

THE UNITED CHURCH OF CANADA

MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES November 2-5, 2001

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Friday, November 2, 2001 to 4:00 p.m. on Monday, November 5, 2001, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Marion Pardy, presided.

ATTENDANCE

Voting Members

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

Corresponding Members

David Allen, Debra Bowman, Wendy Bulloch, Roslyn Campbell, Richard Chambers, Roger Coll, Dianne Cooper, David Estey, Bob Campbell, Catherine Gaw, Bonnie Greene, Alan Hall, Sharon Larade, John Lougheed, Michael Bourgeois, Elsie Manley-Casimir, Murray Lapp, Jim Pickering, George Rodgers, Peter Scott, Clarence Sellars, Jim Sinclair.

Regrets

Sharon Rose Joy Ruiz-Duremdes (Global Partner).

FRIDAY – NOVEMBER 2, 2001

CONSTITUTING THE MEETING

The Moderator constituted the meeting with the following words:

"In the Name of Jesus Christ the 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, 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 a communion service led by the Moderator, Marion Pardy.

OPENING ANNOUNCEMENTS

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

Naming of those who have sent their regrets

- Sharon Rose Joy Ruiz-Duremdes, Global Partner

Naming of those that have resigned

- Grafton Antone, ordered representative of All Native Circle Conference
- Keith Stuckless, lay representative of Alberta & Northwest Conference

Naming of new members of the Executive

- Bernice Saulteaux, ordered representative of All Native Circle Conference
- Ian Fraser, lay representative of Alberta & Northwest Conference
- Bob Campbell, Conference Executive Secretary of Saskatchewan Conference

Naming of those who will be arriving late:

- Murray Lapp, Chair of the Budget Steering Group
- Wendy Bulloch, Conference Executive Secretary of Bay of Quinte Conference

Marion Pardy acknowledged greetings sent by The Rev. Elizabeth Welsh, Moderator of the General Assembly of The United Reformed Church in England.

Peter Short introduced the agenda and went over the worship times, theological reflection and time allocated to business. David Iverson and Brian Thorpe gave an update on the recent news releases related to the Residential Schools.

PROCEDURAL MOTIONS**Corresponding Members****Virginia Coleman/Peter Short****2001-11-02-0210.PRO**

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

Carried**Administrative Staff****2001-11-02-0211.PRO****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****2001-11-02-0212.PRO****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****2001-11-02-0213.PRO****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

Minutes of the last meeting of the Executive of General Council**2001-11-02-0214.PRO****Virginia Coleman/Peter Short:**

That the Executive of the General Council approve, with corrections as noted (motion #2001-04-27-0218: ...The \$45 million should be **\$0.45 million**; motion #2001-04-27-0152: at the end of the motion delete ...and recommends that this General Council Executive give its approval), the minutes of the meetings of the Executive of the General Council held April 27-30, 2001 and June 10-12, 2001.

Carried**Correspondence****2001-11-02-0215.PRO***Omnibus Motion*

Virginia Coleman/Peter Short:

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

FROM	DATE	REGARDING	ACTION
1. Muskoka Presbytery CORR 17	July 5, 2001	Request to reconsider the ruling on Congregational Accountable Ministries	General Secretary informed Muskoka Presbytery of the process to challenge a Ruling of the General Secretary assigned to sessional committee 3
2. West Country Historical Society CORR 15-16	July 8, 2001	Request for support in the Capital Campaign	For Information – see attached response assigned to sessional committee 4
3. William Steadman CORR 18-19	July 12, 2001	Concern raised by the Department of Stewardship Services on the final format of the restructuring of the General Council Offices	For Action assigned to sessional committee 1
4. Calgary Presbytery CORR 13-14b	August 27, 2001	Request for GCE to approve the recognition of Wayne Lewry's ordination in The UCC	Request for a Ruling and for action by the Executive of the General Council: - Ruling will determine whether or not the Executive of the General Council needs to act on this matter and if so, - a recommendation will need to come through MPE to the Executive (Ruling from the General Secretary, General Council is attached) assigned to sessional committee 3
5. Newfoundland & Labrador Conference CORR 20	September 17, 2001	Fairness for UC Ministry Personnel living in manses	For Action assigned to sessional committee 3

