

THE UNITED CHURCH OF CANADA

**MEETING OF THE EXECUTIVE OF GENERAL COUNCIL
October 22-25, 1999**

FRIDAY – OCTOBER 22, 1999

The Executive of the General Council of The United Church of Canada met from Friday, October 22, 1999 to Monday, October 25, 1999, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, the Right Reverend Bill Phipps presided.

Voting Members: Steve Adams, Bob Anderson, Marion Best, Hazel Bigby, Barbara Bitzer, Bill Jones, Paul Campbell, David Carrothers, Steven Chambers, Helen Chisholm, Claire Borel-Christen, Barbara White (Alternate for Kay Cho), Richard Choe, Lois Creith, Sheila Duffin, Patty Evans, Gordon Groot, Carol Hancock, Ron Holotuk, David Iverson, Jon Jessiman, Kathy Koehler, B.J. Klassen, Bernice Luce, Randy MacKenzie, Joanna MacQuarrie, Lynn Maki, Harold Manuel, Teresa Moysey, Ruth Nicholls, Bill Phipps, Karen Ptolemy-Stam, Elaine Jacobs, Michael Scott, Linda Slough, Don Smith, Sheila Snelling, Jack Spencer, Anne Shirley Sutherland, Lorna Teed, Chris Ferguson, Peter Wyatt, Mollie Williams, John Yeo, Peter Wesley, Paul Dillman, Gerald Dore, Ross Bartlett.

Corresponding Members: Albion Wright, David Allen, Wendy Bulloch, Roslyn Campbell, Richard Chambers, Roger Coll, Alf Dumont, Catherine Gaw, Bernice Saulteaux, Bonnie Greene, Jim Pickering (part-time), Gordon Roberts, George Rodgers, Peter Scott, Clarence Sellars, Jim Sinclair, Brian Thorpe, Bill Wall, Elsie Manley-Casimir, Muriel Duncan.

Regrets: Virginia Coleman, Kay Cho, Murray Lapp, David Fines, Erme Camba (Global Partner), Faith March-MacCuish

CONSTITUTING OF THE EXECUTIVE

"In the Name of the Lord Jesus Christ the only Sovereign head of the Church, and by the authority vested in me by the 36th General Council, I hereby declare this meeting of the Executive of General Council to be in session for the work that may properly be brought before it to the glory of God."

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 36ième (trente sixième) Conseil général, je déclare ouvert, par la présente, l' executif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

OPENING ANNOUNCEMENTS

Introduction of new members:

- Paul Dillman, Order of Ministry Representative Saskatchewan Conference (to 37th General Council)
- Elaine Jacobs, Lay Representative, All Native Circle Conference
- Bill Jones, Order of Ministry Representative, Manitou Conference

Those who are no longer members of the Executive of General Council:

- Arlene Granbois, Order of Ministry, Former Speaker, All Native Circle Conference
- John Moor, Order of Ministry, Former Member-at-Large
- Beth Parker, Former Director, Publishing & Graphics, Division of Communication

Changes in position of members of the Executive of General Council:

- Bernice Saulteaux change from Representative, All Native Circle Conference to Acting Speaker, All Native Circle Conference

Members who are attending their last meeting of the Executive of General Council:

- Albion Wright, Representative, The Observer
- Gordon Roberts, Conference Executive Secretary, Montreal & Ottawa Conference

Members who will be leaving the meeting early:

- Bill Phipps, leaving on Monday before noon to meet with Hon Paul Martin

Other Announcements:

- Mark Wartman won the NDP Party seat in Saskatchewan
- Mary Anne Connell's (former chair, nominating Committee) husband died suddenly and tragically at the end of July

OPENING/ENABLING MOTIONS**Corresponding Members:****Motion: Anne Shirley Sutherland/Lorna Teed:**

That the corresponding members of the Executive of General Council for this meeting be: Albion Wright, Alf Dumont, Muriel Duncan, who at this meeting will be working as a journalist, the Directors of departments, the Executive Secretaries of the Conferences, and other persons attending the meeting as a resource to the Executive.

Motion Carried

Administrative Staff:**Motion: Anne Shirley Sutherland/Lorna Teed**

That the administrative staff for this meeting be: Juliet Huntly, Mary Purdon and Isabela Simon and that the recording secretary for this meeting be Isabela Simon.

Motion Carried

Reference and Counsel:**Motion: Anne Shirley Sutherland/Lorna Teed:**

That the following persons be the reference and counsel committee for this meeting of the Executive of General Council: Hazel Bigby, Roger Coll and Bernice Luce.

Motion Carried

Agenda:**Motion: Anne Shirley Sutherland/Lorna Teed:**

That the Executive Of General Council adopt, as circulated, the agenda for this meeting of the Executive of General Council for the time until supper today; and that changes to the Agenda which may be necessary as the meeting evolves be on the recommendation of the Business Committee.

Motion Carried

Correction to the Minutes Of The Meeting of the Executive Of General Council held April 1999:**Motion: Anne Shirley Sutherland/Lorna Teed**

That the Executive of General Council correct the omission in the minutes of the meeting of the General Council Executive held April 1999 to include Peter Wesley as being present at that meeting.

Motion Carried

Approval of Minutes of the last Meeting of the Executive of General Council:**Motion: Anne Shirley Sutherland/Lorna Teed**

That the Executive of General Council approve, as corrected, the minutes of the meeting of the Executive of General Council which was held April 23-26, 1999.

Motion Carried

Correspondence:**Omnibus Motion: Anne Shirley Sutherland/Lorna Teed**

That the Executive of General Council approve the following actions related to the correspondence received:

FROM	DATE	REGARDING	ACTION TO BE TAKEN
Hamilton Conference	June 1, 1999	Petition to reaffirm the policy of the UCC to move toward rejection of war as an instrument of policy & adoption of a policy of non-aggression, peacekeeping & peace-building	Refer to Division of Mission in Canada to prepare a response in consultation with the Moderator
Oxford Presbyterial United Church Women	June 10, 1999	Response to the Task Group on Women in the United Church Report	Already referred to the Task Group – no action required
Maritime Conference	June 16, 1999	Resolution #3 with regard to Kosovo	Refer to Division of Mission in Canada
Manitoba & NW Ontario Conference	August 11, 1999	Resolution with regard to Government of Canada & Nuclear Waste	Refer to Division of Mission in Canada to prepare a response in consultation with the Moderator.
John Moor	August 30, 1999	Letter of resignation from GCE	For information to the Executive of General Council – no action required
Toronto Conference – Richmond Hill United Church	September 13, 1999	Recommitment to healing fund – suggestion of a 5 year goal to raising an additional million dollars for the fund	For information to the Executive of General Council – Forward to Healing Fund Council
Manitou Conference	September 25, 1999	Contribution from Manitou Conference toward McCaw Settlement	Refer to Judicial Committee for an opinion on appropriate course of action
Saskatchewan Conference	October 5, 1999	Letter to Prime Minister urging Compassionate consultation & Economic Aid to persons and Communities in need and Request regarding Disaster relief	Refer first part to Division of Mission in Canada to prepare response in consultation with the Moderator Refer second part for response from General Secretary
Saskatchewan Conference	October 13, 1999	Request for a Church-wide response and support to excessive Spring rains disaster	Refer to Commission B or Plenary, as appropriate, to determine action
Cochrane Presbytery	October 18, 1999	Sale of Property	Refer to Commission A or Plenary, as appropriate, to determine action

FROM	DATE	REGARDING	ACTION TO BE TAKEN
National Alliance Covenanting Congregation	October 4, 1999	Request to Judicial Committee regarding "Covenant of Baptism" as outlined in proposed resource	To be considered at the time that the piece on the Division of Mission in Canada resource "Celebrate God's Presence" is being dealt with
Streetsville United Church	October 13, 1999	Request for GCE to obtain Judicial Committee Ruling regarding "Covenant of Baptism"	To be considered at the time that the piece on the Division of Mission in Canada resource "Celebrate God's Presence" is being dealt with
Community of Concern with the United Church of Canada	October 18, 1999	Regarding "Celebrate God's Presence" - The new Service Book	To be considered at the time that the piece on the Division of Mission in Canada resource "Celebrate God's Presence" is being dealt with
North Lonsdale United Church	October 18, 1999	Regarding United Church Service Book and Judicial Committee	To be considered at the time that the piece on the Division of Mission in Canada resource "Celebrate God's Presence" is being dealt with
Morgan's Point/Fork's Road East Pastoral Charge (Wainfleet)	October 19, 1999	Requesting that the 3 baptismal formulas be removed from the book/resource until the Remits have been carried out	To be considered at the time that the piece on the Division of Mission in Canada resource "Celebrate God's Presence" is being dealt with
ICIF Committee	October 19, 1999	Regarding DMC Resource "Celebrate God's Presence"	To be considered at the time that the piece on the Division of Mission in Canada resource "Celebrate God's Presence" is being dealt with

Discussion:

The Executive was informed that the British Columbia Conference Sub-Executive, at their last meeting, passed a motion with regard to Residential Schools and that this correspondence would be coming before the Executive of General Council later on in the meeting.

Clarity was requested with regard to what the process would be if a member of one Commission wished to make a presentation on an item being dealt with by another Commission. It was clarified that a member of one Commission can present to another Commission for a particular piece as a resource person.

