

THE UNITED CHURCH OF CANADA

MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES

November 3-6, 2000

CREATING COVENANTS WHERE WORSHIP AND WORK ARE ONE

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Friday, November 3, 2000 to 4:00 p.m. on Monday, November 6, 2000, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Marion Parady, presided.

ATTENDANCE OF THE MEMBERS OF THE EXECUTIVE

Voting Members

Steve Adams, Jim Balfour, Ross Bartlett, Marion Best, Hazel Bigby, Bonnie Burnett, Paul Campbell (Part-time), Steven Chambers, Kathryn Chenier, Richard Choe, Claire Borel-Christen (Part-time), Virginia Coleman, Jeff Cook, Gerald Doré, Sheila Duffin, Alf Dumont, Doug Einarson, Chris Ferguson, Carol Hancock, Ron Holotuk, Gordon How, David Iverson, Jim Jackson, Elaine Jacobs, Jon Jessiman, Kathy Koehler, Martha Ter Kuile, Stephen Mabee, Gwen Nicol-MacDonald (Part-time), Faith March-MacCuish, Joanna MacQuarrie, Lynn Maki, Harold Manuel, Teresa Moysey, Ruth Nicholls, Marion Parady, Bill Phipps, Barbara Rafuse, James Scott, Dong-Chun Seo, Peter Short, Michelle Slater, Sheila Snelling, Walter Sowa, Jack Spencer, Karen Ptolemy-Stam, Keith Stuckless, Anne Shirley Sutherland, Peter Wesley, David Woodall, Peter Wyatt.

Corresponding Members

David Allen, Debra Bowman, Michael Bourgeois, Elsie Manley-Casimir, Richard Chambers, David Estey, Maitland Evans (Global Partner), Bruce Faurshou, Catherine Gaw, Eleanor Geib, Bonnie Greene, Sharon Larade, John Loughheed, Fred Monteith, Jim Pickering, George Rodgers, Bernice Saulteaux, Peter Scott, Clarence Sellars, Jim Sinclair.

Regrets

Wendy Bulloch, Roslyn Campbell, Roger Coll, Dianne Cooper, Murray Lapp (corresponding members), Janet Severight, Dale Wiggins (voting members).

FRIDAY – NOVEMBER 3, 2000

CONSTITUTING THE MEETING OF THE EXECUTIVE

The Moderator constituted the meeting with the following words:

"In the Name of the Lord Jesus Christ the only Sovereign head of the Church, and by the authority vested in me by the 37th General Council, I hereby declare this meeting of the Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 37ième (trente septième) Conseil général, je déclare ouvert, par la présente, l' executif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

OPENING WORSHIP

Opening worship was provided by the Division of Mission in Canada with Howard Brox former General Secretary of this Division, providing leadership in the service, David Allen providing piano accompaniment to the hymn singing, Joanna MacQuarrie and Elaine Jacobs leading the prayer and readings, respectively.

OPENING ANNOUNCEMENTS

Marion Pardy welcomed the members of the Executive and made the following announcements:

Regrets

- Dale Wiggins, lay representative of Saskatchewan Conference
- Wendy Bulloch, Executive Secretary, Bay of Quinte Conference
- Janet Severight, ordered representative, All Native Circle Conference
- Murray Lapp, Chair, Budget Steering Group
- Dianne Cooper Acting Speaker/Executive Secretary, All Native Circle Conference
- Roslyn Campbell, Executive Secretary, Hamilton Conference
- Roger Coll, Executive Secretary, Manitoba and Northwestern Ontario Conference

Global Partner

The Global Partner representative for this meeting is Rev. Dr. Maitland Evans, the General Secretary of the United Church in Jamaica & Cayman Islands. He has extensive international experience in mission partnership, particularly with the Council for World Mission. He was the founder of the Mel Natham Institute in Kingston, a social ministry of the church.

Introductions

- Bernice Saulteaux – replacing Dianne Cooper for this meeting
- Fred Monteith – acting Executive Secretary replacing Roslyn Campbell for this meeting
- Eleanor Geib – acting Executive Secretary replacing Roger Coll for this meeting

Late Arrivals

- Claire Borel-Christen, representative of the Francophone constituency
- Paul Campbell, Human Resources Committee

Community Concerns

- Death of Glen Campbell in the summer
- Helen Chisholm's grandchild born prematurely and died
- Dianne Coopers' partner ill with cancer
- Wendy Bulloch having surgery

OPENING PROCEDURAL MOTIONS

Chair of the Business Committee

2000-11-03-0001.PRO

Motion: Virginia Coleman/Ross Bartlett

That the Executive of the General Council appoint Peter Short (O) (MAR) as Chair of the General Council Executive Business Committee.

Carried

Corresponding Members

2000-11-03-0002.PRO

Motion: Virginia Coleman/Peter Short

That the corresponding members of the Executive of the General Council for this meeting be: John Loughheed, Sharon Larade, Michael Bourgeois, the Directors of departments, the Executive Secretaries of the Conferences, Maitland Evans and other persons attending the meeting as a resource to the Executive.

Carried

Administrative Staff

2000-11-03-0003.PRO

Motion: Virginia Coleman/Peter Short

That the administrative staff for this meeting be: Melinda Moore, Mary Purdon and Isabela Simon and that the minute secretary for this meeting be Isabela Simon.

Carried

Reference and Counsel Committee

2000-11-03-0004.PRO

Motion: Virginia Coleman/Peter Short

That the following persons be the reference and counsel committee for this meeting of the Executive of the General Council: Stephen Mabee, Joanna MacQuarrie and Jack Spencer.

Carried**Agenda**

2000-11-03-0005.PRO

Motion: Virginia Coleman/Peter Short

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

Carried**Approval of the Minutes of the Last Meeting of the Executive**

2000-11-03-0006.PRO

Motion: Virginia Coleman/David Iverson

That the Executive of the General Council approve, as circulated, the minutes of the meeting of the Executive of the General Council which was held April 28 – May 1, 2000.

Carried**Omnibus Motion – Correspondence**

2000-11-03-0007.PRO

Motion: Virginia Coleman/Peter Short

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

FROM	DATE	REGARDING	SUGGESTED ACTION TO BE TAKEN
1. Saskatchewan Conference	June 29, 2000	Authorization of Search Process for Executive Secretary for the Conference	A motion is presented in the General Secretary's report
2. Albright Centre	September 7, 2000	Request to increase limit for financing from up to 17 million to up to 17.6 million	Refer to Sessional committee
3. Department of Stewardship	September 25, 2000	Re-design of the Department of Stewardship	Refer to Directions Committee, if this team is approved by the Executive of the General Council
4. Northern Lights Presbytery	October 9, 2000	Concern expressed on the Travel Allowance for 2001 as stated in the salary and benefit scale given the high cost of fuel	Refer to Sessional committee
5. Montreal and Ottawa Conference	October 11, 2000	Request for a Moderator's Consultation (or equivalent) on the Relationship between Aboriginal and Non-Aboriginal Peoples	Refer to Sessional committee
6. Toronto Conference	October 17, 2000	Request for Communication to all Congregations explaining General Council actions arising from the Report of the Task Group on the Women in the United Church	Refer to Sessional committee
7. Toronto Conference	October 18, 2000	Request to re-visit compensation regarding Ministry Couples	Refer to Sessional committee
8. Linda Slough	May – October, 2000	Policies and Procedures	Refer to a small task group

Carried

MODERATOR'S ACCOUNTABILITY (GC-37 – GC-38)

Marion Pardy called upon Bill Phipps to take the Chair while she presented her accountability report.

Motion: Marion Pardy/Stephen Mabee

2000-11-03-0008

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

Carried

GENERAL SECRETARY'S ACCOUNTABILITY – STAFFING UPDATES (GC-39 – GC40)

Virginia Coleman highlighted parts of her report related to staffing updates and vacancies in Conference Executive Secretaries positions.

Conference Executive Secretaries Vacancies

MOTION: VIRGINIA COLEMAN/ RICHARD CHOE

2000-11-03-0009

That the Executive of the General Council authorize the search and selection process, to begin as soon as possible, for the positions of Conference Executive Secretary in British Columbia Conference and Saskatchewan Conference, and that the search be for term employees for the period of July 1, 2001 to September 1, 2004.

It was suggested that the terminology of "term" employee be eliminated in the interest of fairness to people being employed and not creating two different classes of Executive Secretaries when all the Executive Secretaries may be facing the end of employment if the change to a three Council structure is approved at the meeting of the 38th General Council.

