement:

I ask not only on behalf of these, but also on behalf of those who will believe in me through their word, that they may all be one. (John 17:20, 21, NRSV)

We are joyful heirs to the unity proclaimed by our Saviour in these words, and we are also called to be one in Christ and show that unity to the world.

For 75 years, The Canadian Council of Churches has sought to embody this call and live out its truth. In the pages of this annual report, you will read about how we as the Council have marked our 75 years of "growing up together".

This is also a time to look forward. What will the Council contribute to our churches, and how will our churches persevere in this journey together?

Our recent history has shown that it is in the context of forum that we gather as churches in the richest sense—with distinct voices yet encountering one another as equals—and that we offer deep, theologically guided reflection and common action. When convergence does emerge, it conveys a compelling credibility to society. We have done just that on many issues, including genetic patenting; nuclear weapons; religious pluralism, and peace and justice. Most recently, we have had the opportunity to speak in friendship and partnership with over 80 religious leaders

across Canada, through an interfaith and ecumenical letter on the COVID-19 pandemic entitled *Hope, Gratitude and Solidarity: A Message to Canadians from Religious Leaders in Canada in Response to the COVID-19 Pandemic*.

Working together for 75 years together is a joyous accomplishment. And we are not going away any time soon. I cherish all the friendships we have cultivated with one another in our time together. And I pray that in the years ahead we will continue to share a common witness to the grace of Christ in our communities and the world.

The Rev. Stephen Kendall President
The Canadian Council of Churches

EMMANUEL COLLEGE

Report to the Regions
Fall 2020

Pandemic Response

The Emmanuel College community has been responsive and resilient as Victoria University in the University of Toronto responds to public health concerns. With a few exceptions in the winter term, Emmanuel College courses are online this year. Internal and external events on Victoria University's campus are on hold, at least until December. Other events—such as the Christian Left Conference this summer—have shifted to online formats. Faculty have transitioned from emergency remote delivery to online pedagogies with the guidance of our new Instructional Design professor, Dr. Matthew Dougherty. The content of our courses has adapted as well, with Dr. Pamela McCarroll's new online "Pandemic Spiritual Care" summer course for students needing a curricular substitute for canceled CPE units. The Emmanuel College Library began offering curbside pickup service on September 14. Spiritual care practices, including Wednesday Chapel, are offered Monday through Thursday. Our new Spiritual and Community Life Program Manager, Dr. Sam Cavanagh, can help members of the wider community to connect. We hope you will join us!

Full Tuition Grants

The John W. Billes Grant provides 100% tuition support to all full-time domestic students registered in the Master of Divinity (MDiv) program and who are in The United Church of Canada Candidacy Pathway. The application deadline is April 30, 2021. For more information, contact Andrew Aitchison (andrew.aitchison@utoronto.ca).

Annual Fund Priority

This year's Annual Fund donations will be allocated toward emergency support for students facing financial hardship due to the pandemic. International students have been particularly vulnerable. We appreciate your generosity and support.

ATS Reaccreditation

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Emmanuel College is preparing to submit our self-study report for reaccreditation by the Association of Theological Schools by the end of this academic year. Under the steady leadership of Dr. Nevin Reda, we are on pace to have draft completed by the end of 2020 so that we can receive feedback from a variety of constituencies. The self-study site visit is scheduled to take place September 27-30, 2021.

EC Connects

Over the summer, we launched a new digital platform, EC Connects. Alumni and other community members receive it via e-mail around the 21st of each month. EC Connects contains stories from “within the walls” of the College, from “outside the walls,” thought pieces, opportunities to connect for events and continuing education, and the like. For our stories from “outside the walls,” we are currently featuring one of the 2020 alumni service award winners each month. If you have a story idea for EC Connects, please share your idea with Shawn Kazubowski-Houston, Centre for Religion and Its Contexts

Friends of the College are welcome to propose and co-sponsor lectures, workshops, speakers, or continuing education through the Centre for Religion and Its Contexts. Contact Shawn Kazubowski-Houston for an application (shawn.houston@utoronto.ca). Stay tuned in EC Connects for this year’s programming, and if you haven’t followed us yet on social media, please do:

FACEBOOK @EmmanuelCollegeofVic
TWITTER @EmmanuelColleg2
INSTAGRAM emmanuelcollegetoronto

Blessings in Christ,
Rev. Dr. Michelle Voss Roberts
Principal and Professor of Theology

2021 CSRC BUDGET

CSRC 2021 Budget Notes

After 1 3/4 years of the new structure budgeting has not gotten easier. As transition had taken place and we were getting in a new operating normal COVID-19 started. Budgeting is always a best guess scenario; budgeting in a pandemic is a whole new way of thinking.