Motion Carried

ACTING GENERAL SECRETARY'S REPORT

Staffing Updates

Appointment of General Secretary , Division of World Outreach:

The Executive was informed of some of the complexity involved in the search for any position during this period of transition for the Church and especially in the search for a General Secretary, Division of World Outreach. The nominee for General Secretary for DWO, Chris Ferguson was introduced as follows:

Chris received his education at the Vancouver School of Theology and the University of Montreal. Ordained in 1978, Chris served as a Minister; the McGill University Chaplain and Director of Chaplaincy Services; an Adjunct Professor, UTC and a Course Instructor at Montreal Institute for Ministry/UTC before coming to DWO.

Chris has served as the Area Secretary for Latin America and the Caribbean in the Division of World Outreach since 1991 after returning from a 4 year term as Overseas Personnel in Costa Rica.

He has extensive previous involvement in the areas of Human Rights and International Development, Social Justice and Peace, Refugees, French/English Relations and Anti-Poverty as well as numerous memberships in Overseas Delegations.

Chris is multilingual and speaks Spanish, French, Portuguese and, of course, English.

Motion: Anne Shirley Sutherland/David Carrothers

That the Executive of General Council approve that Chris Ferguson be appointed as General Secretary, Division of World Outreach, beginning October 22, 1999.

Motion Carried

Resignation of Speaker, All Native Circle Conference:

The members of the Executive of General Council were informed of Arlene Granbois' resignation as Speaker of All Native Circle Conference and that it had been accepted on their behalf.

Resignation of Executive Secretary, Montreal & Ottawa Conference:

Motion: Anne Shirley Sutherland/Richard Choe

That the Executive of the General Council receive, with regret, the resignation of Gordon Roberts as Executive Secretary of Montreal and Ottawa Conference and express our appreciation for Gordon's work in that Conference and within the General Council.

Motion Carried

Resignation of Executive Secretary, Saskatchewan Conference:

Motion: Anne Shirley Sutherland/David Carrothers

That the Executive of General Council receive, with regret, the resignation of Bill Wall as Executive Secretary of Saskatchewan Conference and express our appreciation for his many years of work in that Conference and in many aspects of the life and work of the General Council.

Motion Carried

Authorizing Sub-Executive to approve New Appointments:

The Executive was informed that in response to both these resignations it has been proposed to the governing bodies to take some time to do some assessment of needs for the particular context of each Conference. Each is different and that needs to be taken into account when determining a job description and identifying the skills that would be necessary to best facilitate that ministry. These assessments would be carried out in a variety of ways - in some instances by persons mandated with that role in an interim position - but definitely in consultation with their staff committees, staff and executives. Therefore, with that in mind Anne Shirley Sutherland proposed the following motion which she believed would allow for some flexibility in planning these processes, acknowledging that each would be different. In view of this the following motion was moved:

Motion: Anne Shirley Sutherland/Mollie Williams

That the Executive of General Council give permission to the Sub-Executive to approve, if necessary, search and selection processes for the Speaker of the All Native Circle Conference, the Executive Secretary of Montreal and Ottawa Conference and the Executive Secretary of Saskatchewan Conference.

Motion Carried

Ratification of Acting General Secretary:

It was suggested to the Executive that in the absence of clarity about the role of an Acting General Secretary, it would be prudent that the following motion be placed:

Motion: Paul Campbell/David Carrothers

That the Executive of General Council appoint Anne Shirley Sutherland, General Secretary, Human Resources as Acting General Secretary for the period September 1, 1999 until December 15, 1999, the period during which the General Secretary of the General Council, Virginia Coleman, is on approved education leave.

Motion Carried

It was requested by the Executive that they be informed of results of the last Remit. The Executive was informed that a preliminary count would be made and the results would be announced later on in the meeting.

Motion: Anne Shirley Sutherland/David Carrothers

That the Executive of General Council receive, for information, the Acting General Secretary's Report.

Motion Carried

MODERATOR'S REPORT ON FAITH AND THE ECONOMY

Bill Phipps highlighted some areas of his report: the fact that the project has grown beyond what was initially envisioned and that there will be 25 position papers to look at individually (written) or on the website.

Ted Reeve (contract staff) reported to the Executive on the responses that came back from the people involved in the town hall meetings and a tape of some of these responses was presented. It was clear from these responses that people belonging to The United Church of Canada want the Church to be involved in the economy of this Country, "to cause a stir and be controversial" in order to move agendas that are important to them.

Comments/Questions from the Floor:

It was felt that there was not enough inclusivity of other ethnic groups in this group's projects and that the majority, even as shown on the tapes, were Anglo Saxon. It was felt that training needs to take place for United Church people so that they understand what inclusivity of ethnic groups means. It was felt that they (the dominant church) do not understand and do not know that they do not understand; this leads to a great deal of misunderstanding.

NOMINATION OF FRANCOPHONE CONSTITUENCY REPRESENTATIVE**Motion: Paul Campbell/David Carrothers**

That Executive of General Council accept the nomination of Gerald Dore as the Representative for the Francophone Constituency.

Motion Carried

EAST TIMOR – ARLINDO MARCAL

Arlindo Marcal was introduced and welcomed. He spoke to the Executive of General Council about the situation in East Timor. He explained how half of the congregation has fled East Timor, how many have been killed and how the church has been destroyed. His hope is that Canada and the rest of the world will

help the people of East Timor to recover and heal from the ravages of this war by giving them not only economical, but moral support and that, throughout all this, they will pray for them.

The Executive was invited to ask questions.

Comments/Questions from the Floor:

The comment was made about how difficult it is for some to ask questions or understand the situation when there is such poor coverage of the situation and therefore a lack of knowledge in this part of the world of the real issues affecting the people of East Timor.

How has the Church responded to the situation and is there any opportunity for interfaith discussions? The Church has been the only voice the people have and it has been emphasized that the situation in East Timor was not caused by religious conflict but by oppression and colonial attitudes.

WORKING GROUP ON THE CHANGING CHURCH ACCOUNTABILITY REPORT

Overview:

The Executive received an overview of this report with an update on Phase III: 250 individual responses 125 responses from groups (representing about 900 individuals) have been received. The combined response to Phases I and II was about 2000 individual responses, so the group feels that the response has been a good one.

Update on Volunteer Survey:

The Executive was also given an update on the demographic/statistical information with regard to the volunteer survey, the purpose of which is to find out who currently makes decisions in the Church and whether through the process that this group is undertaking, the human resources will exist to do the work of the church in the future. The information given represented only about 1/2 the forms sent out i.e. 500 forms received so far and had come from only 68 presbyteries. The results to date show that more men than women are involved in the decision-making of the Church, that a majority of the volunteers are about 41 years of age and that most of them have had 21 years of decision-making experience in the Church.

Comments/Questions from the Floor:

Clarity was requested as to who responded to the survey. It was felt that the limitation of the survey was that it did not reach the people it should have: it has been the experience of the Church that it is women that are in the majority as far as decision-making in the Church is concerned.

Work on Phase III:

The Executive was invited to comment and ask questions with regard to the Phase III document i.e. weaknesses, strengths, etc.

Comments/Questions from the Floor:

The following comments and questions were offered by the Executive:

- If the Church is decentralized how would the financing be done? Will there be availability of the M&S Fund dollars and the opportunity for the "have nots" to be helped by the the "haves"? It was felt by the WGCC that this would depend on what the people in The United Church wanted and that the models can be expanded or shrunk as needed.
- The Phase III survey was very hard for people to participate in. They had to know a lot about the system in order to contribute to it.
- The list of things being compared in the models was not consistent among the models and there wasn't enough detail.
- There was not much sympathy with the Federation Model from Manitou Conference, but there was a positive affirmation of a National Church. Any structure that takes pressure off the current MP&E problems is liked by Manitou Conference.
- It was felt that the responses would be different based on how Conferences use the model currently in place.
- The models as presented are all financially neutral. The WGCC agreed that this was true as it was still early in the process and dollars had not been allocated as yet; this would however be done in the future.
- What happens to the ANCC model? Will they continue the same way or change? The answer is not known at this time.

- In his encounters with others, one General Secretary said that he was taken aback at how the General Council Office is viewed with suspicion by Presbyteries & Conferences. He felt that it would be to our advantage to try to increase the degree of trust and level of ownership by Presbyteries and Congregations.
- How many models will be presented to General Council? The group hope to present one model, but if two come across strongly they may have to present two models instead.
- There is a lack of clarity of the real picture that each model represents
- When the costing of each model is done, are staff costs going to be included or only other costs? It was confirmed that a comprehensive costing will be done.
- From the feedback, has the WGCC discovered that people in The United Church of Canada want change? This is not completely known; however, there seem to be two pressure points ie. implementation of change is wanted around MP&E issues and the problem of the availability of volunteers is another area.
- We are changing, change is already happening and is inevitable, so the only question is what the change will look like and not do people really want change.
- Are there any predictions and forecasts on the WGCC work? The group has seen from the responses that there is pressure to change due to an accumulation of issues; therefore, the mandate will stand.
- Will there be a possibility of us looking at a different structure due to other pressure eg. financial pressures, that would change the WGCC mandate. The WGCC felt that this is a possibility.