There was more discussion on this question and what it would mean for Conferences to do or not do this. After some clarification, it was felt that permanent employment would attract a better selection of candidates and a permanent position in this area would benefit the Conferences much more than a term employment position.

Motion – Defeated

Motion: Jon Jessiman/Dong Chun Seo

2000-11-03-0010

That the Executive of the General Council authorize the search and selection process to begin as soon possible for the positions of Conference Executive Secretary in British Columbia, Saskatchewan, Montreal & Ottawa, and the position of the Speaker of All Native Circle Conference. Applicants shall be informed that the position may end with possible changes in the church's court structure.

Carried

WORLD COUNCIL OF CHURCHES (GC-58 – GC-61)

Marion Best presented the report from the World Council of Churches (WCC), highlighting a number of areas of challenge for the organization such as racism and homophobia. She gave some background information on the World Council of Churches and her time as part of this organization.

Motion: Marion Best/Teresa Moysey

2000-11-03-0011

That the Executive of the General Council receive the report from the World Council of Churches.

Carried

APPROVAL OF THE MINUTES OF THE LAST MEETING OF THE SUB-EXECUTIVE

Over the lunch period, the Sub-Executive of the General Council met to approve the minutes of their August 8, 2000 meeting.

WORKING TOGETHER – CLARIFICATION OF ROLES

Anne Shirley Sutherland introduced Sy Eber, a consultant of longstanding association with The United Church of Canada, who would be facilitating this exercise with the Executive. At their last meeting the Executive went through an initial exercise to clarify roles of the General Council Secretaries (GCS), the Conference Executive Secretaries (CES) and members of the General Council Executive (GCE) and it

was found at that time that there was a lack of clarity on these roles among the members of the Executive. It was felt that with a new Executive, this was good time to go through a similar exercise and even continue this process at future meetings of the Executive.

Sy Eber led the Executive through an exercise to:

1. identify the roles that GCS, CES and GCE have in accomplishing the goals of the Church in the areas of Governance, Stewardship, Faith Leadership
2. identify the roles of GCS, CES and GCE in finding better ways of working within and across these groups
3. provide general input on how the clarification of roles may progress beyond this session

THE UNITED CHURCH OBSERVER

John Lougheed, representative from the United Church Observer invited the Conference Representatives and the rest of the members of the Executive to the United Church Observer Corporation meeting being held at 8:15 a.m. on Saturday. A new nominee Lois O'Neill was to be appointed to the Observer Board of Directors. He introduced Lois O'Neill as having a background in high school administration, teaching, Marketing and Advertising with experience in both Business and the Arts. She chaired the Ministry & Personnel Committee at Woodlawn United Church in Dartmouth, Nova Scotia. She has recently relocated to Toronto from Halifax-Dartmouth. Other members are Marion Best, Chair, Gordon Conlin, Sheila Duffin, Ivan Gregan, John Lougheed, Kendra Miller, Richard Spies, Barbara Walkden, Peter Wyatt and Ex Officio, Muriel Duncan (Editor).

Motion: Marion Best/Sheila Duffin

2000-11-03-0012

That the Executive of the General Council appoint Lois O'Neill to the Board of Directors of the United Church Observer Publications Inc.

Carried

THEOLOGICAL REFLECTION

Peter Wyatt introduced Michael Bourgeois who would be leading theological Reflection throughout the meeting of the Executive of the General Council. This meeting's theme was Reconciliation.

The Executive was asked to reflect on the following questions:

How important is the "ministry of reconciliation" to living faithfully?

Considering what we as the United Church of Canada are "on the brink" of, and what we as the General Council Executive must deal with in this meeting, where is reconciliation needed?

What steps do we as the General Council Executive need to take to foster reconciliation in these areas?

The meeting broke for supper. After supper the Sessional Committees met to deal with the pieces of work assigned to them.

SATURDAY – NOVEMBER 4, 2000

OPENING WORSHIP

Opening worship was led by Hazel Bigby, Jon Jessiman and Debra Bowman. After opening worship, some time was given to table groups for check in.

UPDATE ON THE FINANCES FOR GENERAL COUNCIL OFFICES (FIN-21 – FIN-23)

Doug Einarson, Chair of the Division of Finance, presented the report on this.

Motion: Doug Einarson/Steve Adams**2000-11-03-0013**

That the Executive of the General Council receive the update report on the Finances of the General Council Offices.

Carried

DEPARTMENT OF PENSIONS AND GROUP INSURANCE (FIN-13 – FIN-19, GC-1)

Jim Pickering, the director of this department, presented the Department of Pensions and Group Insurance report.

Motion: Steve Adams/Doug Einarson**2000-11-03-0014**

That the Executive of the General Council adopt the motions as presented on pages FIN-13 – FIN-15, FIN-16R, FIN-17 – FIN-19.

Carried

RESOLUTION #42 – SCREENING PROCESS FOR MINISTRY PERSONNEL (MPE-1 – MPE-4)

Steven Chambers, in the absence of the Chair of the Division, Gwen Nicol-MacDonald, presented the report on Resolution #42. It was felt that new information has come to light since 37th General Council that has led to the Division's request for reconsideration of the amendment to Resolution #42 passed by General Council. As Provincial/Territorial Abuse Registry Checks do not exist in all the provinces in Canada, the amendment to this resolution to include Provincial/Territorial Abuse Registry check in the screening process would lead to inconsistency in the application of this policy across the the country. It was also important to note that registry checks would still retain names even when those people were not convicted of any offence. For these reasons it was felt that this decision needed to be reconsidered by the Executive of the General Council.

Motion: Steven Chambers/Peter Wesley**2000-11-03-0015**

That the Executive of General Council consider the effect of the amendment to Resolution #42 (Screening Process for Ministry Personnel), as passed by the 37th General Council, to be an emergent issue and remove the words Provincial/Territorial Abuse Registry check from Resolution #42.

Motion to Amend: Virginia Coleman/Carol Hancock

That the Executive of the General Council approve the following amendment:

That the Executive of the General Council consider the effect of the amendment to Resolution #42 (Screening Process for Ministry Personnel), as passed by the 37th General Council, to be an emergent issue and remove the words **requirement to conduct** Provincial/Territorial Abuse Registry check from Resolution #42 **for Ministry Personnel**.

Carried

Motion as Amended – Carried

REVENUE GENERATION FUNDING IN THE YEAR 2002 AND BEYOND (FIN-1 – FIN-12)

Doug Einarson presented the report on this issue. the Executive heard the report from the Sessional Committee that was set up to deal with this item of business.

Motion: Doug Einarson/Steve Adams**2000-11-03-0016**

That the Executive of the General Council select Option B from the Division of Finance Report as the funding option for the 2002 budget year with the goal of moving towards Option C, within 5 years, as funds permit.

Motion to Postpone: Virginia Coleman/Jon Jessiman

That the Executive of the General Council postpone this motion, definitely, until such a time that wording which accurately reflects the intention of the discussion can be brought back to the Executive.

Carried

Motion: Doug Einarson/Steve Adams

2000-11-03-0017

That the Executive of the General Council agree that Unified Funding for Revenue Generation should be increased to appropriate levels and that this increase should be implemented as follows:

Unified Funding equal to 5.0% of M&S 2000 results

Unified Funding equal to 5.5% of M&S 2001 results

Unified Funding equal to 6.0% of M&S 2002 results

Unified Funding equal to 6.5% of M&S 2003 results

N.B. In the current structure this increase would be directed to the Department of Stewardship Services. Appropriate adjustments would be required in a new structure.

Motion to Postpone: Marion Best/Peter Wesley

That the Executive of the General Council postpone this motion, definitely, until the previously postponed motion is dealt with.

Carried

THE MANUAL COMMITTEE – CHANGES TO THE MANUAL

Virginia Coleman presented the report from the Sessional committee set up to deal with changes to The Manual resulting from the decisions made by the 37th General Council.

Petition #136 – Interpretation of Conference Policies (UF-26)

Motion: Peter Wesley/Ross Bartlett

2000-11-03-0018

That the General Council Executive agree that the responsibility "to make rulings on questions of jurisdiction or interpretation with respect to all matters of the polity, procedures, and practice of the United Church" currently found in Section 431(e) be removed and placed in the duties of the Conference Executive Secretary and The Manual be amended accordingly.