6. Keith Stuckless CORR 12	September 18, 2001	Resignation from position of lay representative from Alberta & NW Conference on the Executive of the General Council	Receive for information assigned to sessional committee 4
7. Nick Monsour CORR 21-22	September 25, 2001	Request that the General Council Executive modify the General Council policy requiring the Joint Needs Assessment process to be completed each time there is a vacancy in a Pastoral Charge.	Suggested Action: Refer to MPE assigned to sessional committee 3
8. DMC Executive CORR 40-41	October 14, 2001	Concerns for staff and "volunteers" as the organizational change process unfolds.	For Action assigned to sessional committee 1
9. Gary Boratto CORR 23-26	October 15, 2001	Power of the Business Committee at General Council and the motion re: Able-ism	For Action assigned to sessional committee 4
Resource Distribution: 9. Presbytery of Sydney CORR 11 10. Southminster-Steinhauer UC CORR 6-10 11. Chignecto Presbytery CORR 5 12. Maritime Conference CORR 4 13. South Alberta Presbytery CORR 3 14. Winnogene Sturgeon CORR 2 15. Drayton Valley United Church CORR 27-28 16. St. John's United Church CORR 29 17. Manitoba & NW Conference CORR 30-31 18. London Conference CORR 32 19. Ruth Nott CORR 33 20. Bay of Quinte Conference Division of Communication CORR 34-35 21. Teresa Jones CORR 36	undated undated May 20, 2001 June 5, 2001 June 20, 2001 September 21, 2001 August 1, 2001 September 22, 2001 October 15, 2001 October 25, 2001 October 12, 2001 October 27, 2001 October 29, 2001	Concerns re: closure of book rooms and resource distribution	For Action assigned to sessional committee 5

22. The United Theological College CORR 42	November 1, 2001		
23. Saskatchewan Conference Communication Committee CORR 37-39	October 30, 2001	Response to Resource Distribution report summary (e-mailed)	
24. Correspondence from Toronto Conference	June 26, 2001	Concerns re: resource distribution	

Carried

Minutes of the Sub-Executive of the General Council

2001-11-02-0216.PRO

Virginia Coleman/Peter Short

That the Executive of the General Council receive for information the minutes of the meetings of the Sub-Executive of April 30, 2001, May 10, 2001 and May 23, 2001.

Carried

DECLARATIONS OF CONFLICT OF INTEREST

The members of the Executive were given the opportunity to declare conflict of interest with regard to any of the business items before them; none were declared at this time.

MODERATOR'S ACCOUNTABILITY (GC-97 – GC-102)

Marion Pardy called upon Bill Phipps to take the chair while she presented her accountability report. She wished to note the context in which the fall activities took place and highlighted a number of areas in her report. The members of the Executive were given an opportunity questions and clarification. It was noted that this report would be going to Sessional Committee #4 for their consideration.

GENERAL SECRETARY, GENERAL COUNCIL'S ACCOUNTABILITY

Virginia Coleman presented her accountability report. She indicated that the normal budget cycle process (GC-1 – GC-2) which had been provided to the Executive for information would not be helpful for this meeting; due to the restructuring of the General Council Offices, the budget coming to this meeting had not followed the normal budgetting process.

Proposal No. 7 – Resignation of Executive Secretary for Alberta & NW Conference (GC-42)

Motion: Virginia Coleman/Bill Phipps

2001-11-02-0217

That the Executive of General Council receive the notice of the intention of George Rodgers to retire and record its thanks for his service with The United Church of Canada and particularly for his work as Conference Executive Secretary, Alberta & Northwest Conference.

Carried

Proposal No. 8 – Search Process for Executive Secretary for Alberta & NW Conference (GC-42)

Motion: Virginia Coleman/Jamie Scott

2001-11-02-0218

That the Executive of the General Council authorize the search process to begin for the position of Conference Executive Secretary with the Alberta & Northwest Conference.

Carried

Virginia Coleman wished to record her thanks to Gordon How for the great job he has done in the Division of Communication and particularly his work on Resource Distribution at a difficult time. Gordon How will be leaving the position of Interim General Secretary of the Division at the end of December. She also wished to publicly acknowledge all the staff involved in the Restructuring Process and especially Anne Shirley Sutherland, Dilys Watanabe, Melinda Moore and Juliet Huntly.

Other areas of interest noted were:

- Remit Educational package – the video is out and has been distributed and Keith Howard is now working on a paper version of this for use, particularly by the Congregations.
- Remit Task Group – Don Ray, a former General Secretary, has created a record of all the remits that have been passed over the years since The United Church of Canada's inauguration. This is a wonderful piece of history for The United Church of Canada as there was no compiled record of all the remits available before.

Virginia Coleman also noted that although staff have been overloaded with work as a result of the restructuring, they have been incredibly willing to do a great deal of extra work in making this process work and it was important that the Executive left the staff with clear decisions on this process.

This report was going to Sessional Committee #4 for their consideration.

PRESENTATION OF COMMEMORATIVE CRYSTAL

On behalf of the Chinese United Church in Calgary Presbytery, Alberta & Northwest Conference, Bill Phipps, the Immediate Past Moderator presented a commemorative crystal to Marion Pardy, in honour and recognition of the 75th Anniversary of The United Church of Canada.

THE UNITED CHURCH OBSERVER PUBLICATIONS INC

Nominations to the Observer Board of Directors

Motion: Virginia Coleman/Peter Wesley

2001-11-02-0219

That the Executive of the General Council approve for nomination to the Board of Directors of the United Church Observer Publications Inc, the following three people:

Bill Rodgers of Cochrane, Ontario

Rev. Don Genge of Ennismore, Ontario; and

Michael Schewburg of Ridgetown, Ontario

Carried

On behalf of the United Church Observer Board of Directors, John Lougheed extended an invitation to the members of the Executive to the meeting of the Board on Saturday morning at 8:00 a.m. Breakfast would be provided.