Some points for the WGCC to remember when proceeding:

- looking at the Mission being there for the whole world and a structure that would support this
- that the "haves" give support to the "have nots"
- Is it good for me, for others and for future?
- clarity of the model structures and their functions
- clarity and detail of structures is necessary and that the new structure recognizes that the church may be very different in 2000
- The Church may be smaller and the Church has moved from being a rural church to being an urban church; General Council needs to understand the church's goals and we need to be clear what our goals will be. There needs to be an ability to discern the need for decentralization (distribution of power) rather than deconcentration (movement of the power to a different region).
- Phase III has very little theological reflection and the hope that the final document will reflect a theological purpose of the Church was expressed

Conclusion to WGCC report:

The WGCC spoke briefly about what the process would be between now and General Council 37 in 2000: in the middle of March there would be a conclusion to the process and a document for feedback would be produced for the Executive of General Council. After the feedback was received a final version of this document would be produced.

MODERATOR'S REPORT

Bill Phipps discussed his report, highlighting the following issues:

- the need for a national mandate for The United Church of Canada to bridge the chasm between non native people and First Nations people
- the plea from congregations for a strong social gospel message by the The United Church of Canada

He invited questions or comments from the floor.

Comments/Questions from the Floor:

- Manitoba & Northwest Ontario Conference enjoyed very much the visit of the Moderator.
- We need to join spirituality with social issues in a contemporary language.
- We need courage not only to address social areas but also theological areas.
- We need to recognize that we cannot say that everyone has access to the Internet in Canada and certainly not in the rest of the world and to find other creative ways in which to engage people in conversations.

- How do we get the congregations and the whole Church to come to terms with what is going on in the Residential schools issue? The Moderator felt that although this is recognized as important, the time and energy has not been there to address it as well as it should be due to people already doing huge pieces of work related to other parts of Residential Schools, like the trials.

NOMINATIONS TO THE OBSERVER BOARD OF DIRECTORS

The Executive was informed that the Observer Board would be meeting on Saturday morning before the meeting of the Executive started to elect new members to its Board.

Appointments to the Observer Board:

Motion: BJ Klassen/Peter Wesley

That the executive of General Council approve the following persons to the Board of the Observer: Muriel Duncan, Ivan Gregan, Richard Spies, Peter Wyatt, John Lougheed, Marion Best, Sheila Duffin, Wanda Wallace, Gordon Conlin, Barbara Walkden, Kendra Miller.

Motion Carried

APPOINTMENT OF COMMISSIONS

Permission to Issue:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council agree to do specific pieces of its work by two commissions A and B, with permission to issue.

Motion Carried

Work allocated to Commissions:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council assign the following pieces of work to:

Commission A:

- Report on the Update to Pensions & Group Insurance Plans from Division of Finance;
- Report from DMC regarding The Church Development Finance Task Group, Canadian Alternative Investment Cooperative and Vicarious Liability
- Report of the Education for Church Leadership Coordinating Committee;
- Letter from Cochrane Presbytery dated October 18, 1999, regarding Sale of Property
- Moderator's Accountability Report and
- Moderator's Report on Faith and the Economy.

Commission B:

- Report of the Agenda and Planning Committee for the 37th General Council;
- Report of the Human Resources Committee;
- Letter from Saskatchewan Conference dated October 13, 1999 regarding the request for a church-wide response and support to the excessive Spring rains disaster

Motion Carried

Composition of Commissions:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council set the membership of Commission A as

Claire Borel-Christen (FR)
Lois Creith (MNWO)
Wendy Bulloch (BQ)
Sheila Snelling (M&O)
Jack Spencer (MAR)
General Secretary (DWO)
Ron Holotuk (MTU)
Jim Sinclair (MTU)
Joanna MacQuarrie (ANW)
Harold Manuel (N&L)

Michael Scott (FIN)
Gordon Groot (MAL)
Paul Dillman (SK)
Brian Thorpe (BC)
Mollie Williams (BC)
David Iverson (DMC)
Sheila Duffin (LON)
Steven Chambers (MPE)
Francophone Rep (M&O)
Bernice Saulteaux (ANCC)

follows:

Lynn Maki (DMC)
Gordon Roberts (M&O)
Catherine Gaw (MAR)
Randy MacKenzie (CQMM)
Jim Pickering (FIN)
Ruth Nicholls (TOR)
Albion Wright (OBS)
Steve Adams (FIN)
Ross Bartlett (MAL)
Karen Ptolemy-Stam (BQ)

B.J. Klassen (MPE)

Barbara Bitzer (HAM)

That the Executive appoint Bill Phipps as Chair of Commission A.

That the Executive appoint Richard Choe as Secretary of Commission A.

That the Executive name Isabela Simon as recording secretary for Commission A.

That the Executive of General set the membership of Commission B as follows:

Council	(LON) Don Smith (M&O)	Hazel Bigby	Peter Wyatt (TFE)
Richard Chambers (DMC)	(EMC) Bob Anderson (A&P)	Kathy	Clarence Sellars (N&L)
Bill Wall (SK)	Koehler (DMC)	John Yeo (SK)	Bonnie Greene (DMC)
David Carrothers (LON)	Elsie Manley-Casimir (FIN)	Peter	David Allen (TOR)
Paul Campbell (HRC)	Wesley (HAM)	George Rodgers (ANW)	Roger Coll (MNWO)
Teresa Moysey (MNWO)	Roslyn Campbell (HAM)	Barbara White	Bernice Luce (ANW)
Helen Chisholm (BQ)	(TOR)		Bill Jones (MTU)
Lorna Teed (MAR)			Jon Jessiman (BC)
Linda Slough (COMM)			Carol Hancock (MAL)
Elaine Jacobs (AN CC)			
Alf Dumont (T&F)			
Patty Evans (DWO)			

That the Executive appoint Marion Best as Chair of Commission B.

That the Executive appoint Anne Shirley Sutherland as Secretary of Commission B. That the Executive name Mary Purdon as recording secretary for Commission B.

Motion Carried

Voting/Corresponding Members for Commissions:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Commissions be set up with the understanding that those that are voting members of the Executive shall be voting members of the Commissions, and those that are corresponding members of the Executive shall be corresponding members of the Commissions, with a voice but no vote.

Motion Carried

ANNOUNCEMENTS - NEW PUBLICATIONS

New publications were announced; The book "From our Mother's Arms" by Constance Deiter came first in the First Nations publications category; "Fire and Grace, Stories of History and Vision" edited by Jim Taylor, was a response to the challenge of publishing a readable and even interesting history book of The United Church of Canada. Jim Taylor who was in charge of the project was introduced. Others that were part of the production of this book were introduced, acknowledged and thanked for their hard work.

MEETING OF COMMISSION A

Update to Pensions & Group Insurance Plans Report

The meeting opened with a presentation of the Update to Pensions & Group Insurance Plans report.

Group Insurance Plan Update:

Motion: Michael Scott/Steve Adams

That the Executive of General Council approve the following actions with respect to the Group Insurance Plan:

1. Long Term Disability benefits in pay on December 31, 1999 from Aetna Canada and from Maritime Life be increased by 1% effective January 1, 2000;
2. The monthly premium paid by Pensioners for the Health and Dental Plan be set at \$25.85 for Pensioner-Only (single) coverage and to \$52.20 for Family coverage;
3. The employer-paid Core Group Insurance premium (Core Member and Family Life Insurance, Retiree Life Insurance, Core Health and Dental) be set at 2.77% of Members' Pensionable Earnings;
4. The Member-paid Long Term Disability premium be set at 1.75% of Pensionable Earnings;

5. The Optional Health and Dental monthly premium paid by Members who have elected to participate in the Optional Health and Dental Plan be set at \$31.47 for Member-Only (single) coverage and \$89.56 for family coverage;

The cost of the '1 % improvement to LTD benefits will be paid from a Church-held reserve that was established for this purpose.

Motion Carried

Comments/Questions from the Floor:

It would be helpful to have the long-term disability claim figures and would it be possible to provide more data at a subsequent meeting.

How is the core plan doing versus the optional plan and what is the experience in claim figures? They are the same.

Group insurance Trust:

Motion: Michael Scott/Steve Adams

That the Executive of General Council approve the establishment of a Group Insurance Trust as soon as possible to receive, hold and disburse Group Insurance premiums received from employers, and from Members on Leave who pay premium directly.

Motion Carried

Group insurance Plan Design:

Motion: Michael Scott/Steve Adams

That the Executive of General Council approve the following changes to the design of the Group Insurance Plans:

1. Periodontal scaling be limited to 6 units of time per calendar year on both the Pensioners' and Active Members' Dental Plans (down from 10; 1 unit = 15 minutes);
2. The Calendar Year Maximum Benefit on the Pensioners' Dental Plan be changed to \$1,500 per individual (was \$3,000 per family unit);
3. The provisions of the Weekly Indemnity and Short Term Disability Plans be changed so that a Member's coverage terminates at the earlier of the end of the month in which the Member attains age 65 or the end of the month employment terminates (from the current policy of the earlier of the end of the year in which the Member turns 69 or the end of the month employment terminates);
4. The benefit under the Weekly Indemnity Plan be changed to 85% of weekly pre-disability Pensionable Earnings, eliminating the current limit of 133% of the maximum benefit available under the Employment Insurance Commission.