Income

The M&S Grant to the regions has been reduced. The reduction for 2021 is \$49,000 or 20%. Investment income is a conservative number.

Expenses

Most expenses are self-explanatory.

Grants are what we used to call M&S Grants or Block grants. I think the grants committee is looking at a smaller number than I budgeted.

I budgeted for a face to face regional meeting next fall but....

SWRC/CSRC Shared Expenses are mainly for travel for staff that is shared between the regions. With travel not happening.

Funds

CSRC has about \$ 900,000 in funds that were transferred from the previous conferences and presbyteries for specific areas of work.

CSRC - Draft Budget 2021

Income

National Grants		
Assessment	325,000	
M&S Grant	240,000	
Salary	99,000	
		664,000
Investment Income		10,000
Total Income		674,000

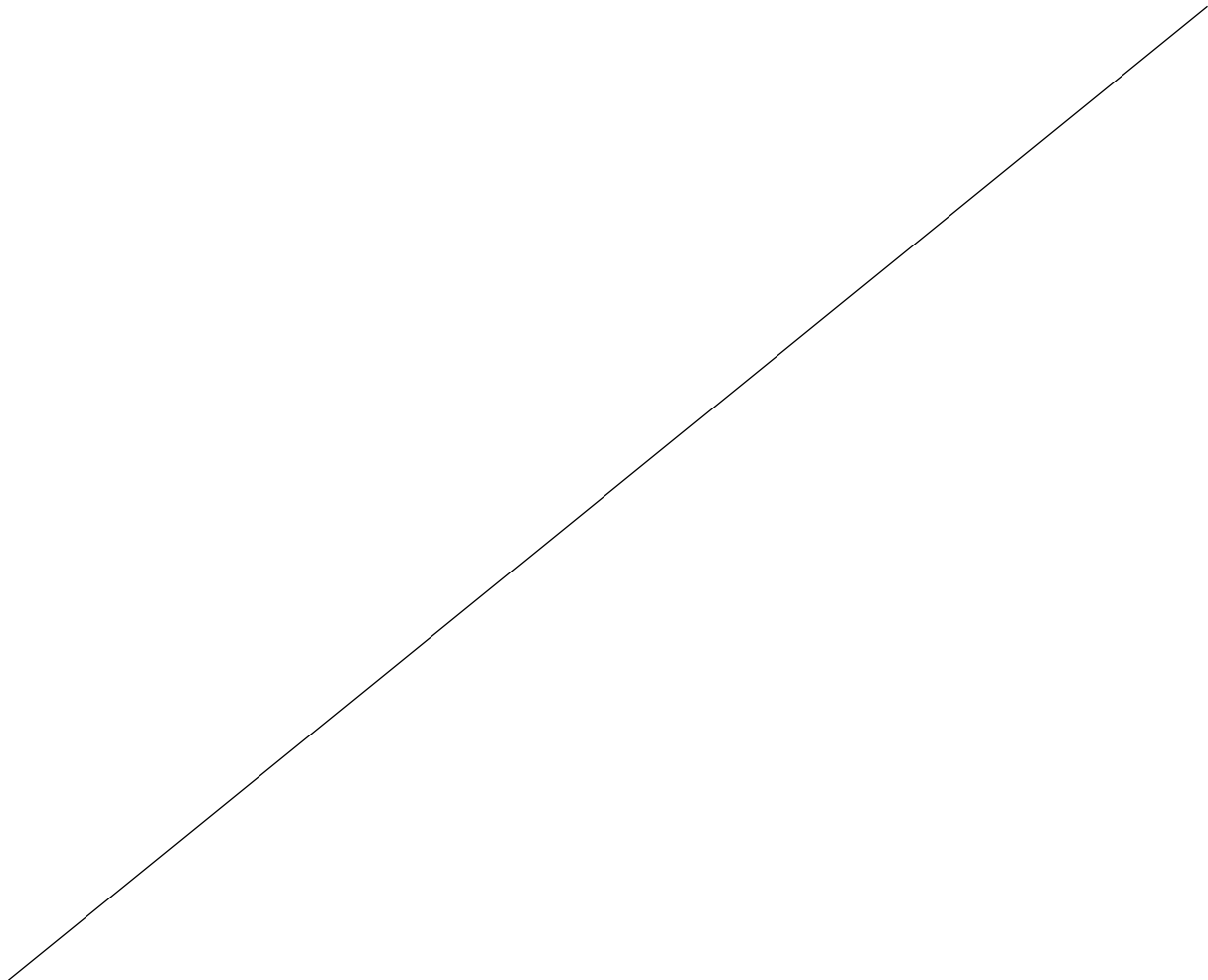
Expenses

Archives	12,000
Committees	1,000
Executive	5,000
Finance	15,000
Grants	60,000
Legal Fees	5,000
Office Expenses	20,000
Pastoral Relations	15,000
Regional Meeting	80,000
Staff Team	
Cell Phones	3,000

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Continuing Education	5,500	
Salaries	420,000	
Travel	10,000	
Resources	<u>2,500</u>	
		441,000
SWRC/CSRC Shared Expenses		10,000
Youth		<u>10,000</u>
		<u>674,000</u>
Income over Expenses		<u><u>0</u></u>



Appendix G

PROPOSAL TO CANADIAN SHIELD REGIONAL COUNCIL #2020-01

Proposal 2020 CSRC #1: Towards Becoming an Affirming Regional Council

Origin: Affirming Ministry Resource Team

1. What is the issue?

Prior to restructuring of The United Church of Canada on January 1, 2019, Algoma Presbytery, Cambrian Presbytery, and Manitou Conference had all been designated as Affirming Ministries, by Affirm United/s'Affirmer Ensemble.

When restructuring took place, there was expectation within our constituency that the Canadian Shield Regional Council would automatically be designated an Affirming Ministry, since all of the constituent parts that formed the new regional council, had done the work and been previously recognized.

Affirm United/s'Affirmer Ensemble determined, however, that each of the new regional councils would be granted 'interim affirming status,' but would need to follow steps in order to attain full affirming accreditation.

2. Why is this issue important?

At the 2019 Inaugural Regional Council Meeting (Sault Ste. Marie), the court authorized the Affirming Ministry Resource Team to do the work necessary for affirming ministry designation to be achieved.

In 2020, the resource team met with representatives from Affirm United to discuss their requirements. The key item was to develop a new "Affirming Ministry Statement," intended to guide the life of our regional council.