THEOLOGICAL REFLECTION

Theological Reflection was led by Michael Bourgeois. It was based on the theme of reconciliation and the aftermath of September 11, 2001. He invited the members of the Executive to reflect on the following statements:

1. We must not suffer ourselves to be led by our prejudices.
2. We must not allow ourselves to surrender to despair.
3. We must not not permit ourselves to submit to despair.

Michael also invited the Executive "to be still and and know that God is God." The Moderator concluded the theological reflection with a prayer.

The meeting broke for lunch. The Mennonite Foundation presentation and optional workshop on foundations as well as training for Sessional Committee chairs and recorders led by Roger Coll and Anne Shirley Sutherland took place over the lunch period.

DIRECTIONS COMMITTEE (GC-47 – GC-94)

Ruth Wright, chair of the Directions Committee, presented their report highlighting major areas with the help of a power point presentation. Anne Shirley Sutherland spoke further on how the implementation of this model was being envisioned and the plans for closure of existing units. She assured the Executive that this new structure would not cost more than the current structure and in fact that it would cost significantly less; the savings and efficiencies will be realized in the financial and administrative areas and not in the mission or program areas.

Following the presentation, the Executive moved into table groups for discussion and clarification and then into plenary for more discussion and further clarification. The members of the Executive were also encouraged to submit comments to Sessional Committee #1 to include in their consideration of this report.

RESOURCE DISTRIBUTION (GC-18 – GC-41)

Gordon How presented the report on plans for the distribution of resources for the church. He recognized the contribution of the General Council Secretaries and staff in the Division of Communication. Sessional Committee #5 was requested to include any comments, concerns raised as well as the information on the response sheets in their consideration of the Resource Distribution report.

BUDGET STEERING GROUP – BUDGET FOR 2002 (GC-119 – GC-133)

Murray Lapp addressed the report of the Budget Steering Group. He noted that the challenge for the group was the uncertainty of what the new structure would look like and in the absence of this knowledge being able to put firm figures to various areas or even to present the budget in the format of the new structure. Sessional Committee #6 was asked to include any comments or concerns and the information on the response sheets in their deliberations of the Budget Steering report.

The Moderator noted the deaths of Rev. Frank Willey and Joyce Matheson and expressed sympathy on behalf of the Executive.

The meeting broke for supper with a prayer by Lynn Maki.

SESSIONAL COMMITTEES

After supper, Sessional Committees nos. 1-6 met to consider the pieces of business put before them.

Sessional Committee #1

Directions Committee Report
Correspondence related to the Re-design

Sessional Committee #2

Foundation Task Group Report
Committee for Gender Justice Report

Sessional Committee #3

Human Resources Committee Report
Report of the Department of Pensions and Group Insurance
Restorative Care Implementation Team Report
Correspondence

Sessional Committee #4

Division of Mission in Canada Report
General Secretary, General Council report
Moderator's Report
Residential Schools Steering Committee
Correspondence

Sessional Committee #5

Resource Distribution Report
General Council Secretaries' Report
Correspondence related to Resource Distribution

Sessional Committee #6

Budget Steering Group Report
Year to date results and Forecast Report

SATURDAY – NOVEMBER 3, 2001

THEOLOGICAL REFLECTION

Michael Bourgeois continued the theological reflection on the theme of reconciliation. After watching an excerpt from the movie "Field of Dreams", he invited the Executive to reflect on the following questions.

1. With whom are we called to be reconciled?
2. What are we called to build to come to that reconciliation?
3. What are we prepared to risk or dismantle to build what we are called to build?

SESSIONAL COMMITTEE #5

Jon Jessiman, chair of Sessional Committee #5, presented the work of this committee (refer to SC5-1). He noted that this committee considered many options related to Resource Distribution, including reversing the decision made in April, 2001 and all that it would entail and concluded that the decision made in April would be next to impossible to change. In an effort to express the loss and regret at not being able to do this ministry in the same way, Sessional Committee #5 offered the following statement:

"Members of Sessional Committee #5 offer this report as individuals who feel the grief, uncertainty, vulnerability and hope which are part of this Executive's experience in fulfilling its mandate as a decision-making body.

We acknowledge the value of the ministry of education and resource distribution. The Sessional Committee recognizes and holds up the grief that is experienced in considering changes in our process of distributing resources.

We lament, with the members of our church, our sense that we have lost our ability to continue to offer this ministry.

The United Church, as we all know, is experiencing enormous shifts in how we witness to our faith. Some of the shifts call us to end some ministries and envision new ways of being the church.

We offer this report with thanksgiving for ministry served and with prayers for ministry yet to be revealed."

Proposal No. 6 – United Church Resource Distribution (GC-31)

Some clarification with regard to profit margins, the loan commitments for various resources and how advertising would take place was given. Concern was expressed on the 250 book titles restriction included in this proposal and having to come back to the Executive for approval should that number need to change.