Item 1 above, introduces a restriction that has no impact on the quality of dental care, but will positively impact the future costs of the Plan. Item 2, is a cost containment measure.

Motion Carried

Pensions:

Motion: Michael Scott/Steve Adams

That the Executive of General Council approve the recommendations summarized below and direct the Department of Pensions and Group Insurance to prepare the amendments to the Constitution reflecting the changes and to file such amendments with the regulatory bodies.

1. Recognition of eligibility as a Spouse for 3 years after separation (or to earlier divorce or credit split) in Alberta, and correspondingly, restricting recognition as a new Spouse in Alberta under the terms of the Plan until after the previous Spouse's eligibility ends
2. Recognition of eligibility as a Spouse for 2 years after separation (or to earlier divorce or credit split) in British Columbia, and correspondingly, restricting recognition as a new Spouse in British Columbia under the terms of the Plan until after the previous Spouse's eligibility ends
3. Add phased-in retirement in Alberta (as in Quebec)
4. Allow Members who became Paid-Up in Alberta or B.C. to receive a taxable refund of the locked-in commuted value of their pension after they become non-residents, as defined under the Income Tax Act
5. Clarify that the pension legislation of the province applicable to the Member is applied for pension credit splits
6. Ensure compliance with Revenue Canada's restrictions on the tax-sheltered transfer of excess contributions.

Motion Carried

Division of Mission in Canada Accountability Report

Mary May, John Perigoe and Beth Coates were introduced as resource people who would be addressing the Division of Mission Accountability report. It was explained that the Canadian Alternative Investment Co-operative has been brought back from the last meeting of the Executive where it was requested that financial implications of this fund be brought back to the Executive. These were addressed in the report.

Canadian Alternative Investment Cooperative:

Motion: Lynn Maki/David Iverson

That The United Church of Canada become a member of the Canadian Alternative Investment Cooperative; and that the Executive of General Council authorize the Division of Mission in Canada to be the representative for investment purposes.

Discussion:

Clarification was requested with regard to how much money would be invested into this fund; when it would flow; if it was a loan or an investment and could it be removed from this fund, once invested. It was clarified that up to \$200,000 would be invested and yes the investment could be removed; however the idea is to keep it in long-term investment.

A further question was asked as to how the decision to invest amounts was going to be made. It was then clarified that the mandate of the Division of Mission in Canada does not require permission to be given by the Executive of General Council for the amount to be invested. It only requires permission to participate in the Fund.

Motion Carried

The Church Development Finance Task Group - Mission Loans:

The Study paper on options for pooled funding and Appendix D (Create the Vision, Catch the Dream) from the Church Development Finance Task Group was presented. A request for feedback was made with a view to the Task group using this feedback in its final recommendations that will go before General Council Executive in April, 2000. Table group time was taken to consider this.

Questions/Comments from the Floor:

It was noted that at this point, there is a negative feeling about bank loans within the Church. It was felt that it would be preferable to have a commitment made from the community in contributions (e.g. over 1/2 the amount of money needed). It was suggested that conversations need to take place about re-inventing the way things are done and how projects are taken on.

Vicarious Liability:

This portion of the DMC Accountability report was presented.

WHEREAS the church wishes to safeguard the welfare of people who come into contact with the church and its organizations;

WHEREAS the church has a legal duty of care to people who participate in its ministries,

WHEREAS The Supreme Court of Canada decisions regarding vicarious liability also affect church ministries;

WHEREAS the Church wishes to provide the leaders of such ministries with a supportive infrastructure that reduces their risk as much as possible,

THEREFORE be it resolved that the Division of Mission in Canada requests:

Motion: Lynn Maki/David Iverson

That the Executive of General Council adopt the principle that all camps, schools, residences, and outreach ministries, using the name of "The United Church of Canada" and all groups incorporated under Appendix IV of *The Manual* shall follow the national standards of the church in relation to the protection of vulnerable people served by church ministries; and that the Division of Mission in Canada work with mission units and courts of the church in developing the required standards and management systems appropriate to the new environment for such ministry, for approval by the Executive of General Council.

Discussion:

- A request was made that we look into who else is using the label of The United Church of Canada

- A question was asked as to why there was no reference made to congregations and what the timeline to do this was and whether it can be as short as possible. It was clarified that the research is happening, and that the work on congregations is a large job; a task group on standards has been set up to work on this and should be finished within 6 months to a year.
- Are there other kinds of liability that may be considered and how do we safeguard against other liabilities? Consultants are in the process of enumerating the risk factors.
- How would the standards be enforced? A program auditor would do assessment and those who refuse to comply would have to leave. There would also be an appeal process.

Agenda Extension:

Motion: BJ Klassen/Ross Bartlett

That the agenda be extended for 20 minutes.

Motion Carried

Motion to amend: Steven Chambers/Paul Dillman

That the Executive of General Council adopt the principle that all groups using the name of The United Church of Canada (for example, camps, schools, residences, outreach ministries and those incorporated under Appendix IV of The Manual) shall follow the national standards of the church...

Motion to amend Carried

Motion Carried as amended

Receiving DMC Accountability Report:

Motion: Lynn Maki/David Iverson

Excluding the pieces not dealt with by this Commission, that the DMC Accountability report be received for information.

Motion Carried

Education for Church Leadership Coordinating Committee Report

The ECL-CC report was presented.

Comments/Questions from the Floor:

To whom has the evaluation Information Package and Questionnaire gone? It has gone to Presbyteries, Conferences, schools, divisions, etc.

Receiving ECL Report:

Motion: BJ Klassen/Lynn Maki

That the Executive of General Council receive the ECL-CC report for information.

Motion Carried

Correspondence from Manitou Conference regarding Sale of Property

This correspondence was presented and explained.

Motion: Ruth Nicholls/BJ Klassen

That the Executive of General Council approve the General Council Office to hold, in trust, proceeds from the sale of Camp Waskesiu until the Presbytery has sufficient time to make recommendations as to the disbursement of the funds.

Discussion:

A question arose as to whether this motion would create precedence. It was felt that this was an anomaly and would not become practice.

Motion Carried

Moderator's Accountability and Consultation on Faith and the Economy Report

Karen Ptolemy Stam took the Chair while the Moderator's Accountability and Consultation on Faith and the Economy report were being addressed.

Receiving the Moderator's Accountability Report:**Motion: Mollie Williams/Lynn Maki**

That the Executive of General Council receive, for information, the Moderator's Accountability Report.

Motion Carried**Receiving the Moderator's Consultation on Faith and the Economy Report:****Motion: Mollie Williams/Ross Bartlett**

That the Executive of General Council receive, for information, the Moderator's Consultation on Faith and the Economy report.

Motion Carried**MEETING OF COMMISSION B****Agenda & Planning Report**

The Agenda and Planning report was reviewed and discussed:

Discussion:

There were a number of concerns raised by members of this commission regarding the commissioner donation letter and its appropriateness. Questions were raised about where the precedent arose for this practice and how it fit with the Unified budget. It was noted that if the letter did go out there should be consultation with Stewardship Services. Excluding spontaneous donations on the floor of General Council was also questioned and a desire was expressed that it be monitored rather than excluded.

There was a conversation clarifying the process for use of commissions at General Council.

Motion: Bob Anderson/Don Smith

That the Agenda & Planning report be accepted, for information.

Motion Carried**Human Resources Committee Report**

The Human Resources Committee report was presented.

Number of Appointments:

Whereas it is recognised that some experienced individuals may be approached for a number of elected offices; and

Whereas it is also affirmed that there is value in having a variety of persons serving General Council and its constituent committees, it was requested;

Motion: Paul Campbell/David Carrothers

That the Executive of General Council approve that the normal practice be that any person will hold no more than two elected General Council offices at one time.

Discussion:

It was noted that several General Council elected Offices entail involvement in related groups or representation on other bodies.

Motion Carried***Nominating Functions within the Human Resources Committee:******Functions***

1. Selection of names and submission to General Council Executive.
2. Orientation and training for Chairs and Unit Executive members as possible.
3. Co-ordination of sharing of materials and inter-unit communication.
4. Monitor practices and processes to ensure that there is some standardization, consistency and equality between units.
5. Periodically review the balance of the membership of the units.
6. Work on recruitment analysis.

Scope

The Human Resources Committee will submit nominations for the following:

Standing Committees/Committees of the Executive/Chairs

Agenda & Planning Committee

All Native Circle Liaison Team

Archives & History Committee

Audit Committee

Budget Steering Group

Communication, Division of (Chair only)

Ethnic Ministries Council (Chair only)

Employee Assistance Program (EAP) Committee

Executive of General Council (Members at Large only)

Finance, Division of (Chair only)

Inter-Church Inter-Faith Committee

Judicial Committee

Copermif

Manual Committee

Ministry Personnel and Education, Division of (Chair only)

Mission in Canada, Division of (Chair only)

RC/UC Dialogue Committee

Sexism, Committee on

Theology and Faith Committee

World Outreach, Division of (Chair only)

Task Groups, as requested by the General Council or its Executive.