Carried

Omnibus Motion – Changes to The Manual

Motion: Virginia Coleman/Peter Wesley

2000-11-03-0019

That the Executive of the General Council adopt the proposed wording for changes to The Manual on the following subjects:

Appeals by Candidates (GC 7-8)

Covenant Services for Interim Minister Appointments (GC-9)

Moving Expenses (GC-11)

Ordered Ministry (GC-12)

Ordained Supply and Shared Ecumenical Ministries (GC-13)

Appointment of a Pastoral Charge Supervisor (GC-14)

Pastoral Charge Supervisors counted as clergy for Quorum Purposes (GC-15)

Right to Petition Official Board re: Pastoral Relationship (GC-16)

Secretary of Presbytery (GC-17)

Membership of Presbytery, Past Moderators who are Lay People (GC-18)

Membership of Presbytery, Lay Ministers on Long Term Disability (GC-19)

Membership of Presbytery, Youth and Young Adult Membership (GC-20)

Settlement and Appointment (GC-21)

Length of Time Between Meetings of the General Council (GC-24)

Retired United Church Clergy (GC-28)

Right of Return to Conference of Ordination or Commissioning (GC-29)

Shared Property (GC-30)

Funding for Continuing Education of Ministry Personnel (GC-31)

Ordained Ministers not in Presbytery/District-recognized Ministry (GC-74)

Interim Ministry Policy – Conference Interim Ministry Committee (GC-78)
 Threshold Between Congregation and Presbytery/District accountable ministries (GC-80)
Carried

Some suggestions on wording and grammar were offered by some members of the Executive. It was agreed that every effort would be made to make sure that grammar was checked and corrected.

Women in the United Church (GC-6)

After some discussion on this resolution and what the intent of this group was in formulating this resolution, it was agreed that moving on this resolution would be postponed until after further consultation.

Interpretation of Conference Policies (GC-10)

Motion: Virginia Coleman/Peter Wesley

2000-11-03-0020

That the Executive of General Council adopt the resolution on Interpretation of Conference Policies.

Carried

Remit #5 and Remit #6 – Overseas Personnel: Updating of Terminology & Election Formula

Motion: Peter Wesley/Virginia Coleman

2000-11-03-0021

That the Executive of the General Council approve the amendment of section 502(b) of the By-laws to reflect the enactment of Remits #5 and #6, as follows:

502 Election of Commissioners.

[remains unchanged]

By Overseas Personnel. Overseas Personnel appointed by the United Church through the Division of World Outreach who are members of the United Church of Canada shall be entitled to representation at each General Council on the basis of one (1) Commissioner for every eighteen (18) such Overseas Personnel but in any case at least three (3) Commissioners.

[remains unchanged]

Such Commissioners shall be elected by ballot from the Overseas Personnel who will be on home assignment in Canada at the time of the meeting of the General Council. (Basis 8.4.2)

the General Council Division of World Outreach shall furnish the General Secretary of the General Council with a list of all its Overseas Personnel who will be on home assignment in Canada at the time of the meeting of the General Council, . . .

Re-Organization of the General Council Office (GC-25 – GC-27)

Motion: Peter Wesley/Virginia Coleman

2000-11-03-0022

That the resolution on Re-organization of the General Council Office be adopted after replacing the word "new" with "*provisional*" in the sentence beginning "**AND BE IT FURTHER RESOLVED. . .**"

Carried

Unified Placement Process (GC-66 – GC-67)

Motion: Peter Wesley/Virginia Coleman

2000-11-03-0023

That the resolution on Unified Placement Process be adopted after removing subsection (f) and then relettering the subsequent sections.

Carried

Screening Process for Ministry Personnel (GC-68 – GC-73)

Motion: Peter Wesley/Virginia Coleman

2000-11-03-0024

That the resolution on Screening Process for Ministry Personnel be adopted with the deletion of the words "and provincial/territorial abuse registry check" wherever they appear in the amended and/or added sections.

Carried

Interim Ministry Policy – Interim Ministry Transition Committee (GC-76 – GC-77)

Motion: Peter Wesley/Virginia Coleman

2000-11-03-0025

That the Executive of the General Council adopt the resolution on Interim Ministry Policy – Interim Ministry Transition Committee with the following change in wording:

in Section 054.1 (ii) five (5) to seven (7) members of the Pastoral Charge.

Carried

ECUMENICAL SOCIAL JUSTICE WORK (REPLACEMENT DMC-5 – DMC-6A)

Lynn Maki, Chair of the Division of Mission in Canada and Bonnie Greene, Director in the Division, presented the report on this issue. Carol Hancock reported on behalf of the Sessional Committee set up to look at this work and went over some of the questions that this committee asked and the answers that were given. the Sessional Committee's recommendation to the Executive was to vote in favour of the motions being recommended in the report on Ecumenical Social Justice Work, with no changes to the motions.

Motion: Lynn Maki/David Iverson

2000-11-03-0026

That the General Council Executive endorse the request of the Presbyterian, Lutheran, Roman Catholic, and Anglican Churches that the work of ecumenical social justice be governed by a single body, known as Canadian Churches for Justice and Peace;

That CCJP be operated as an ecumenical partnership whose purpose shall be to advance religion by assisting the participating churches, religious organizations and orders in making their witness of faith to God's mission of justice, peace and care of creation. the board is responsible for:

Overseeing the transition year (2001);

Developing personnel, financial and program policies;

Establishing program priorities;

Hiring the Executive Director and exercising accountability through him/her;

Approving budgets and staff deployment plans;

Providing financial oversight through the Executive Director;

Providing program oversight;

Establishing such working groups as may be required to carry out the program;

Reporting to the appropriate bodies of the participating churches, religious bodies and orders at least annually.

Be operated as a project within The United Church of Canada, with institutional oversight assigned to the Division of World Outreach and the Division of Mission in Canada, particularly with respect to compliance with United Church personnel policies and related policies;
and

That the UCC act on behalf of other charities in the partnership with respect to legal, tax and charitable purposes, subject to reimbursement and indemnity from the other charities.

Carried

Motion: Lynn Maki/David Iverson

2000-11-03-0027

That the General Council Executive authorize the General Secretaries of the Division of Mission in Canada and of the Division of World Outreach to enter into a Memorandum of Agreement with the partners, to be approved by the Legal Counsel and the General Secretary, General Council.

Carried

The Executive commended the Division of Mission in Canada for achieving these results and for completing this project.

ADMINISTRATIVE STANDARDS PROJECT (DMC-1 – DMC-4)

The update on the Administrative Standards project was presented by Lynn Maki and Bonnie Greene.

Motion: Lynn Maki/David Iverson

2000-11-03-0028

That the Executive of General Council approve the addition of a requirement of incorporation under Appendix iv of The Manual and adoption of a sexual abuse policy as comprehensive as and consistent

with the UCC policy for all organisations using the name of the United Church of Canada (see 073c and 071c of The Manual).

Carried

CORRESPONDENCE TO THE EXECUTIVE

Correspondence from Albright Centre – Increase in the limit on Mortgage Financing

Motion to Refer: Sheila Snelling/Keith Stuckless

2000-11-03-0029

That the Executive of the General Council approve an increase to the limit on the mortgage arrangement for Albright Centre up to \$17,600,000.

Carried

Correspondence from Northern Lights Presbytery – Travel Allowance 2001

Motion to Refer: Sheila Snelling/Keith Stuckless

2000-11-03-0030

That the Executive of the General Council refer to the Human Resources Committee for consideration and response the correspondence from Northern Lights Presbytery related to the special travel allowance needs of those in large geographic areas.

Carried

Correspondence from Montreal & Ottawa Conference – Moderator's Consultation

Motion to Refer: Keith Stuckless/Jamie Scott

2000-11-03-0031

That the Executive of the General Council refer the request from Montreal and Ottawa Conference Executive for a Moderator's Consultation (or equivalent) on the Relationship between aboriginal and non-aboriginal people to the Division of Mission in Canada in consultation with First Nations people (specifically, the All Native Circle Conference and BC Native Ministries), as well as the Moderator's Advisory Committee.

Carried

Correspondence from Toronto Conference – UCW Report to 37th General Council

Motion to Refer: Sheila Snelling/Keith Stuckless

2000-11-03-0032

That the Executive of the General Council refer to the National Consultation, for information and follow-up as they see fit, the correspondence from Toronto Conference for communication to all Congregations, explaining the General Council actions arising from the Report of the Task Group on Women of the United Church.

Carried

Correspondence from Toronto Conference – Compensation for Ministry Couples

Motion to Refer: Sheila Snelling/Keith Stuckless

2000-11-03-0033

That the Executive of the General Council refer to the Human Resources Committee for information the correspondence from Toronto Conference staff committee requesting that we re-visit the matter of housing as it relates to the remuneration of ministry couples, out of concern for the injustices imposed on Ministry Personnel who are partners.