Motion: Jon Jessiman/Jack Spencer

2001-11-02-0220

That the Executive of the General Council give its approval to the "United Church Resource Distribution Plans for a new service for the General Council to distribute resources to our church" with the following amendments to the plan:

- a) That section 1a) on GC-25 be amended to read "One service would retail a number of complementing titles published by others and deemed very helpful to our church in addressing program initiatives of the General Council. The number of these titles would not exceed 250 titles with this number to be reviewed after two years. Titles would be determined by the Manager UCRD in consultation with General Council Program and Resources units. These would be ordered in quantity, promoted by the means at our disposal and sold through the order/fulfillment service and would be made available at a 15% discount to regional outlets which have chosen Option A, and
- b) That the margins in Options A & B on GC-26 be reviewed within three years; and further, that the Executive of the General Council direct the United Church Resource Distribution team to develop, in consultation with the Conferences, a financially feasible Book Display Service.

Motion to Amend: Carol Hancock/Jim Jackson

That the Executive of the General Council replace the word "direct" in the last paragraph with the word "*urge*".

Defeated

Motion to Amend: Jamie Scott/Gwen Nicol-Macdonald

That the Executive of the General Council amend the last statement to read: "and further that the Executive of the General Council direct the United Church Resource Distribution team to develop, in consultation with the Conferences, a financially feasible Book Display Service ***strategy for consideration by the Executive of the General Council.***"

Defeated

Motion – Carried

Proposal No. 23 – Mission & Service Operating Fund (GC-116)

The Sessional Committee concurred with Proposal No. 23 as worded below:

That the Executive of the General Council approve a change to the Mission and Service Operating Fund such that budget dollars available is based on 33% of the projected balance in the fund for the year at the time appropriate to the new budget setting process; and

Secondly, that the Executive of the General Council agree that in time for the 2005 budget development cycle, it will consider the possibility of placing a cap on the amount which is allowed to accumulate in the Fund and how best to make use of any dollars above the cap.

It was noted that this proposal will affect the figures currently shown on FIN-23 and that it may be wiser to first hear the report from Sessional Committee #6, the committee dealing with FIN-23.

Motion to Postpone: Michelle Slater/Doug Einarson**2001-11-02-0221**

That Proposal No. 23 on the Mission & Service Operating Fund be postponed definitely until after the report of Sessional Committee #6.

Carried**Appreciation to General Council Secretaries****Motion: Jon Jessiman/Jack Spencer****2001-11-02-0222**

That this Executive of the General Council record its appreciation for the dedication of the individual General Council Secretaries, for the extra duties they have assumed because of the move off the 5th floor of “3250”; the Staff Change Team, the UCC response to the terrorist attacks and the attacks against Afghanistan; the Directions Committee; the development of the Resource Distribution plan; the Residential School Steering Group; the Redesign Process; & the Budget Steering Group.

Carried**SESSIONAL COMMITTEE #4**

Carol Hancock, chair of Sessional Committee #4 presented the work and proposals from this committee (refer to SC4-1 – SC4-3). She noted that the sessional committee supported the following two items that were in the Moderator’s verbal report and not in the printed one:

- 1) There are at present only 19 Affirming Ministry units among the more than 3000 ministry units of The United Church of Canada; this may suggest a reluctance among United Church people to study what it means to be an Affirming Congregation. This is an area in which we need to be challenging the church.
- 2) While not losing sight of policy and procedures, we need to pay more attention to the pastoral and the personal when dealing with problematic situations, both with ministry personnel and within congregations.

Motion: Carol Hancock/Teresa Moysey**2001-11-02-0223**

That the Executive of the General Council receive the report of the Moderator for information.

Carried**Appreciation to Staff at “3250”****Motion: Carol Hancock/Teresa Moysey****2001-11-02-0224**

That the Executive of the General Council record its appreciation to all of the staff of “3250” for their willingness to participate in, and their significant contributions to, the work of the redesign process in the General Council Offices; and, furthermore, that Anne Shirley Sutherland, Dilys Watanabe, Melinda Moore, and Juliet Huntly be recognized for their work to make the process possible.

Carried**Proposal No. 9 – Moderator’s Consultation on Faith and the Economy Deficit (GC-43)****Motion: Carol Hancock/Teresa Moysey****2001-11-02-0225**

That the Executive of the General Council authorize an amount of \$9,505.96 to be taken from the 2001 contingency budget to cover the deficit for the Moderator’s Consultation on Faith and the Economy project.

Carried

Motion: Carol Hancock/Teresa Moysey**2001-11-02-0226**

That the Executive of the General Council receive, as a whole, the report of the General Secretary, General Council.

Carried**Correspondence from Gary Boratto (CORR-23 – CORR-26)****Motion: Carol Hancock/Teresa Moysey****2001-11-02-0227**

That the letter of Gary Boratto dated October 15, 2001 be referred to the General Secretary of the General Council for response; and further, that a local advisory group be established to work with the Agenda and Planning Committee for the 38th General Council with regard to issues of site accessibility and process.