HRC will no longer be responsible for nominations for the following:

Actuarial Advisory Committee (by Div.Finance)

Archives Management Committee (by Archives & History Committee)

Churches Council for Theological Education (by MPE & DMC)

Television Programming Board (by Div.Communication)

Members at Large to Divisions/Council

Process for Selection

1. A Unit declares a vacancy.
2. The Unit prioritizes the needs or skills required to fill the position, and considers how these will complement the work of the larger Church.
3. Vacancies will be posted by the Human Resources Office on the Website, to Conference Offices and with Conference Nominating Chairs. Before a General Council meeting a vacancy list will be forwarded to all Presbytery secretaries.

Motion: Paul Campbell/David Carrothers

That the Executive of General Council approve the proposal for the nominating functions (as stated above) which will be carried out by the Human Resources Committee/Office.

Motion Carried**Conflict of Interest Policies*****Conflict Of Interest — All Staff:****Preface*

As an organization widely recognized throughout the country, it is essential that The United Church of Canada be accountable for conducting the affairs and business of the Church professionally, objectively and without influence or interference (or the perception of influence or interference) arising from the personal interests of individuals employed by the Church.

In order to achieve this goal, The United Church of Canada requires that all employees covered by the General Council policies and procedures for staff shall refrain from placing themselves in a position that could create a conflict of interest between their own self-interest and the interests of The United Church of Canada. Conflict of interest includes the perception of a conflict of interest or a situation that could give rise to a conflict of interest.

Definition(s)

A conflict of interest arises where there is a conflict between an employee's personal interest (or that of a member of his or her immediate family) and his or her responsibility as an employee of the Church which could impact the ability of that employee to arrive at an independent and objective decision. It follows that a conflict of interest may arise whether or not a financial advantage has been or may be involved for the employee (or for a member of their immediate family) and includes both actual and perceived conflicts.

Immediate family means persons such as a spouse or life partner, a child, a step-child, a parent, a step-parent, an adoptive parent, a mother-in-law or father-in-law, a sibling, a step-sibling, a grandparent, or a fiancé.

The Courts of the United Church for the purpose of this document are: the Presbytery; the Conference; and the General Council.

Policy

- a. Before assuming their duties and responsibilities for The United Church of Canada, all employees shall sign a statement, acknowledging that they have read and understand the Conflict of Interest Policy and agree to abide by it. This statement will be countersigned by Human Resources.

Disclosure of Conflict of Interest

- b. Each employee shall identify and disclose any possible conflict of interest and any situation in which he or she might derive personal benefit from a matter which, in the course of his or her duties as an employee, he or she is in a position of influence or any position of conflict of interest arising from internal or outside activities.
- c. If an employee is called upon to participate in a decision in which the interests of the employer conflict with the employee's interests, the employee shall identify the conflict and/or declare the conflict and shall abstain from participating in the decision.
- d. No employee shall be eligible during the term of his or her employment to hold an elected position at the General Council or Conference level of the Church Court system to avoid the conflict of interest which may arise when an employee participates in decision-making in the Courts of the Church.
- e. Employees, who hold other, paid positions, or are self-employed, shall ensure that such outside or self-employment will not interfere with the performance of their duties or produce a conflict of interest in the pursuit of those duties.
- f. All employees shall avoid even the appearance of conflict of interest or special interest. If an employee discovers that he or she may be in a position of conflict of interest, he or she shall immediately report this conflict to his or her General Secretary or Conference Executive Secretary. Any changes affecting the conflict of interest declaration previously signed by the employee are to be reported to the Human Resources Office.

If an employee fails to recognize a conflict of interest, it may be brought to his or her attention by a colleague or by his or her supervisor.

Any questions regarding a conflict of interest shall be reviewed with the General Secretary/Executive Secretary of the Division/Council/Conference and/or the General Secretary, Human Resources.

Copyright Owned by The Church

All works created by employees within the scope of their employment are the exclusive property of the Church and the Church owns the copyright to all such work. (Works include, but are not limited to, publications, artwork, illustrations, music, lyrics, articles, books, brochures, videotapes, photographs and computer programmes).

Any representation to the contrary by an employee shall be cause for dismissal unless the Church and the employee signed a prior written agreement indicating otherwise.

Gifts

- k. No employee shall accept any gift, gratuity, grant, service or any special favor from any person(s), agent or business, which provides or receives goods and services or that seeks to provide goods and services to or from the Church.

- l. Employees should exercise the utmost discretion in accepting invitations to meals or special events from any agent or business, which provides or receives goods and services, since such acceptance could give rise to a potential conflict of interest. In cases of doubt, the employee should check with his or her General Secretary or Conference Executive Secretary.

Administration

- a. The General Secretary, Human Resources, is responsible for ensuring the circulation of this policy to all staff through the Human Resources Policy Manual or other publications of the Human Resources Office. In addition, the General Secretary or Conference Executive Secretary of each Division/Council/Conference office shall be responsible for bringing the policy to the attention of staff and ensuring compliance.

- b. The General Secretary, Human Resources, is responsible for addressing any unresolved conflicts of interest involving staff members.

Statement Of Disclosure

United Church Of Canada Employees:

To the best of my knowledge and in accordance with the Conflict of Interest Policy, in particular the need to disclose activities of myself and immediate family members which have the potential of creating actual or perceived conflicts in relating to my duties as an employee, I report the following:

- I have no activities to disclose.

- I wish to disclose the following personal activities and involvements.

I understand that in the future, if there is any situation where my immediate family or I may be in conflict of interest I will disclose this information to the General Secretary, Human Resources.

Name - please print

Date

Signature

Human Resources

Conflict of Interest — Elected Members:

Preface

As an organization widely recognized throughout the country, it is essential that The United Church of Canada be accountable for conducting the affairs and business of the Church professionally, objectively and without influence or interference (or the perception of influence or interference) arising from the personal interests of individuals employed by the Church.

In order to achieve this goal, The United Church of Canada requires that all elected members refrain from placing themselves in a position that could create a conflict of interest between their own self-interest and the interests of The United Church of Canada. Conflict of interest includes the perception of a conflict of interest or a situation that could give rise to a conflict of interest.

Definition(s)

A conflict of interest arises where there is a conflict between an elected member's personal interest (or that of a member of their immediate family) and his or her responsibility as an elected member, which could impact the ability of an individual to arrive at an independent and objective decision with regard to the work. It follows that a conflict of interest may arise whether or not a financial advantage has been or may be involved for the elected member (or a member of their immediate family), and includes both actual and perceived conflicts.

Immediate family means persons such as a spouse or life partner, a child, a step-child, a parent, a step-parent, an adoptive parent, a mother-in-law or father-in-law, a sibling, a step-sibling, a grandparent, or a fiancé.

The Courts of the United Church for the purpose of this document are: the Presbytery; the Conference; and the General Council.

Policy

- a. Elected members are entrusted by the Church with responsibilities that affect the whole Church. Therefore, it is important that all persons related to them honour that trust. This requires honesty, competence, and care in managing the business of the Church and integrity in decision making.
- b. Before assuming their duties and responsibilities for the Church, elected members shall acknowledge that they have read and understand the Conflict of Interest Policy and agree to abide by it. All meetings of Presbytery, Conference or General Council shall include a call for a verbal Declaration of Conflict of Interest.

Disclosure of Conflict of Interest

- c. If an elected member is called upon to participate in a decision in which the interests of the Church may conflict with his or her personal interest, he or she shall identify the conflict and/or declare the conflict and shall abstain from participating in the discussion or vote on the decision in order to avoid even the appearance of conflict of interest or special interest.
- d. No elected member shall be eligible during the term for which elected to be or become an employee of or otherwise provide services to the Church, or its related organizations, in return for remuneration.
- e. If an elected member of the Church discovers at any time that he or she may be in a position of conflict of interest, he or she shall immediately report this conflict to the Court.
- f. If an elected member fails to recognize a conflict of interest, it may be brought to his/her attention by a colleague or the General Secretary, Human Resources.

Gifts

- g. No elected member shall accept any gift, gratuity, service, or any special favour from any person(s), agent or business that provides or receives goods and services, or that seeks to provide or receive goods and services, to or from the General Council and its related bodies.

Administration

- a. The General Secretary, Human Resources, is responsible for ensuring the circulation of this policy to all elected members. All elected members shall be informed of this policy through publications of the General Council Office. In addition, each General Secretary and each Conference Executive Secretary shall be responsible for bringing the policy to the attention of their elected members.
- b. The Executive of General Council is responsible for addressing any unresolved conflicts of interest that involve elected members, including members of its subcommittees and task groups. The Executive's determination will guide further action.

The commission discussed the proposed guidelines and although the direction of the policy was appreciated, there were a number of concerns raised. Many members of the commission had concerns that the language was very broad. There was a need for clarity about who is included in the policy.

Motion: Paul Campbell/David Carrothers

That the Executive of General Council approve the two Conflict of Interest policies: "Conflict of Interest — All Staff" and "Conflict of Interest — Elected Members".

Motion to refer: Jon Jessiman/Peter Wesley

That the General Council Executive receive, with gratitude, the report on conflict of interest policy and refer the entire report back to the Human Resources Committee and ask them to take into account the discussions of this commission and the Conference Executive Secretaries, particularly in relation to the applicability of this policy, definitions, and what the law requires of us, and ask that Human Resources Committee consult with Division of Ministry Personnel & Education, with a view to developing broader policies.