Carried

PETITION #45 – PROVISION FOR CHURCH COURTS TO INVESTIGATE ALLEGATIONS OF SEXUAL ABUSE AND POSSIBLY LAY A COMPLAINT (MPE-5 – MPE-6)

Steven Chambers presented the report on this issue. the Division of Ministry Personnel and Education felt that Petition #45, which passed at the 37th General Council, lacked clarity.

Motion to Refer: Steven Chambers/Carol Hancock

2000-11-03-0034

That the Executive of the General Council consider the action of the 37th General Council on Petition #45 to lack clarity and refer it to the 38th General Council.

Carried

VOICES UNITED LOAN (GC-5)

Motion: Lynn Maki/David Iverson

2000-11-03-0035

That the Executive of the General Council instruct the Division of Finance, that the amount of \$101,342 charged to the Voices United Project for space allocation be credited against the outstanding principal owing; and further

That the Voices United loan from the General Council Reserve be interest-free from January 1, 2000.

Carried

ESTABLISHING A FOUNDATION – 2000 PROJECT FUNDING REQUEST (DMC-7 – DMC-7A)

Lynn Maki and Richard Chambers, Director in the Division of Mission in Canada, presented the report on this issue.

Motion: Lynn Maki/David Iverson

2000-11-03-0036

That the Executive of the General Council extend the timeline for the report of the task group exploring the proposal for the establishment of a foundation to the November 2001 meeting of the Executive of the General Council.

Motion to Amend: Kathryn Chenier/Dong Chun Seo

That the following phrase be added at the end of the motion:

“...and that background and other information regarding foundations be made available at the April 2001 meeting for the GCE to study.”

Carried

Motion to Amend: Jim Jackson/Virginia Coleman

Add “***development of a***” between the word “the” and the word “proposal”.

Defeated

Motion as Amended – Carried

Motion: Lynn Maki/David Iverson

2000-11-03-0037

That the Executive of General Council approve an expenditure from the 2000 Executive of the General Council Project Fund of up to \$13,000 for the development of a foundation proposal.

Carried

THE MORRISON FUND (DMC-8 – DMC-9)

Lynn Maki, presented the report on the Morrison Fund highlighting the decisions made by the Executive of the Division of Mission in Canada.

Disappointment was expressed that the word “Bequest” , which gives a sense of a gift and legacy that Richard Morrison gave to the Church, would be lost in the change of name to Morrison Fund. David Iverson acknowledged this and explained that a discussion on changing “Fund” back to “Bequest” is quite possible.

Motion: Lynn Maki/David Iverson

2000-11-03-0038

That the Executive of the General Council receive, for information, the report on the Morrison Fund.

Carried

The meeting adjourned for the day with a hymn and grace led by Marion Pardy.

SUNDAY – NOVEMBER 5, 2000

The meeting began with table group check in. A workplan for the Executive was distributed among the members who were then given time to go through it and make comments and suggestions.

SUNDAY WORSHIP

After Table Group check-in, the members of the Executive transitioned into Chapel for Sunday worship led by the Moderator, Marion Pardy.

AGENDA & PLANNING COMMITTEE OF THE 37TH GENERAL COUNCIL (GC-47 – GC-56)

Bob Anderson, the Chair, presented the final report of this Committee. Time was given for questions and for comments.

Motion: Stephen Mabee/Ruth Nicholls

2000-11-03-0039

That the Executive of the General Council receive, for information, the report of the Agenda and Planning Committee of the 37th General Council.

Carried

CORRESPONDENCE FROM LINDA SLOUGH – TASK GROUP

Virginia Coleman absented herself from the Court and David Iverson took her place for the purposes of this report.

On behalf of the Task Group set up to deal with this correspondence, Joanna MacQuarrie gave the Executive of the General Council some background information on what had happened at the last Executive of the General Council related Linda Slough's dismissal and the request by the Executive of the Division of Communication related to this.

Linda Slough's employment with The United Church of Canada was terminated on April 3, 2000. there was a settlement/severance package acceptable to both General Council and Linda Slough signed at that time.

April 28, 2000 – May 1, 2000 – the minutes of the General Council Executive page 274 to 276 dealt with a request presented by Division of Communication Consulting Group for review of personnel processes. the outcome of those discussions was that:

“the Executive of General Council initiate a review by the Human Resources Committee of General Council's Personnel Policies with regard to:

- *definition and responsibilities of the employing unit;*
- *terms of employment of senior staff*
- *performance reviews;*
- *role of supervisor in termination of senior staff;*
- *grievance or appeal processes.*

A written report of the results of this review will be presented to the Executive of the General Council in Spring 2001, with a progress report to be made to the November, 2000 meeting of the Executive of the General Council.”

This work was understood to be in process.

from June 16th until October 13th 2000 correspondence was exchanged between Linda Slough and the United Church of Canada regarding questions, concerns, or recourse that is available related to the process around the dismissal.

A further letter dated October 27, 2000 from Linda Slough addressed to the General Council Executive was received referencing previous letters and raising concerns regarding procedures in following the three possible recourses available to her, and also the following item:

“requesting a formal independent review of the events leading up to and resulting in my ‘dismissal without cause’. Particularly examining the supervision practices and application of General Council Personnel Policies during that time. This review must be carried out by a body that has the power to act or to bring recommendations for action to the General Council Executive.”

In looking at Linda Slough's request for a "formal independent review" the task group recommends that this is not an option to be pursued as it is not a process that exists and the current options for recourse are adequate. This Task Group reviewed the correspondence, and, having consulted with Cynthia Gunn our legal counsel, recommends that this General Council Executive move the following motion:

Motion: Karen Ptolemy-Stam/Kathryn Chenier

2000-11-03-0040

That:

- A. The Moderator Marion Pardy in conjunction with legal counsel respond to the Linda Slough correspondence by reiterating with clarification the three options available to her through our United Church of Canada procedures.
- B. In implementing these procedures, there be appropriate consideration and response given to any conflict of interest concerns.

these options are:

1. To appeal to the Judicial committee of the decision of the April 2000 GCE meeting made in response to the concerns presented by the Division of Communication Consulting Group.
2. To make a Formal complaint against the General Secretary under the "Formal Investigation Procedures for the Staff System of The United Church of Canada".
3. To participate in an informal process to share her concerns with the General Secretary's Supervision Team.

Motion to Postpone: Gerald Dore/Carol Hancock

That the Executive of the General Council postpone this motion, definitely, until each member has a copy of Linda Slough's letter to the Executive is made available.

Defeated

Following this motion, a request was made that the letter from Linda Slough be made available to the Executive. It was agreed that the letter would be made available before further discussion on this took place.

Motion to Table: Doug Einarson/Keith Stuckless

That the Executive of the General Council table this motion until the letter from Linda Slough is made available.

Carried

GENERAL SECRETARY'S ACCOUNTABILITY – HUMAN RESOURCES COMMITTEE (GC-43)

MOTION: VIRGINIA COLEMAN/JIM JACKSON

2000-11-03-0041

That the Executive of General Council approve that:

Alan Hall be appointed to the membership of the Human Resources Committee, effective immediately; Paul Campbell, former chairperson of the Human Resources Committee, be appointed as the chairperson of the committee, effective immediately and until April 30, 2001;

Alan Hall be appointed as the chairperson of the Human Resources Committee, effective May 1, 2001.

Carried

HUMAN RESOURCES COMMITTEE (GC-32 – GC-33)

Paul Campbell presented the part of the report dealing with the Minimum Salary for Pastoral Relations System and the Model of Compensation for General Council/Conference Staff System.

Minimum Salary for the Pastoral Relations System

Motion: Paul Campbell/Anne Shirley Sutherland

2000-11-03-0042

That the Executive of the General Council revise the Salary and Allowances Schedule for Ministry Personnel in the pastoral relations system to the following:

Category A : (1 – 3 years of service) be increased by 6% of the 2000 Category A.

Category B : (4 – 6 years of service) would be equal to A plus 6%.

Category C : (7 – 9 years of service) would be equal to A plus 12%.

Category D : (10 – 12 years of service) would be equal to A plus 18%.

Category E : (13 – 15 years of service) would be equal to A plus 24%.”

Motion to Amend: Peter Wesley/Jack Spencer

That the Executive add “*effective Jan 1, 2002.*” after the word “system” and that “2000” under Category A be changed to “2001”.

Carried

Motion to Postpone: Virginia Coleman/Ross Bartlett

That the Executive of the General Council postpone this motion definitely until the mathematical calculations are made available.