Carried**Correspondence from West Country Historical Society (CORR-15 – CORR-16)****Motion: Carol Hancock/Teresa Moysey****2001-11-02-0228**

That the Executive of the General Council receive the correspondence from West Country Historical Society and response of the General Secretary, General Council for information.

Carried**Proposal No. 5 – The UCC Policy Statement on Xenotransplantation (DMC-1 – DMC-14)**

Carol Hancock presented the committee's work on this statement and the proposal from this committee (refer to SC4-2 – SC4-2).

Some concern was expressed that we would make a decision on this very complex issue without the right amount of research or without having all the information before us and that we would support presumed consent or mandated choice for organ donation.

The discussion on Xenotransplantation was deferred to later time on the agenda due to shortage of time.

The meeting was adjourned with a prayer from the Moderator.

SUNDAY – NOVEMBER 4, 2001

Marion Pardy opened the meeting with a prayer. Virginia Coleman reviewed the process on how the Executive deals with proposals coming back from the Sessional Committees.

SESSIONAL COMMITTEE #1

Bill Phipps, chair of Sessional Committee #1 presented the work of this committee and proposal Nos. 11-18 in their report (refer to SC1-1 – SC1-6). He noted the changes made to the original proposals. After table group discussion, each table group was given the opportunity to indicate their response to the proposals as presented by the Sessional Committee.

In most cases there was general agreement with the way the proposals were placed, however, concerns were raised under the Role of Senior Staff leaders with regard to the profile of Theology, Faith and Ecumenism in the Senior leadership team; more clarification on the work of the General Council Minister for Racial Justice; and the wisdom of having Finance and Human Resources compliance in the job description of the GCM, Resources for Ministry and Mission or whether this compliance should be lodged in the Ministry and Employment Policy and Services unit leader and the Financial Services unit leader positions. Concern was also expressed with regard to French Ministries and their placement under a unit rather than being a unit of its own similar to Ethnic Ministries. These were seen as substantial issues and much discussion and debate took place on these areas.

Due to lack of time the discussion was referred to later time on the agenda for further discussion. Peter Short announced that worship to mark the Moderator's Day of Justice, Healing and Reconciliation in

relation to First Nations Peoples would be taking place in chapel at 1:00 p.m., and all were invited to join in. The meeting broke for lunch with a prayer from Barbara Rafuse.

RESIDENTIAL SCHOOLS STEERING COMMITTEE (GC-109 – GC-115)

David Iverson and Brian Thorpe presented the report from the Residential Schools Steering Committee (GC-109 – GC-113). The Executive moved into table group time and then had the opportunity to respond to the report.

SESSIONAL COMMITTEE #4

Carol Hancock presented the portion of the sessional committee's report related to Residential Schools (refer to SC4-1, #2 & #3).

Motion: Carol Hancock/Teresa Moysey

2001-11-02-0229

That the Executive of the General Council receive the report of the Residential Schools Steering Committee for information.

Carried

Residential Schools Brenner Judgement and Appeals (GC-114 – C-115)

Carol Hancock presented the proposal related to the Brenner judgement and appeals. Some clarification on pre-1953 cases was requested. The question of aggravated damages and the approach that The United Church of Canada should take raised extended debate. The Executive could not come to a resolution on the decision to be made, especially as there was some questions on the legality of the proposal before them.

Motion: Ross Bartlett/Doug Einarson

2001-11-02-0230

That further discussion of this proposal be postponed definitely until sometime on Monday when we have consulted legal counsel on these issues.

Carried

SESSIONAL COMMITTEE #3

Ruth Nicholls, chair of Sessional Committee #3 presented the work of the committee (refer to SC3-1 – SC3-2).

Correspondence from Calgary Presbytery and Nick Monsour (CORR-13, CORR-21)

Motion: Ruth Nicholls/Ross Bartlett

2001-11-02-0231

That the Executive of the General Council refer the correspondence from Calgary Presbytery and Nick Monsour to the Division of Ministry Personnel and Education for information.

Carried

Correspondence from Muskoka Presbytery (CORR-17)

Motion: Ruth Nicholls/Ross Bartlett

2001-11-02-0232

That the Executive of the General Council receive the correspondence from Muskoka Presbytery for information.

Carried

Correspondence from Newfoundland and Labrador Conference (CORR-20)

Motion: Ruth Nicholls/Ross Bartlett

2001-11-02-0233

That the Executive of the General Council refer the petition from Newfoundland and Labrador Conference to the Human Resources Committee for response.

Carried

Human Resources Committee Report (GC-96)

Motion: Ruth Nicholls/Ross Bartlett

2001-11-02-0234

The the Executive of the General Council receive for information the Human Resources report on GC-96.

Carried

Economic Adjustment (GC-103 – GC-107)**Motion: Ruth Nicholls/Ross Bartlett****2001-11-02-0235**

That the Executive of General Council direct the Human Resources Committee to bring the matter of economic adjustment back to the April 2002 meeting of the Executive of the General Council for action, and request that the Human Resources Committee, Division of Mission in Canada and Division of Ministry Personnel and Education begin consideration of the long term implications of fair compensation for mission; for mission support; for congregational financial viability and fair compensation on the future of the church and present these to guide the discussion at the April 2002 meeting.