Motion to refer Carried

Economic Adjustment

Motion: Paul Campbell/David Carrothers

That the Executive of General Council approve that the year 2001 salaries be determined by increasing the 2000 General Council/Conference salaries and the 2000 Ministry Personnel minimums by 2.0%."

Discussion:

Before the commission began discussing this item Peter Scott left the room, indicating that in his opinion he was in conflict of interest. There were a number of concerns expressed about the commission making a decision regarding this matter. There were many members of the commission who felt that they were in conflict of interest.

Motion to refer: Patty Evans/John Yeo

That the motion on the recommendation regarding Economic Adjustment be referred to plenary, to be considered in the context of other financial decisions.

Motion to refer Carried

Nominations

Motion: Paul Campbell/Bernice Luce

That the Executive of General Council approve Marion Overholt (L) (LON) as the London Conference Lay Member-at-Large in the Division of Mission in Canada.

It was agreed that this item would be referred to the Division of Mission in Canada in light of the Nominations policy passed earlier in the meeting.

Motion: Paul Campbell/David Carrothers

That the Executive of General Council appoint Judith Hare as Vice Chair of the Judicial Committee Executive to act in the absence of the Chair of the Judicial Committee Executive, Patricia Elliot.

Motion Carried

New Date for the fall meeting of the General Council Executive

The Executive was informed that a few years ago the date of the Fall Executive meeting was advanced to co-ordinate better with the meeting of the Budget Steering Group and the budget planning cycle. This decision has caused some timing difficulties, for example, having enough time in the fall for unit Executives to meet and submit reports for this meeting.

Motion: Bill Jones/Don Smith

That the Executive of General Council approve moving the date of its fall meeting to the first full weekend in November.

Motion Carried

Letter from Saskatchewan Conference regarding the Spring Rains

The Executive received a description of the devastation that many farming communities are experiencing as a result of the spring rains. Members of the commission from Saskatchewan and Manitoba shared stories from the hard hit areas. The letter to the Executive requested an extra appeal to raise funds to assist some of these communities. Possible strategies were reviewed and it was agreed that the most expedient method would be to organize a communication strategy.

Motion: Teresa Moysey/Bob Anderson

That the Executive of General Council ask the Division of Mission in Canada to communicate to the church the severity of the agricultural situation in South West Manitoba and South Eastern Saskatchewan as well as provide information regarding how people can offer support.

Motion Carried

SATURDAY — OCTOBER 23, 1999

The meeting of the Executive of General Council opened with worship led by British Columbia Conference.

AGENDA CHANGES

Motion: Lorna Teed/Ron Holotuk

That the Executive of General Council approve the changes to the day's agenda.

Motion Carried

PLANNING & PRIORITIES GROUP

The Revised Planning & Priorities document was addressed and the Executive was given an overview of the work of this group. The Executive was informed that as a result of the financial reductions/cuts the church is facing, serious consideration needed to be given to the activities that the church takes on. The Executive of General Council needs to determine which of the 9 priorities previously determined it will continue with at the National Church level and which ones it will not do. The Executive of General Council was taken through an exercise using tools (guidelines and criteria) provided that would allow them to identify out of the 9 priorities the activities that they felt were absolutely essential and that the National Church must take on.

There was extensive discussion about whether or not the Executive of General Council could use the tools offered by the Planning and Priorities group to do this exercise. As many different opinions were put forward with no consensus being reached, the question on whether to use the tools or not was put to a vote:

Motion: Peter Wyatt/Bernice Luce

That the Executive of General Council proceed with the exercise using the tools offered, in determining the priorities for the National Church,

Motion Carried

The Executive was taken through a second exercise that would allow them to weight/rate another set of criteria. The table groups were asked to hand the results back to the Planning & Priorities Committee who would collate the results and come back with the resulting information which would indicate what the Executive, as a whole, felt were the priorities and the overall weighting of the criteria.

Grace was led by Maritime Conference and the meeting broke for Lunch.

PLANNING & PRIORITIES GROUP (CONTI...)

The table groups were asked to go through the activities within the 9 priorities again, this time using the 7 criteria items which they had previously rated to determine which were expendable, when tested against the criteria.

The results of the tabulation of the two exercises done before lunch were handed out and explained. The Executive was informed that once the tabulation of this exercise was done, and together with the first two exercises, the results should show a clear pattern emerging indicating what they felt the priorities should be.

It was explained that the Executive would then be asked to look at the results and see if they reflected what they meant to say. If not, the Executive would be asked to give suggestions for revisions to the guidelines and criteria. These suggestions would then be taken by the Planning and Priorities group and incorporated in the current guidelines and criteria. The resulting guidelines and criteria would be brought back to the Executive for approval to be sent to the Budget Steering Group and the spending units to be used in their planning for their 2001 budgets. The Executive would also be asked whether it would be willing to pass on the results of their prioritizing work, to the same bodies.

THEOLOGICAL REFLECTION

Theological Reflection was led by Peter Wyatt, Karen Ptolemy-Stam and Chris Ferguson on the theme of Refining Fire & Sustaining Grace and what it means for us. What does it mean for us to be both a bush and fire? Does the theme speak authentically to the condition of The United Church of Canada?

CONFERENCE BOUNDARIES TASK GROUP REPORT

The Executive was given an overview of the work of the Conference Boundaries Task Group.

Motion: Ron Holotuk/Bill Jones

1. That the life of the Task Group be extended and that further budget of up to \$5,000, to be drawn from the General Council Project Fund, be provided for the year 2000.
2. That the General Council Conference Boundaries Task Group be authorized to increase its membership by one additional person, that representative to be named by Algoma Presbytery.

Motion Carried

MINISTRY STUDY

The Ministry Study was addressed briefly. The group requested honest feedback and input from the Executive and those near them regarding how this study was heard/seen by them.

FINANCIAL PLANNING FOR RESIDENTIAL SCHOOLS

Motion: Anne Shirley Sutherland/Richard Choe

That the Executive of General Council hear the Division of Finance report on Financial Planning for Residential Schools "in camera".

Motion Carried

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council now conclude its time "in camera" and resume its regular meeting.

Motion Carried

The Executive was given a memo related to the DMC Resource ("Celebrate God's Presence") and was requested to read it in preparation for consideration of the DMC Resource, on Sunday.

OMNIBUS MOTIONS

The World Council of Churches, Inter-Church Inter-Faith Committee, Implementation of Option for Settlement to Unpaid Accountable Ministry and Update on East Timor reports were presented. Some time was given for discussion, comments and questions.

Approval of Reports for information:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council approve the following actions:

- a) Receive WCC Report for information;
- b) Receive ICIF Accountability Report for information;
- c) Receive the MP&E Implementation of Option for Settlement to unpaid Accountable Ministry for information;
- d) Receive COPERMIF Accountability Report for information;
- e) Receive the Committee on Sexism Accountability Report for information;
- f) Receive the Update on East Timor for information.

Motion Carried

AUDIT COMMITTEE RECOMMENDATIONS

REPORT The Audit report was addressed briefly.

Approval of Auditors:

Motion: Anne Shirley Sutherland/Steve Adams

That the Executive of General Council approve that Deloitte and Touche be re-appointed for the year 1999 as the auditors for The United Church of Canada.

Motion Carried

REPORT FROM COMMISSION A

The Executive received the report on the decisions made by Commission A.

Comments/Questions from the Floor:

It was commented on that wording for approval of motions should not refer to General Council Executive as a whole but rather to say that commissions enabled by General Council Executive or something similar. This was briefly debated and referred to those dealing with the process on commission use.

A clarification was requested on what "phased-in" retirement means. It was explained that this meant paying pension in portions or phases. The Department of Pensions and Group Insurance is updating the Pension plan to include this legislation which is currently in place in Quebec and Alberta.

REPORT FROM COMMISSION B

The Executive received the report on the decisions made by Commission B.

NEW BUSINESS

Referred Motion from April 1999 Executive regarding COPERMIF

At the last Executive of General Council meeting, a motion to increase funding to COPERMIF was referred to the General Council Budget Overview Group for decision. Having made a decision, the following motion was put before the Executive of General Council for approval:

*COPERMIF Budget Increase:***Motion: Don Smith/Claire Borel-Christen**

- 1) that the General Council Executive take no action on the referred motion;
- 2) that the General Council Executive request from COPERMIF a clearer indication of its accountability to the General Council Executive regarding:
 - a) its process for nominating new members
 - b) its provision of budget information and financial statements to the General Council Office
 - c) its understanding of a mandate that is national in scope and,
- 3) that a national consultation on French-language ministries be held, jointly organized by the Office of the General Council, the Montreal and Ottawa Conference and COPERMIF, and that a grant of up to \$10,000 from the Project Fund for 2000 be approved to finance this consultation.

Motion to postpone: Richard Choe/BJ Klassen

That the Executive of General Council postpone this motion until after the financial statement.

Discussion:

An argument was made against this postponement: in this case all the other budget decisions could also be postponed; however, it was felt that decisions still need to be made, keeping in mind that these will be dependent on the budget.