Carried

Compensation for the General Council & Conference Staff

Motion: Paul Campbell/Anne Shirley Sutherland

2000-11-03-0043

That the Executive of the General Council approve the implementation of a revised model of compensation for the General Council/Conference staff system which values equity and fairness, simplifies salary administration, and is more easily understood by all; and that the model be based on the following principles:

- that all salary levels have the same number of steps (6);
- that the salary range within each level be a 25% difference between step one and step six;
- that there be 11 levels (which is fewer than the current system) and that the revised model be effective January 1, 2002.

Carried

CORRESPONDENCE FROM LINDA SLOUGH – IN CAMERA SESSION

Motion: Peter Short/David Iverson

That the motion related to the options available to Linda Slough be lifted from the table.

Carried

The letter from Linda Slough to the Executive of the General Council was distributed. A suggestion was made that since the information contained in this letter is confidential that the discussion that took place next be “in camera”.

Motion: David Iverson/Peter Short

That the Executive of the General Council have the discussion on the matter of Linda Slough’ s letter “in Camera”.

Carried

After the discussion the Executive of the General Council agreed to move out of “in camera”. The motion on the options that were available to Linda Slough was referred to Reference and Counsel Committee.

RECEIVING THE MINUTES OF THE SUB-EXECUTIVE

Motion: Steven Chambers/Joanna MacQuarrie

2000-11-03-0044.PRO

That the Executive of the General Council receive, for information, the minutes of the meetings of the Sub-Executive of June 16, 2000, June 29, 2000, June 30, 2000 and August 8, 2000.

Carried

RESIDENTIAL SCHOOLS STEERING COMMITTEE (GC-82 – GC-86)

David Iverson presented some background information on the Residential Schools Steering Committee. He highlighted the membership of this Committee and the new member – Bernice Saulteaux – who was added to the group in compliance with the decision made by the 37th General Council that 1/3 of the membership be First Nations persons. He also reported that Alf Dumont has resigned and would be replaced with another First Nations person not part of the All Native Circle Conference grouping. David Iverson and Brian Thorpe went over the report highlighting updates in the various sections.

The Sessional Committee on the Residential Schools report was presented by Jamie Scott. He reported that all aspects of the report were discussed and the Sessional Committee was grateful to the Steering Committee for the ministry they are carrying forward on the Church's behalf.

Motion: Jamie Scott/Jack Spencer

2000-11-03-0045

That the Executive of the General Council Executive receive the report of the Residential Schools Steering Committee on Indian Residential Schools and affirm the directions that are presented in it.

Carried

The members of the Sessional Committee were also made aware that a decision in Phase 2 of the Port Alberni court case is due very soon. It was the feeling of this committee that the Executive needed to determine the mechanism by which a decision will be made as to how the whole Executive will be engaged in a response to the court decision.

The General Secretary informed the Executive of the General Council that they will be notified immediately upon receipt of the decision. There would be consultation with the Moderator, the General Secretary and the Residential Schools Steering Committee to determine how this Executive will make the decision on how to respond to the decision in the second phase of the trial.

This plan was verbally agreed to by the Executive.

THEOLOGICAL REFLECTION

Michael Bourgeois invited the Executive in a moment of silence to think their last reflection. Martha Ter Kuile and Maitland Evans were introduced and followed on with the theme of Reconciliation.

Rev. Dr. Maitland Evans addressed the court with a question he had been asking himself – what is the purpose of his presence here at this meeting? Is it as a privilege or as potential?

The Executive was asked to spend 5 minutes in table groups without speaking and then take 10 minutes to discuss the question:

“Considering what we as the United Church of Canada are “on the brink” of, and what we as the General Council Executive must deal with in this meeting, where is reconciliation needed?”

GENERAL SECRETARY'S ACCOUNTABILITY – FOLLOW UP FROM THE 37TH GENERAL COUNCIL (GC-40 – GC-43)

Virginia Coleman presented the rest of her report highlighting remits, staffing concerns and the Funding task group in her report.

Motion: Virginia Coleman/Richard Choe

2000-11-03-0046

Having received Petitions #2, #3, #5, #6, #7, #8, #9, #10, #11, #38, #39, #40, #41, #95, #99 and #120 and considering the actions already taken by the 37th General Council, that the Executive of the General Council take no further action with respect to these Petitions.

Carried

Motion: Virginia Coleman/Chris Ferguson

2000-11-03-0047

That the Executive of the General Council approve Resolution #94; refer Petition #96 back to All Native Circle Conference to be a part of their decision-making and budget setting; and, refer Petition #97 to the General Council Human Resources Committee for study and recommendation to the 38th General Council.

Carried

Motion: Virginia Coleman/Ruth Nicholls

2000-11-03-0048

That the Executive of the General Council, affirming the importance of the need for the 38th General Council to have before it recommendations for the funding of the work of the United Church and for the further development of the financial stewardship of United Church people, direct the Department of

Stewardship Services, the Division of Finance, to propose to present to the 38th General Council a report with options for further developing the financial stewardship of United Church people, and, approve the mandate of the funding task group be limited to the exploration of options for funding the work of the United Church.

Carried

MONDAY – NOVEMBER 6, 2000

the meeting opened with a prayer led by the Moderator. Evaluation forms were handed out and the members of the Executive were requested to take the time to fill them out before they left this meeting.

TASK GROUPS ARISING OUT OF THE WORKING GROUP ON THE CHANGING CHURCH REPORT TO THE 37TH GENERAL COUNCIL (GC-97 – GC-99)

Virginia Coleman presented the report on this issue and moved the motions as follows:

Task Group on Policies and Procedures Vocations (GC-97)

Motion: Virginia Coleman/Richard Choe

2000-11-03-0049

That the Executive of the General Council approve the following mandate and membership of the task group on policies and procedures related to Pastoral Relations and Ministry Vocations:

Task group:

Policies and Procedures related to Pastoral Relations and Ministry Vocations

Mandate:

To review the current policies and procedures relating to Pastoral Relations, including Pastoral Oversight, and Ministry Vocations, explore options to simplify these, and present to the 38th General Council a report with proposals for simplified policies and procedures the task group deems appropriate for the United Church of Canada.

Membership and Skills Required:

8 - 10 persons, (representing the diversity of the United Church, including regional diversity) with the following interests, background and skills:

General Skills Required of all Members of the Task Group:

- Commitment to the United Church of Canada and to working towards simplified policies and procedures that protect the interests and well-being both of the church and of Ministry Personnel
- Thorough understanding of current policies and practices
- Ability to think creatively and conceptualize new ways of doing things

Specific Background and Experience to be Represented on the Task Group:

- Experience on Conference/Districts and Presbyteries Committees, with implementing the current Pastoral Relations, Pastoral Oversight and Ministry Vocations policies and procedures
- At least one current or former Conference Personnel Minister
- At least one representative from the Ethnic Ministries Council
- At least one representative from the All Native Circle Conference

Motion to Amend: Gerald Doré/Claire Borel-Christen

That under the title “*Specific Background and Experience to be Represented on the Task Group*” the following be added:

- “• ***At least one representative from the Francophone Constituency***”

Carried

Motion as Amended – Carried

Task group on the exercise of discipline of Ministry Personnel (GC-97)

Motion: Virginia Coleman/Dong Chun Seo

2000-11-03-0050

That the Executive of the General Council approve the following mandate and membership for the task group on the exercise of discipline of Ministry Personnel:

Task group:

Exercise of Discipline of Ministry Personnel

Mandate:

To explore models for the discipline of United Church Ministry Personnel and to present to the 38th General Council a report containing a proposal for a model or models that the task group deems appropriate to the United Church of Canada.

Membership and Skills Required:

5 - 6 persons (representing the diversity of the United Church) with the following interests, background and skills:

General Skills Required of all Members of the Task Group:

- Understanding of and commitment to the polity of the United Church
- Creativity, compassion and a strong commitment to justice
- Thorough understanding of the current policies and procedures related to the discipline of Ministry Personnel

Specific Background and Experience to be Represented on the Task Group:

- Experience in the exercise of discipline of Ministry Personnel in Presbytery, Conference or District
- At least one current or former Conference Personnel Minister

Carried

Task group on funding options for the work of the United Church (GC-98)

Motion: Coleman/Ron Holotuk

2000-11-03-0051

That the Executive of the General Council approve the following mandate and membership of the task group on funding options for the work of the United Church:

Task group

Options for Funding the Work of the United Church

Mandate

To explore options for funding the work of the United Church, to report back to the 38th General Council with resolutions for its consideration.