Carried**Clergy Residence Deduction (GC-103)****Motion: Ross Bartlett/Ruth Nicholls****2001-11-02-0236**

That the Executive of the General Council receive the report on the Clergy Residence Deduction for information.

Motion to Amend: Michelle Slater/Bill Phipps

That the Executive of the General Council add to the end of the motion the following words ***“and express our regret for the impact on General Council staff and other Ministry Personnel who are negatively affected by this change”***.

Carried**Motion as Amended – Carried****Proposal No. 22 – Nominations (GC-108)****Motion: Ross Bartlett/Ruth Nicholls****2001-11-02-0237**

That the Executive of General Council appoint the following people to the named groups.

Caribbean and North American Area Council of World Alliance of Reformed Churches:

Elisabeth Jones (O) (BC)

Task Group on Policies & Procedures Related to Pastoral Relations, Pastoral Oversight and Ministry Vocations:

Pat Ritchie (O) (NFLD)

Task Group on Funding Options for the work of The United Church:

Robin Leckie (L) (BC)

Verna McKay (O) (MNWO)

Elaine Kellogg (O) (BQ)

Carried**Proposal No. 1 – Amendments to the Pension Plans (FIN-14 – FIN-15)****Motion: Ross Bartlett/Ruth Nicholls****2001-11-02-0238**

That the Executive of the General Council approve the following amendments to the Pension Plans:

That the Constitution be amended to indicate in Section 9.01 that effective January 1, 2002 transfers-in from other pension plans are not permitted after December 31, 2001.

That, effective June 30, 2002, repurchase of previously refunded or transferred pension no longer be permitted, and Section 9.02 of the Constitution be amended accordingly.

That Sections 20 and 22 of the Pension Plan Constitution be amended for all terminations or deaths after December 31, 2001, to require mandatory commutation (cash-out or transfer):

- when the Member is less than age 55 on termination and the pension is less than the “small pension” threshold for the province in which the termination or death occurs, and
- when the Member is age 55 or older on termination and the pension is less than 2% of the Canada Pension Plan Year’s Maximum Pensionable Earnings in the year of termination.

In provinces where the “small pension” limit is related to either the annual pension or the commuted value, commutation will be mandatory if either test creates a small pension. For vested deferred

Members whose termination date was prior to 2002, the existing rules would remain in effect, and if their pension met the small pension threshold at termination, they can take a refund of the value of their pension at any time before retirement.

That, effective January 1, 2001, Section 1.25 of the Constitution be amended (as well as other sections if applicable) to comply with the provisions of the Quebec Supplemental Pension Plans Act and Regulations regarding indexation, on the Minimum Transfer Value of post-2000 pension credit at termination prior to age 55, and on Vested Deferred pensions if applicable.

That Sections 17, 21 and 24 of the Constitution be amended retroactive to January 1, 1992 to comply with the Income Tax Act and Regulations regarding death benefit refunds.

That a 5-year guarantee be added to the Joint and Survivor forms of pension effective January 1, 2002, and that this guarantee also be applied retroactively to pensions in pay.

That the Constitution be amended effective for retirements on and after January 1, 2001 for Quebec and January 1, 2002 for all other Members, to add the option of a Joint and 2/3 Survivor pension with a 10 year guarantee, such pension to be actuarially equivalent to the normal form of pension (Joint and 2/3 Survivor with a 5 year guarantee, or with no guarantee if item (f) is not approved). This optional form of pension will only be available to Members who have a Spouse.

That Section 11.03 of the Constitution be amended retroactive to January 1, 1992 to indicate that this Optional form of pension (Joint and 100% Survivor) will be actuarially equivalent to the pension the Member would have received under the normal form of pension which is Joint and 2/3 Survivor (with a 5-year guarantee effective January 1, 2002, if approved).

That Section 20.03 of the Constitution be amended to permit Members who terminated service in Quebec after December 31, 2000 to unlock their locked-in funds after 2 years of residency outside Canada, as defined under the Civil Code of Quebec.

That Section 1.19 of the Constitution be amended to include the required wording for Quebec regarding interest on lump sum death benefits.

That Section 1.17 of the Constitution be amended to clarify, for all provinces, the effect of post-retirement separation.

That, effective January 1, 2001, Section 22 of the Constitution be amended to permit Quebec Members to request a change in their form of pension on post-pension commencement separation and to require such change after a credit split, and that such changes be to the normal form of pension for Members without a Spouse at pension commencement (i.e. Life with a 15-year guarantee).

That, effective January 1, 2001, Section 22.04 of the Constitution be amended, if necessary, to indicate that the Plan may require the commutation of small pensions in Quebec.