Motion to postpone Defeated**Motion Carried**

Bill Phipps led the Executive in grace before the meeting adjourned for the day.

SUNDAY, OCTOBER 24, 1999**PLANNING & PRIORITIES GROUP (CONT..)**

The results of the first exercise undertaken by the Executive regarding choosing the priorities were handed out. The Executive was asked to go through the results, and see if these indeed represented the things that they wished to maintain as core work at the General Council level, if there was something essential missing and if there was, what guidelines would be needed to allow the missing important pieces of work to be included (additions, deletions, changes to the guidelines).

A discussion ensued about the fact that the guidelines were not an adequate tool to bring forward other things that the Executive finds very important, even essential.

The Executive of General Council was asked to discuss the results in table groups and to see if, in their opinion, they represent the pieces of work that are least critical at the General Council level. If not, what is missing? Do the criteria need to be adjusted in any way? If they do need to be adjusted, the Executive was asked to share that information with the Priorities & Planning Group.

DMC RESOURCE — "CELEBRATE GOD'S PRESENCE" (A BOOK OF SERVICES):**Introduction:**

The DMC resource was presented. The General Council Executive was taken through this resource and various parts were highlighted. The Executive was informed that an attempt had been made to make this resource both conversational as well as classical.

Table Group Discussion:

The Executive was asked to discuss the following questions: In what ways have you experienced the Book of Worship tester "Celebrate God's Presence"? What are your general impressions, comments, and questions about the Book of Worship tester?

Questions/Comments from the Floor:

Some clarification was requested with regard to whether this copy of the resource could be copied and used in Congregations, The Executive was asked not to photocopy it, as this version would not be used

The United Church of Canada — October 1999 Meeting of the General Council Executive

after November 1, 1999. Also, this resource was not intended for use in pews for worship. The final version would also be available in an electronic form.

The question was asked as to whether the resource would be bound or in a three-ring form? It was felt that initially the three-ring form would be used; however, the intent is that ultimately the resource would come in bound form. A suggestion was made that the other languages being used in the resource be listed in alphabetical order. The Executive wished to know many people have seen this new resource. It was explained that about 110 testing congregations and about 90 other groups had seen it.

Dealing with the Correspondence related to the DMC Resource ("Celebrate God's Presence"):

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council approve the following actions related to the correspondence be received and moved to be dealt with at this time:

FROM	DATE	REGARDING	ACTION TO BE TAKEN
National Alliance Covenanting Congregation	October 4, 1999	Request to Judicial Committee regarding "Covenant of Baptism" as outlined in proposed resource	Referred to the Judicial Committee for information
Streetsville United Church	October 13, 1999	Request for GCE to obtain Judicial Committee Ruling regarding "Covenant of Baptism"	Referred to the Judicial Committee for Action
Community of Concern with the United Church of Canada	October 18, 1999	Regarding "Celebrate God's Presence" - The new Service Book	Referred to the Judicial Committee for information
North Lonsdale United Church	October 18, 1999	Regarding United Church Service Book and Judicial Committee	Referred to the Judicial Committee for Action
ICIF Committee	October 19, 1999	Regarding DMC Resource "Celebrate God's Presence"	Be received for information

Motion Carried

Correspondence from Morgan's Point/Forks Road East Pastoral Charge:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council approve that the correspondence from Morgan's Point/Fork's Road East Pastoral Charge (Wainfleet) dated October 19, 1999, be referred to the Judicial Committee for action.

Motion Carried

Memorandum regarding Trinitarian Formula:

Motion: Lynn Maki/Peter Wesley

That the Executive of General Council approve that the memorandum from Karen Verveda to the General Council Executive dated October 22, 1999, also be forwarded to the Judicial Committee.

Motion Carried

Correspondence from ICIF Committee:

The letter from the ICIF Committee was read to the Executive for information.

Approval of DMC Resource ("Celebrate God's Presence"):

Motion: Lynn Maki/Kathy Koehler

That the Executive of General Council take the following action:

- Receive, for information, the draft (interim) document "Celebrate God's Presence";
- Give approval to the format (3-ring binder containing 700 pages of worship materials);
- Approve in principle the draft contents as provided; and
- Authorize completion of the collection
 - i. subject to copyright, editorial and production conditions
 - ii. in dialogue with the testing partners of a broad consultation (Autumn 1999), and

- iii. in collaboration with the Division of Communication according to established timelines and budgets within the accountability of the Voices United Management Team.

Motion to amend: Linda Slough/Richard Choe

That the Executive of General Council delay publication of the section on the Covenant of Baptism until a ruling regarding the Trinitarian Formula is made by the Judicial Committee and the report of the ICIF Committee is received and considered by the Executive at the April, 2000 meeting.

Discussion:

A discussion followed with regard to whether a binder or bound copies should be made. It was felt a binder form was preferred. The question as to whether the traditional form of the Trinitarian Formula should be included and only the "controversial" forms should be left out was raised. It was agreed that all forms of the covenant of Baptism will be excluded.

A discussion followed about whether the Sub-Executive should be given permission to approve the Resource once the Judicial Committee comes back with a ruling.

Motion to amend Amendment: Carol Hancock/Bob Anderson

... at the April 2000 meeting, or by the Sub-Executive.

Motion to amend Amendment Defeated

Motion to amend: Jack Spencer/Peter Wesley

... approve in principle, the draft contents, except for the section on the Covenant of Baptism...

Motion to amend Defeated

Motion to amend (Slough/Choe) Carried

Motion Carried as amended

UPDATE ON RESIDENTIAL SCHOOLS

Introduction:

Handouts related to Residential Schools were introduced. The document "An Invitation to mourning, not guilt" by Gregory Baum was referred to and it was emphasized that this document should be used as an example to allow the Church to respond in positive ways to the Residential Schools issue. The members of the Residential Schools Steering Committee, Bill Phipps, Cynthia Gunn, David Iverson, David MacDonald, Alf Dumont, Linda Slough, Charlotte Sullivan and Brian Thorpe, were introduced. The session was opened with Theological Reflection led by Alf Dumont.

Apology:

The Executive was informed that the written apology that has been finalized and is about to be distributed. A suggestion for a verbal apology was made.

Healing Fund:

It was reported that the Healing Fund was extended as approved by the Executive at their last meeting and that Choice Okoro has been hired to replace John Siebert in the work that he had been doing around Residential Schools. The anti-racism work continues.

Legal Update:

The Executive was informed that the focus of the claims has shifted from sexual abuse to the main thrust of the claims being around cultural loss. Most of the claims are from Alberta, Saskatchewan and British Columbia. The members of the Executive were updated on church and trust property held by extension councils, separate corporations and congregational property and how this property could be affected in the settlement of claims.

CORRESPONDENCE FROM BRITISH COLUMBIA CONFERENCE

Pursuit of Alternate Dispute Resolution regarding Residential Schools:

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council hear and receive the correspondence dated October 24, 1999 from British Columbia Conference Executive.

Motion Carried

Grace was led by Elaine Jacobs before the Executive broke for supper.

UPDATE ON RESIDENTIAL SCHOOLS (CONT/...)

Motion: Anne Shirley Sutherland/Richard Choe

That the Executive of General Council hear further issues related to Residential Schools "in camera".

Motion Carried

Motion: Anne Shirley Sutherland/Lorna Teed

That the Executive of General Council now resume its meeting out of the "in camera" format.

Motion Carried

Framework for a Church Capacity Review Document:

Motion: David Carrothers/Bill Jones

That this General Council Executive:

- i) approve the document entitled "Framework for a Church Capacity Review" among certain Church organizations and the Federal Government; and
- ii) direct that this document be signed by The United Church of Canada, with a date for a release as agreed upon among the Church organizations and the Federal Government.

Motion Carried

FINANCIAL RECOMMENDATIONS

Omnibus Motion: Michael Scott/Steve Adams

That the Executive of General Council approve the following:

- 1) That, the Executive of General Council direct the General Council Secretaries and other unified funding participants to examine their year 2000 approved budgets and make recommendations through the Acting General Secretary to the spring 2000 GCE meeting on any measures which could be, or have been, taken to reduce the \$2.5 million draw from the UCC General Reserve Fund approved by GCE in April 1999.
- 2) That, effective fiscal year 2000, there be no additional draws from the UCC General Reserve Fund, except to fund those costs currently projected (see Appendix "**B**"), including costs associated with the Port Alberni and other residential school cases, unless and until otherwise directed by the GCE.
- 3) That, the Division of Finance make a recommendation to the Spring 2000 Executive of General Council meeting on how any future fiscal year-end operating deficits are to be funded.
- 4) That, the Division of Finance continue to monitor the UCC Reserve Fund and make recommendations each Fall to the GCE on what draw, if any, should be made from the fund for future budget support.

Other Steps

- 1) That all GCO spending units are directed to freeze any reserves or similar funds used for budget planning purposes (Budget Year 2001 and beyond). In the meantime, the Division of Finance should report to the Spring GCE meeting on the current balance of all available funds held by the national divisions and spending units of the UCC and how and when these funds should be accessed to help meet future residential school costs.
- 2) That, the Division of Finance make a recommendation to the Spring GCE meeting on what initiatives, if any, could be taken through the M&S campaign and/or a special appeal to the wider church for

funding support for the residential schools issue. This might also take the form of requesting that large, well-endowed pastoral charges, congregations or presbyteries be asked to contribute to the UCC Reserve Fund or a special Residential School Fund.