Membership and Skills Required

5 - 7 persons (representing the diversity of the United Church, including regional diversity) with the following interests, background and skills:

General Skills Required of all Members of the Task Group:

- Commitment to the United Church and to the financial health and viability of all its parts
- Ability to work well with financial concepts and material
- Ability to think creatively about how to fund all the work of the United Church on a fair and equitable basis

Specific Background and Experience to be Represented on the Task Group:

- Experience in Conference/District and Presbytery on Stewardship and/or Finance Committees
- Background and Experience in congregational stewardship and/or finance
- Experience in fundraising in the public or not-for-profit sectors

Carried

Task group on the Remit process (GC-99)

Motion: Virginia Coleman/Ron Holotuk

2000-11-03-0052

That the Executive of the General Council approve the following mandate and membership for the task group on the Remit process:

Task group:

Remit Process

Mandate:

To explore possible revisions to the Remit process of the United Church, and to report to the 38th General Council with recommendations for its consideration.

Membership:

3 - 5 persons with the following interests, background and skills:

General Skills Required of all Members of the Task Group:

- Understanding of the polity of the United Church
- Commitment to wide consultation in decision-making
- Creativity in thinking about how to make decisions in a timely manner, appropriate to the United Church

Carried

Naming of the Membership (GC-99)

Motion: Virginia Coleman/Alf Dumont

2000-11-03-0053

That the Executive of the General Council empower its Sub-Executive to consider the nominations to be presented to it by the Human Resources Committee and to appoint the members of the following task groups:

1. Task Group on Policies and Procedures related to Pastoral Relations and Ministry Vocations
2. Task group on the Exercise of Discipline of Ministry Personnel
3. Task group on Funding Options for the work of the United Church
4. Task group on the Remit process

Carried

GENERAL COUNCIL SECRETARIES' ACCOUNTABILITY (GC-88 – GC-96)

David Iverson took Virginia Coleman's place at the head table for the purpose of this report. Virginia Coleman and Anne Shirley Sutherland presented the report. Anne Shirley Sutherland explained in more detail the purpose of the Change groups and how they would function.

Visionary Direction and Rationale for the Change process (GC-88 – GC-93)

Motion: Virginia Coleman/Richard Choe

2000-11-03-0054

That the Executive of the General Council approve the visionary direction and rationale for change as outlined in the accountability report of the General Council Secretaries.

Carried

Directions Committee (GC-93)

Motion: Virginia Coleman/Peter Wyatt

2000-11-03-0055

That the Executive of the General Council set up a Directions Committee, with the following mandate and membership:

Mandate:

- Interprets and articulates, for itself and for the Change Teams, the rationale and hoped-for outcomes for the change process
- Creates the overall shape of the re-design
- Sets direction for the Change Teams and provides ongoing feedback and support
- Ensures that the two Change Teams link with each other and maintain a good communication flow
- Monitors progress, and receives accountability reports and recommendations from the Change Teams
- Maintains oversight of the budget

- Reports and makes recommendations to the General Council Executive
- Develops evaluation methods for the ongoing evaluation of any re-design

Membership:

Chair

Lead Staff

General Secretary, General Council

1 General Secretary

2 other staff members

4 volunteers

Total: 10

Concern was expressed about the overload of work on staff and that the Executive would like to enable hiring more staff to help with the restructuring process. It was suggested that it would be preferred that more outside people (Consultants) as well as contract staff be hired to help with this monumental task of restructuring.

It was agreed upon that some clarity was needed on the mandate of the Executive in relation to this process.

Motion to Amend: Martha Ter Kuile/Lynn Maki

That the following phrase be added to the end of the second point under Mandate:

“, including implications for governance”

Carried

Motion as Amended – Carried

Change Teams – Staff and Volunteer (GC-93 – GC-94)

Motion: Virginia Coleman/David Iverson

2000-11-03-0056

That the Executive of the General Council set up two Change Teams with the following mandates and membership:

CHANGE TEAM (STAFF)

Mandate:

- Communicates the vision and hoped-for outcomes for the process
- Designs the details of, and implements the change process outlined/described by the Directions Committee
- Develops processes for the staff to meet together across current lines, to articulate mission goals, evaluate directions, give feedback, and experience new ways and configurations of being together
- Identifies staff issues (staff needs, morale issues, cultural shifts required, etc.) and designs strategies to address them
- Establishes smaller implementation teams to gather feedback, resolve problems and outstanding issues, etc.
- Monitors and receives reports from implementation teams
- Develops and implements communication strategies
- Provides reports and recommendations to the Directions Committee
- Ensures the on-going effective evaluation of any re-design

Membership:

8 - 10 staff members reflecting the different gifts and strengths, areas of work and experience and levels of responsibility present among the staff.

CHANGE TEAM (VOLUNTEERS)

Mandate:

- Communicates the vision and hoped-for outcomes for the process

- Designs the details of, and implements the change process outlined/described by the Directions Committee
- Develops processes for the governance bodies to meet together across current lines, to articulate mission goals, evaluate directions, give feedback, and experience new ways and configurations of being together
- Identifies volunteer issues (needs, morale issues, cultural shifts required, etc.) and designs strategies to address them
- Establishes smaller implementation teams to gather feedback, resolve problems and outstanding issues, etc.
- Monitors and receives reports from implementation teams
- Provides reports and recommendations to the Directions Committee
- Ensures the on-going effective evaluation of any re-design

Membership:

8 - 10 volunteers reflecting the gifts, expertise and experience in various governance bodies within the current structure.

Carried

Responsibilities of the Executive of the General Council in the Change process (GC-94)

Motion: Virginia Coleman/Gordon How

2000-11-03-0057

That the Executive of the General Council agree that it, in relationship to the change process, "Re-designing How We Work Together", will be the body which:

- Articulates the rationale for the change and the vision behind the action of the General Council
- Appoints the membership of the Directions Committee and Change Teams
- Oversees the work of the Directions Committee and the Change Teams
- Receives reports and recommendations from the Directions Committee, and makes decisions regarding the re-design of the structure
- Tests the proposed re-design against the planning and priority-setting that the General Council Executive does on an ongoing basis
- Ensures that an ongoing evaluation takes place

Concern was expressed that the Executive would need to meet more than twice a year in order to achieve this.

Motion to Amend: Jon Jessiman/Marion Best

That the word "Articulates" in the first point be replaced with the word "**Approves**" and that the word "Oversees" in the third point be replaced with the phrase "**Provides general oversight for**"

Carried

Motion as Amended – Carried

GENERAL COUNCIL SECRETARIES' ACCOUNTABILITY, PART 2 (GC-96A)

VIRGINIA COLEMAN PRESENTED THIS PART OF THE REPORT AND THE RATIONALE FOR THE RECOMMENDED MOTIONS.

2001 Budget (GC-96A)

Motion: Virginia Coleman/Steve Adams

2000-11-03-0058

That the Executive of the General Council authorize the first claim on the \$200,000 or portion thereof raised, be to offset the anticipated additional budget expenditures of up to \$250,000 in the 2001 budget, and that the Executive authorize any amount of the \$250,000 not covered by the above, to be drawn from the Reserves.

A request was made that this motion be dealt with seriatim.

2001 Budget – Part 1

2000-11-03-0058a

That the Executive of the General Council authorize the first claim on the \$200,000 or portion thereof raised, be to offset the anticipated additional budget expenditures of up to \$250,000 in the 2001 budget.

Carried

2001 Budget – Part 2

2000-11-03-0058b

That the Executive authorize any amount of the \$250,000 not covered by the above, to be drawn from the reserves.

Carried

Resource Distribution

Motion: Virginia Coleman/Chris Ferguson

2000-11-03-0059

That the Executive of the General Council request the General Council Secretaries to work closely with the Division of Communication to develop a strategic plan for how the United Church will distribute resources in the future, beginning in 2002, including those resources distributed without cost to the recipients, and those distributed by rental or retail means. Taking into account the United Church's context and experience in these areas, such a plan will carefully outline the degree of funding required and include information on issues related to the retail book sector, marketing plans, associated revenues and expenses.

That the Executive authorize a draw on the Project Fund in 2000 of up to a total of \$25,000 in order to acquire assistance, as required, to complete the above plan.

That in light of the projected deficits in the retail operations in 2000, and the assumption that this trend is likely to continue in 2001, the Executive of the General Council urge the Division of Communication to make whatever changes are feasible in its retail operations to avoid negative variances in 2001.

Carried

Motion: Virginia Coleman/Jim Jackson

2000-11-03-0060

That the Executive of the General Council adopt, as a whole, the accountability report of General Council Secretaries.