That Section 1.37 of the Constitution be amended retroactively to January 1, 1992 to include details about the existing lifetime limits on pension accrual while on Authorized Employment Leave, and that, effective January 1, 2002, the policy regarding lifetime limits on pension accrual during periods of Authorized Employment Leave be changed so the limits are expressed the same as under the ITR, and Sections 1.36 and 1.37 of the Constitution be amended accordingly.

That the Constitution be amended retroactive to January 1, 1992 to clarify the normal form of pension, by adding a new Section 10A; and

That, if the 5-year guarantee recommendation is approved, Section 10A of the Constitution be amended accordingly, effective January 1, 2002.

That, retroactive to January 1, 1992, the wording of Section 10.14 of the Constitution be amended to comply with the Income Tax Act and Regulations.

That since Quebec requires the postponed pension to be actuarially equivalent to the normal retirement pension (i.e. a postponement bonus greater than 5% per year), and since making this change applicable to all Members would not create additional liabilities (since the current amount is actually lower than it should be), Section 12.03 of the Constitution be amended to eliminate the 5/12ths of 1% per month postponement bonus and replace it with pensions that are actuarially equivalent to the normal form of pension payable at Normal Retirement Date for retirements occurring on and after January 1, 2001 for Quebec, and on and after January 1, 2002 for all other Plan Members.

Carried

Proposal No. 2 – Group Insurance Plan Changes (FIN-16 – FIN-17)

Motion: Ross Bartlett/Ruth Nicholls

2001-11-02-0239

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

A. Premium Recommendations - ACTIVE PLAN

That, effective January 1, 2002:

- 1) the employer-paid premium for Core Group Insurance (Core Life Insurance for Members and for Eligible Family Members, Retiree Life Insurance, Core Health and Dental, the Employer's share of Pensioner Premium Support for Health and Dental) be increased from 3.07% of Members' Pensionable Earnings to 3.29%; this includes decreases in the rates for Core Member Life Insurance (-16%, or -.06% of PE) and Retiree Life Insurance (-11%, or -.02% of PE), as well as increases in the rates for Core Health and Dental (+10%, or +.24% of PE) and Pensioner Premium Support (+35%, or +.06% of PE, so the Pensioner-paid portion of the premium will be approximately 72% of the total premium)
- 2) the employer-paid premium for:
 - Weekly Indemnity be reduced from .08% of PE to .07% of PE,
 - Short Term Disability be reduced from 1.11% of PE to 1.04% of PE, and
 - Employer Indemnity be reduced from .08% of PE to .07% of PE
- 3) there be no change in the assessed rate for Long Term Disability, with the differential between the assessed and remit-to-Maritime rates (0.17% of PE), after the Department's 9.5% for administration, being deposited into the Church-held Long Term Disability Update Reserve
- 4) there be no change on the assessed rates for:
 - Core Life Insurance for Eligible Family Members
 - Member-paid Pensioner Health and Dental Premium Support
 - Optional Life Insurance for Members and for Spouses/Partners
 - Accidental Death & Dismemberment
- 5) there be an increase in the Member-paid rate for Optional Health and Dental of \$3.36/month for Single coverage and \$9.61/month for family coverage (new premiums \$34.97 single and \$99.49 family)
- 6) the portion of the premium allocated for the Department's administration expenses be calculated as the remit to Maritime rate plus approximately 9.5% (\$900,000 for the year)

B. Premium Recommendation - PENSIONERS' PLAN

That, effective January 1, 2002:

- 1) the monthly premium paid by Pensioners for Pensioners' Health and Dental be increased by \$5.06 for Single coverage and by \$10.20 for Family coverage (new premiums \$36.27 Single and \$73.16 Family)

- 2) the portion of the premium allocated for the Department's administration expenses be calculated as the remit to Maritime rate plus approximately 9.5%
- 3) the irrevocable nature of the Pensioners' previous decision whether or not to participate be continued, i.e. participating Pensioners must continue to participate and Pensioners who elected not to participate are not eligible to join.

C. Other Recommendations

- 1) That the benefit payable under the insured Short Term Disability plan for lay employees at Pastoral Charges be increased to 85% of Pensionable Earnings for disabilities commencing on and after January 1, 2002.
- 2) That, effective January 1, 2002, active Members with Health and Dental coverage through another employer-sponsored plan be permitted to waive Core Health and Dental coverage by signing a form which clearly indicates that they understand the benefits they are giving up and that they can only re-acquire Core Health and Dental coverage upon providing proof that the alternate coverage has ceased; and
- 3) That Long Term Disability benefits in pay on December 31, 2001 be increased by 3.5%, effective January 1, 2002.

Carried

Motion: Ross Bartlett/Ruth Nicholls

2001-11-02-0240

That the Executive of General Council receive for information the report of the Restorative Care Programme Implementation Committee.

Carried

SESSIONAL COMMITTEE #6

Marion Best, chair of this committee presented the work and the proposals from the committee.

Proposal No. 19 – Additional draw on the Mission & Service Operating Fund (GC-122)

Motion: Marion Best/Sheila Snelling

2001-11-02-0241

That the Executive of the General Council authorize an additional draw of up to \$400,000 from the Mission & Service Operating Fund to support the 2002 operating budget of the General Council offices.