- 3) That, each Conference and Presbytery examine their own reserves and other sources of funds, and that each Conference Executive Secretary co-ordinate the responses from the Conference and its presbyteries and advise the General Secretary, Finance by March 31st, 2000 on the amount (and timing) of funds the Conference and its Presbyteries have which are not externally restricted for the purpose of sharing the financial costs associated with the residential schools issue.
- 4) That, the Division of Finance advise the Spring 2000 GCE meeting of the response to this request of conferences and presbyteries and to recommend a process that ensures the General Council Offices and the Conferences remain in dialogue on any financial issues and directions on Conference funding associated with the residential schools issue arising from the Spring 2000 GCE meeting.
- 5) That, the Real Property Fund Committee of the Division of Mission in Canada is requested to recommend to the spring 2000 meeting of GCE on any remaining national church property not necessary for the current mission of the UCC which could be sold to raise additional funds.
- 6) That, the Division of Finance is directed to explore the option of borrowing some portion of future residential school costs from commercial markets and further advise the Executive of General Council on the practicality of this option at the Spring 2000 meeting. In addition, the Division should examine and make any appropriate recommendations on the option of establishing a policy and process whereby some portion of the residential school costs are borrowed from UCC Reserve funds, and/or other sources of internal funds from the wider church.

Motion Carried

COMMUNICATION STRATEGY

The Executive was asked the question: as The United Church of Canada what do they wish to say to people with regard to Residential Schools? It was suggested that the Executive reflect on the question and bring back any thoughts or ideas they have during table groups/reflection time the following day.

The meeting adjourned for the day with grace led by Bill Phipps.

MONDAY, OCTOBER 25, 1999

The meeting began with a hymn and grace led by Bill Phipps.

THEOLOGICAL REFLECTION

Theological Reflection was led by Peter Wyatt, Hazel Bigby & Ross Bartlett. The Executive was asked to reflect on the following questions: What principle/perspective informs your estimation of high point/low points in this meeting? The Church is...?

GENERAL COUNCIL SECRETARIES' REPORT

The General Secretaries' Report was presented and the Year to Date Results & Year End Forecast addressed.

Comments/Questions from the Floor:

It was proposed that there needs to be some discussion on what the Executive of General Council's expectations were of the General Secretaries. With that in mind, the following motion was moved:

Motion: Marion Best/Lynn Maki

That the Executive of General Council request that time be made available on the April agenda for decision and dialogue between the Executive of General Council and the General Council Secretaries about leadership in the national church especially related to expectations, roles and responsibilities of each group.

Motion Carried

DIVISION OF COMMUNICATION ACCOUNTABILITY REPORT

The concerns of the Executive about the existence of controls and oversight ability to prevent such large deficits were addressed. Cost recovery figures were also addressed. The Executive was informed that the figures are much better now; money is being made rather than being lost.

PLANNING & PRIORITIES (Cont/...)

The results of the last exercise done by the Executive of General Council with regard to those activities that would not make the list of priorities were given out. As some members of the Executive had expressed the opinion that the criteria and guideline didn't reflect everything they wished to express, the Executive was presented with a new set of guidelines and criteria which was hoped would cover some of the missing areas. It was the hope of the Planning & Priorities group that these then would be presented to the Spending Units and Budget Steering Group for their information and to help guide their budget decisions.

Guidelines:**Motion: Teresa Moysey/Peter Wesley**

That the Guidelines as presented to General Council Executive be forwarded to Budget Steering Group and the Units for their guidance in 2001 budget decisions.

Motion Carried

Criteria:**Motion: Teresa Moysey/Peter Wesley**

That the Criteria as presented to General Council Executive be forwarded to the Budget Steering Group and the Units for their guidance in 2001 budget decisions.

Motion Carried

Results:**Motion: Teresa Moysey/Peter Wesley**

That the tabulation of priorities as identified in the exercise with the General Council Executive be forwarded to the Budget Steering Group and the Spending Units for their information.

Motion Carried

TASK GROUP ON WOMEN IN THE UNITED CHURCH REPORT

The Executive heard a report from representatives of this task group, Meg Grieve and Sheila Duffin. Areas of issues for United Church women and the pain that they have gone through and are still going through were highlighted. The Executive was requested to pass the message in their congregations that this Task Group has heard the women's concerns.

Affirmations of the great work that the Task Group has done followed.

OMNIBUS MOTION*Receiving Reports:***Motion: Lorna Teed/Anne Shirley Sutherland**

That the Executive of General Council receives for information:

1. The report of the General Council Secretaries.

2. The Division of Communication Accountability report.
3. The report of the Task Group on Women in the United Church.

Motion Carried

Grace was led by Clarence Sellars before the Executive broke for lunch.

COMMUNICATION MOTION (CONT/...)

Education Strategy regarding Residential Schools:

Motion: Linda Slough/Ron Holutuk

That the Executive of General Council refer the matter of planning and implementing a communication and education strategy regarding Residential Schools to the Residential Schools Steering Committee with the expectation that the work to be done through the General Council Office will be coordinated by the General Council Secretaries and carried out as soon as possible, and that a report be made to the April 2000 meeting of the Executive of General Council.

Motion Carried

Question & Answer Document summarizing the Residential Schools Discussion

Notes were handed out summarizing the issues that were discussed regarding Residential Schools and possible questions that may be asked by the general public and answers to those questions. These could be shared with the general public. The members of the Executive were given time to read them and to make any comments.

A discussion took place and some clarification was requested on various items in the document and what could be and could not be shared with the public.

UNFINISHED BUSINESS - COMMISSION B

Economic Adjustment for 2001:

Motion: Bernice Luce/David Carrothers

That the Executive of General Council approve that the year 2001 salaries be determined by increasing the 2000 General Council/Conference salaries and the 2000 Ministry Personnel minimums by 2.0%.

Extensive discussion took place with regard to conflict of interest and whether those that this motion would affect should be voting on this policy or participating in the discussion. As no decision could be reached by the Executive, the Acting General Secretary was requested to make a ruling. The Acting General Secretary ruled that it was appropriate for all the members of the Executive to participate in the discussion and subsequent voting on this motion and that it was up to the members to decide whether to participate or not as they saw fit.

Motion Defeated

The Executive requested the Human Resources Committee to re-activate the work on minimum salaries for Order Ministry.

REMITTS

On the request of the Executive earlier in the meeting, about the results of the current Remits, the to date results were reported. The response from Presbyteries to the remits was agreement in the majority to all the remits. It was cautioned, however, that this is not yet a fact until the decision is finally made at General Council 37.

75TH ANNIVERSARY COMMITTEE — REQUEST FOR PROJECT FUND DOLLARS

Motion: Peter Wyatt/Bill Jones

That the 75th Anniversary Committee be provided with \$4,500 from the 2000 Project Fund to cover the expenses of a second mailing to congregations, further advertising, and such other expenses as might be incurred, including a process of evaluation of the anniversary materials and process.

Motion Carried

ICIF COMMITTEE RECOMMENDATION REQUEST FOR PROJECT FUND DOLLARS

Whereas the Executive of General Council endorsed United Church participation in Together 2000,
Whereas the Division of Mission in Canada already has contributed \$5,000,
Whereas Together 2000 represents an opportunity to nurture our relationship with other churches as mandated by the 36th General Council and Mending the World,
Whereas support of such a Canada-wide celebration of belonging in the family of Christ serves our identity as a united and uniting church, and
Whereas the staff support of Together 2000 is expected to continue until Pentecost 2000
Therefore the ICIF Committee request:

Funding Request for Together 2000:

Motion: Peter Wyatt/Carol Hancock

That an amount of up to a total of \$10,000 from the 1999 Project Fund be allocated to support Together 2000,

Motion Carried

EVALUATION OF THE DECISION-MAKING PROCESS

Bob Anderson addressed this item on the agenda and briefly went over the decision-making process that was planned to be used at the 37th General Council.

Use of Commissions at GC 37:

Motion: Bob Anderson/Lorna Teed

That the General Council Executive direct the Agenda & Planning Committee, 37th General Council, to plan for the use of commissions as part of the decision-making process at the 37th General Council.

Motion Carried

A discussion took place on how these Commissions could work at 37th General Council, The Executive was asked for suggestions and comments to help improve this process.

AUTHORIZATION OF THE SUB-EXECUTIVE

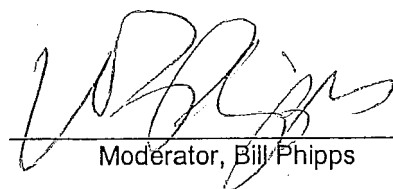
Authorizing Sub-Executive to approve Emergency Business:

Motion: Anne Shirley Sutherland/Lorna Teed


That the Executive of General Council authorize the Sub-Executive of General Council to deal with any business of an emergency nature.

Motion Carried

The closing Worship was led by Brian Thorpe on behalf of BC Conference. The meeting adjourned at 4:00 p.m.



Moderator, Bill Phipps



Acting General Secretary, Anne Shirley Sutherland