Carried

ETHNIC MINISTRIES COUNCIL AND EXECUTIVE MEMBERSHIP FOR 2000 – 2003 (EMC-1 – EMC-2)

Hazel Bigby, Chair of Ethnic Ministries Council, presented the report on this and moved the following motion:

MOTION: HAZEL BIGBY/RICHARD CHOE

2000-11-03-0061

That the Executive of the General Council approve the following formulas for the membership of the Ethnic Ministries Council and its Executive until the rise of the 2003 Annual General Meeting of the Ethnic Ministries Council:

ETHNIC MINISTRIES COUNCIL

Membership. the Membership of the Council shall be:

- a) the Chairperson of the Council;
- b) the Vice-Chairperson of the Council;
- c) two (2) persons from each Conference in which there is an ethnic ministries committee;
- d) two (2) persons from each of the Ethnic Associations and two (2) persons from the Ethnic Ministries Coalition;
- e) up to four (4) persons as members-at-large; and
- f) the General Secretary of the Ethnic Ministries Council.

EXECUTIVE OF ETHNIC MINISTRIES COUNCIL

Membership of the Executive. the Executive of the Council shall be:

- a) the Chairperson of the Council, the Vice-Chairperson of the Council, and the General Secretary of the Council;

- b) the Chairpersons of the standing Committees of the Council authorized by the General Council or its Executive; and
- c) representatives of each of the Ethnic Associations and the Ethnic Ministries Coalition.

Motion to Amend: Virginia Coleman/Dong Chun Seo

That the Executive of the General Council replace the phrase "...until the rise of the 2003 Annual General Meeting of the Ethnic Ministries Council" with "***until the rise of the 38th General Council.***"

Carried

Motion as Amended – Carried

THEOLOGICAL REFLECTION

Michael Bourgeois explained that the theme of reconciliation should not just be related to this meeting but in fact to all the meetings of the Executive of the General Council for the triennium.

He asked the Executive to take some time to remember what they had been thinking at the end of the Theological Reflection the day before and to again think about this question.

"What do we as the General Council Executive need to do to foster reconciliation?"

Michael Bourgeois invited Elaine Jacobs and Bernice Saulteaux to say a few words on this theme. they spoke of the meaning of reconciliation for the First Nations people and the power of healing circles. the Executive of General Council was urged to try using healing circles in their own endeavours towards reconciliation.

The Executive was asked to think about and answer the following question for themselves:

"What covenants concerning fostering reconciliation will we make?"

HUMAN RESOURCES COMMITTEE #2 (GC-34 – GC36A)

Omnibus Motion – Nominations (GC-35)

Motion: Paul Campbell/Anne Shirley Sutherland

2000-11-03-0062

That the Executive of the General Council approve the following slate of nominees:

Committee on Theology and Faith

That the Executive of the General Council appoint Alvin Dixon (L) (BC) to the theology and Faith Committee.

Canadian Council of Churches Governing Board

That the Executive of the General Council appoint Jim Christie (O) (M&O) and Dona Harvey (L) (HAM) to the Canadian Council of Churches Governing Board.

Canadian Council of Churches Commission on Faith and Witness

That the Executive of the General Council appoint Anne Beattie Stokes (O) (LON) to the Commission on Faith and Witness.

The Manual Committee

That the Executive of the General Council appoint Dianne Cooper (L) (MNWO) to The Manual Committee.

Judicial Committee

That the Executive of the General Council appoint Gary Gaudin (O) (BC) to the Executive of the Judicial Committee and Patricia Ritchie (O) (NF) and Marilou Reeve (L) (M&O) to the Judicial Committee.

General Secretary, General Council Supervision Team

That the Executive of the General Council appoint Ruth Nicholls (L) (TOR) to the General Secretary, General Council Supervision Team.

Education for Church Leadership Academic Sub-Committee

That the Executive of the General Council appoint Gwyn Griffith (L) (TOR) to the Education for Church Leadership Academic Sub-Committee.

Carried

Travel Rate – 2001 (GC-36)

Motion: Paul Campbell/Anne Shirley Sutherland

2000-11-03-0063

That the Executive of the General Council approve that the 2001 travel rate be raised from 30 to 31 cents/km.

Carried

Economic Adjustment – 2002 (GC-35 – GC-36)

Motion: Paul Campbell/Anne Shirley Sutherland

2000-11-03-0064

That the Executive of the General Council approve that the year 2002 salaries be determined by increasing the 2001 General Council/Conference salaries and the 2001 Ministry Personnel minimums by 3.5%.

Carried

Minimum Salary for the Pastoral Relations System

As requested in the earlier part of the meeting, the calculations for the Salary and Allowance schedule were made available to the Executive.

The Executive returned to the following postponed motion, as amended:

*“That the Executive of the General Council revise the Salary and Allowances Schedule for Ministry Personnel in the pastoral relations system **effective Jan 1, 2002** to the following:*

*Category A : (1 – 3 years of service) be increased by 6% of the **2001** Category A.*

Category B : (4 – 6 years of service) would be equal to A plus 6%.

Category C : (7 – 9 years of service) would be equal to A plus 12%.

Category D : (10 – 12 years of service) would be equal to A plus 18%.

Category E : (13 – 15 years of service) would be equal to A plus 24%.”

Time was given to discuss the implications of this motion.

Motion to Refer: Jack Spencer/Peter Wesley

2000-11-03-0065

That the Executive of the General Council refer the “Minimum Salary for Pastoral Relations System” back to the Human Resources Committee to bring back to the Executive of the General Council of April 2001 taking into consideration the concerns and implications voiced at this meeting of the Executive.

Carried

Paul Campbell strongly urged the members of the Executive to communicate with either himself or the Human Resources Office to let them know what their inclinations are on this important matter.

One suggestion given was that the Human Resources Committee consider phasing in these increases over a 3 year period to lessen the financial burden to Pastoral Charges.

HUMAN RESOURCES COMMITTEE #3 (GC-36A)

ETHNIC MINISTRIES COUNCIL AND ITS EXECUTIVE

Motion: Paul Campbell/Anne Shirley Sutherland

2000-11-03-0066

That the Executive of the General Council approve the membership of the Ethnic Ministries Council and its Executive as follows:

Councillor List for 1999-2002, 2000-2003 & 2001-2004

1999-2002	REPRESENTATION	2000-2003	2001-2004
Josephine Chow	CHINESE		Karl Lam
Kofi Osei-Bonsu, Thomas Burian	COALITION		
	FILIPINO	Bayani Baybay	Miriam Bayot
	JAPANESE	George Takashima	Victor Kitagawa
Moon-Ja Park	KOREAN		Dong Chun Seo
Johnny Chun	ALBERTA NW		Daniel Kim
	BC	Mitsuo Hayashi	Paul Kim
Mercedita Dulay	MANITOBA & NWO	Young Park	
Marie-Claude Manga	MONTREAL & OTTAWA		Wanda West
	TORONTO	Anna Kim	Danny Huang
JoAnne Lam, Lilian Patey	MEMBERS AT LARGE	Cynthia Seunarine, Marion Wong	
	CHAIR	Hazel Bigby	
9		8	8

Carried**MODERATOR'S ADVISORY COMMITTEE****Motion: Paul Campbell/Anne Shirley Sutherland****2000-11-03-0067**

That the Executive of the General Council approve the membership of the Moderator's Advisory Committee as follows:

Hal Lewellyn, Chair
 Anne Squire
 Walter Sowa
 Mary Katsuno
 JoAnne Lam

Ex Officio:

Virginia Coleman, General Secretary, General Council
 Anne Shirley Sutherland, General Secretary, Human Resources

Carried**DIRECTIONS COMMITTEE****Motion: Paul Campbell/Anne Shirley Sutherland****2000-11-03-0068**

That the Executive of the General Council approve the membership of the Directions Committee as follows:

Ruth Wright, Chair
 Betsy Anderson
 Anthony Bailey
 Virginia Coleman
 Bonnie Green
 Chris Ferguson
 Kelly Shapiro
 John Switzer

Carried

Paul Campbell explained that since the membership to the Staff Change Team and the Volunteer Change Team was not quite finalized, and because the membership may keep changing based on need, a request was being made that the Executive of the General Council approve that its Sub-Executive be allowed to approve membership for the Volunteer Change Team and that the Human Resources

Committee together with the General Secretary be allowed to approve the membership of the Staff Change Team.

This was agreed to by the Executive.