Each governance entity within our regional council was asked to respond to the following:

1. As the Canadian Shield Regional Council works toward our Affirming Ministry designation, how is your area of the region's governance structure living out our affirming commitment within its responsibility and function?

2. What might we be doing to demonstrate our commitment to the affirming process in the year ahead?

Feedback guided the Affirming Ministry Resource Team in crafting the draft "Affirming Ministry Statement" for consideration at this general meeting.

Of note, the Pastoral Relations Commission took steps to amend their handbook to explicitly assert that all persons are welcome into the full life and ministry of the church.

3. How might the Regional Council respond to the issue?

This General Meeting could approve the following draft “Affirming Ministry Statement:”

As an Affirming community, the Canadian Shield Regional Council welcomes and supports lesbian, gay, bisexual, transgender, and two-spirited (LGBTQ+) people in all aspects of the life, work, worship and governance of the church. We believe that all people are children of God; that persons of all ages, races, abilities, and sexual orientations are part of our increasingly diverse culture; and we welcome all persons into the full life and ministry of the church.

We aspire for members of the LGBTQ+ community to find the churches and governing bodies in our Regional Council to be safe places to worship and share gifts.

An increasing number of our churches proudly march in Pride Parades each year behind banners proclaiming who we are. Many of our members are also present at community events in support of the LGBTQ+ community.

The Canadian Shield Regional Council is fully supportive of Affirm United as we strive to continue to be supportive and accepting of all with whom we are in relationship. Please visit their website www.affirmunited.ca to learn more.

Our Regional Council acknowledges that God’s love is wider and more inclusive than we can imagine, let alone live out, and we commit ourselves to sharing that news with others who may have heard a quite different message about what it means to be church. Because voices of condemnation, exclusion, and hatred are loud and persistent within the church and in society, we declare that it is important to be a public witness and to be a role model for other ministries. As a Regional Council, we will work persistently, and encourage our communities of faith, to be safe, accessible, inclusive, and affirming.