Housing Allowance for Ministry Personnel (GC-34)

Motion: Paul Campbell/Anne Shirley Sutherland **2000-11-03-0069**

That the Executive of the General Council approve that a portion of the salary of Ministry Personnel employed in the General Council/Conference system be "earmarked" as housing allowance in the event there is enabling legislation concerning access to claiming the residence deduction.

Carried

Motion: Paul Campbell/Anne Shirley Sutherland **2000-11-03-0070**

That the Executive of the General Council adopt, as a whole, the report of the Human Resources Committee.

Carried

AUDIT COMMITTEE (GC-57)

Steve Adams presented this report on behalf of the Audit committee.

Motion: Steve Adams/Virginia Coleman **2000-11-03-0071**

That the Executive of General Council approve that Deloitte and Touche be re-appointed for three years (i.e. for the fiscal years 2000, 2001 and 2002) as the auditors for The United Church of Canada.

Carried

REVENUE GENERATION FUNDING IN THE YEAR 2002 AND BEYOND (FIN-1 – FIN-12)

The members of the Executive went back to the postponed motion. They were informed that Doug Einarson and Steve Adams wished to withdraw the motion made earlier in order to move a different motion.

Motion: Doug Einarson/Steve Adams **2000-11-03-0072**

That the Executive of the General Council allow the withdrawal of the following motion:

"That the Executive of the General Council select Option B from the Division of Finance Report as the funding option for the 2002 budget year with the goal of moving towards Option C, within 5 years, as funds permit."

Carried

Motion: Doug Einarson/Steve Adams **2000-11-03-0073**

That the Executive of the General Council accept the concept of building incrementally on the Revenue Generation Project with the goal of establishing an adequate level of funding for revenue generation at the national level of the church in a manner consistent with the Report of the Division of Finance: Funding Revenue Generation – Year 2002 and Beyond.

Motion to Amend: Jon Jessiman/Ross Bartlett

That the phrase "in a manner consistent with the Report of the Division of Finance: Funding Revenue Generation – Year 2002 and Beyond" be deleted.

Carried

Motion as Amended – Carried

Jon Jessiman reported on behalf of the Sessional Committee for Funding Revenue Generation. It was the view of this committee that it would be imprudent presently to plan budget expenditures five years in advance. This committee was recommending that in recognition that financial commitments in the United Church budget process are rarely beyond two years, the following be the recommended commitment for revenue generation:

- a) to the budget as already approved for 2001

b) to additional funding of \$ 500,000 in 2002

c) to additional funding of \$ 550,000 in 2003

For example, in 2002 this would allow

\$72,000 for gift planning personnel

\$60,000 for a research position

\$400,000 for conference initiatives, communication, support and staff training

This is a reduction of \$342,000 from the initial Option B proposal. (FIN-6)

The Sessional Committee was recommending actual figures rather than percentages. Percentages of revenue as not yet established are less firm than actual dollars. the Department of Stewardship Services needs a clear assurance.

The postponed motion:

Motion: Doug Einarson/Steve Adams

2000-11-03-0017

That the Executive of the General Council agree that Unified Funding for Revenue Generation should be increased to appropriate levels and that this increase should be implemented as follows:

2002 Unified Funding equal to 5.0% of M&S 2000 results

2003 Unified Funding equal to 5.5% of M&S 2001 results

2004 Unified Funding equal to 6.0% of M&S 2002 results

2005 Unified Funding equal to 6.5% of M&S 2003 results

N.B. In the current structure this increase would be directed to the Department of Stewardship Services. Appropriate adjustments would be required in a new structure.

Defeated

Motion: Jon Jessiman/Stephen Mabee

2000-11-03-0074

That the Executive of the General Council agree that Unified Funding for Revenue Generation be established as follows:

2002 \$500,000

2003 \$550,000

Motion to Amend: Gordon How/Alf Dumont

That any reference to 2003 be removed.

Defeated

Motion to Refer: Chris Ferguson/Richard Choe

2000-11-03-0075

That the Executive of the General Council refer this motion to the Budget Steering Group.

Defeated

Motion – Carried

CORRESPONDENCE FROM LINDA SLOUGH – REFERENCE AND COUNSEL COMMITTEE

David Iverson took Virginia Coleman's place at the head table for this piece of business. The Executive was informed that the result of the in camera session related to Linda Slough's correspondence was to refer it to Reference and Counsel Committee. Jack Spencer reported on the recommendations of the Reference and Counsel Committee.

Motion: Stephen Mabee/Jamie Scott

2000-11-03-0076

A That the Moderator, Marion Pardy, in conjunction with legal counsel respond to the letter of Linda Slough to the General Council Executive dated October 27, 2000 by offering the following options available to her along with some indication about how each might work. these options are:

1. To make a submission to the group already established by the General Council Executive which is reviewing policies and procedures including termination procedures for General Council Office Staff, sharing her experiences with the procedures and suggesting changes in procedure.

2. To make a Formal Complaint against the General Secretary under the "Formal Investigation procedures for the Staff System of the United Church of Canada".
3. To appeal to the Judicial Committee the decision of April 2000 GCE meeting made in response to the concerns presented by the Division of Communication Consulting Group.

B That the response from the Moderator clarify in particular for Linda Slough that, in the implementation of any one of these options, action would be taken to address the issue of conflict of interest fairly and appropriately and that some example of how this might be achieved in each case be offered.

Motion: Peter Wyatt/Richard Choe

That an immediate vote be taken.

Carried

Motion – Carried

The members of the Executive were reminded to treat the letter from Linda Slough and any of the discussion that took place in camera with confidentiality.

THE MANUAL COMMITTEE – CHANGES TO THE MANUAL

Virginia Coleman reminded the Executive of the resolution on Women in the United Church (GC-6) that they had agreed to postpone dealing with until further consultation had taken place after which time the Sessional Committee was to come back with a motion.

Women in the United Church (GC-6)

Motion: Virginia Coleman/Peter Wesley

2000-11-03-0077

That the Executive of the General Council approve that the wording of this Resolution be adopted as printed with the following change:

Proposed section 294 NOT be adopted and a new Section 294 be inserted to read:

Women of the United Church of Canada shall have the right to a representative on the Official Board or Church Board or Church Council and committees thereof. Where there is more than one organization of women in the Pastoral Charge or Congregation, the appointment shall be made by the organizations acting jointly.

Carried

PROJECT FUND ALLOCATIONS

Motion: Virginia Coleman/Jamie Scott

2000-11-03-0078

That the Executive of General Council approve the allocation of the following amounts from the 2000 Project Fund:

Foundation Proposal	\$13,000
United Church Resources Distribution Plan.....	<u>\$25,000</u>
Total	\$38,000

Motion to Amend: Gerald Dore/David Iverson

That the Executive of the General Council approve up to \$10,000 from the 2000 Project Fund to fund the production of a Special Edition of Credo.

Carried

Motion as Amended – Carried

CLOSING PROCEDURAL MOTIONS

Motion: Virginia Coleman/Paul Campbell

2000-11-03-0079.PRO

That the Executive of the General Council authorize its Sub-Executive to deal with any routine and emergent business between now and the next meeting of the Executive of the General Council.

Carried

Motion: Virginia Coleman/Alf Dumont**2000-11-03-0080.PRO**

That the Executive of the General Council name the following people as the Sub-Executive for this triennium:

- 1 Business Committee member.....Ron Holotuk
- 1 Division Chairperson (by rotation).....Lynn Maki
- 1 Rep. of the French constituencyClaire Borel-Christen
- 1 Rep. of the Ethnic Ministries CouncilHazel Bigby
- 7 Conf. Reps. from the 13 Conferences; at least 3 ordered and 3 lay
 - Sheila Snelling L M&O
 - Jon Jessiman L BC
 - Peter Wesley O HAM
 - Jack Spencer O MAR
 - Karen Ptolemy-Stam O BQ
 - Sheila Duffin L LON
 - Joanna MacQuarrie O ANW

Moderator.....Marion Pardy
 Immediate Past Moderator.....Bill Phipps
 General Secretary, General Council.....Virginia Coleman
 Corresponding Members.....General Council Secretaries

Carried**CLOSING WORSHIP**

Lynn Maki together with Dong-Chun Seo, Bernice Saulteaux, Michelle Slater, Harold Manuel and Keith Stuckless led the Executive in closing worship through prayer, song and reading of scripture.

ADJOURNMENT

The Moderator thanked our Global Partner the Rev. Dr. Maitland Evans and declared the meeting of the Executive of the General Council adjourned.

Moderator, Marion Pardy

General Secretary, K. Virginia Coleman