Carried

Proposal No. 20 – General Council 2002 Expenditure Budget (GC-123)

Motion: Marion Best/Sheila Snelling

2001-11-02-0242

That the Executive of the General Council approve that the Unified Funding for 2002 for the work of the General Council be \$31,970,500, which includes a planning contingency of \$119,000; and that any savings realized once the work planning for the new units is finalized be used to offset the additional draw of up to \$400,000 from Mission & Service Operating Fund.

Carried

Year to Date Results and Forecast Report

Motion: Marion Best/Sheila Snelling

2001-11-02-0243

That the Executive of General Council receive the Year to date Results and Forecast report (FIN-20 – FIN-24) for information.

Carried

SESSIONAL COMMITTEE #5

Motion: Doug Einarson/Michelle Slater

2001-11-02-0244

That proposal no. 23 related to Mission & Service Operating Fund change in policy be referred to the Division of Finance and brought back to the April 2002 meeting of the Executive of the General Council.

Carried

Motion: Jon Jessiman/Jack Spencer**2001-11-02-0245**

That the Executive of the General Council refer the correspondence related to the resource distribution plan to the Interim General Secretary, Division of Communication for response.

Carried

The meeting broke for supper with a prayer from Jeff Cook.

SESSIONAL COMMITTEE #1

Anne Shirley Sutherland clarified that the work of the Directions Committee almost entirely focussed on the governance structure and senior leadership and not on the details of the units as shown on the Working Unit Structure diagram. She indicated that if the Executive wished to go into the details of the units then the Directions Committee would not have the details of this information.

The Moderator asked the following question: "Are we in essential agreement?" The majority of the members of the Executive responded that they were.

Bill Phipps continued with the presentation of the work of this committee on proposals No. 11-18 (refer to SC1-1 – SC4-6). After table group discussion, the table groups gave their responses to the proposals as presented by the Sessional Committee.

Proposal No. 11 – Governance Model and Role of the Executive of the General Council (R-GC-74)**Motion: Bill Phipps/Jim Jackson****2001-11-02-0246**

That the General Council, its Executive and Sub-Executive, be the only body to exercise governance for the work of the United Church which has been assigned to it. The Executive shall continue to have the duties and powers as assigned by the General Council and shall focus its time and energy on articulating and translating the vision set by the General Council and determining the broad directions, setting priorities and policies between the meetings of the General Council.

Carried

Proposal No. 12 – Permanent Committees of the Executive of the General Council (GC-74 – GC75)**Motion: Bill Phipps/Jim Jackson****2001-11-02-0247**

That the Executive of the General Council appoint four permanent Committees with the following working names, general mandates and membership criteria:

Committee on Finance

Oversees the financial life of the General Council work, paying particular attention to the financial health of the organization and considering its short and long-term financial issues.

Membership: mix of staff and elected members for a total of 15 persons, at least two of whom shall also be elected members of the Executive of the General Council

Chairperson: elected member, becomes an ex-officio member of the Executive of the General Council

Staff Resource: General Council Minister, Resources for Mission and Ministry

Committee on Ministry and Employment Policies and Services

Provides advice to the Executive about ministry and employment policies and services

Concerns itself with being a fair and just employer as the work of the church is carried out

Membership: mix of staff and elected members for a total of 15 persons, at least two of whom shall also be elected members of the Executive of the General Council

Chairperson: elected member, becomes an ex-officio member of the Executive of the General Council

Staff Resource: Unit Leader, Ministry and Employment Policies and Services Working Unit

Committee on Programs for Mission and Ministry

Provides advice to the Executive with respect to the program life and work of the General Council

Co-ordinates and integrates the directions and priorities set by the Executive for the program work, including resource production and distribution

Membership: mix of staff and elected members for a total of 15 persons, at least two of whom shall also be elected members of the Executive of the General Council

Chairperson: elected member, becomes an ex-officio member of the Executive of the General Council
 Staff Resource: General Council Minister, Programs for Mission and Ministry

Committee on Governance, Planning and Budgeting Processes

Oversees the strategies undertaken to enable the work and life of the Executive to be planned and communicated well, and to be in keeping with its vision. This would include the meeting life of the Executive and the General Council itself.

Membership: mix of staff and elected members for a total of 15 persons, the majority of whom shall be members of the Executive of the General Council

Chairperson: elected member, becomes an ex-officio member of the Executive of the General Council

Staff Resource: General Council Minister, Planning Processes

The overall purpose of the four Committees is to:

- advise and guide the Executive
- review work coming before the Executive
- be the means by which all the work of the units would be held up and made visible, yet come to the Executive in a coherent, integrated and manageable form
- coordinate and present policy recommendations
- ensure accountability for delegated tasks
- exercise due diligence on behalf of the Executive in the areas of Finance and Employment practices
- make decisions as delegated in the area assigned and delegate other functions to Working Units, sub-committees or other task groups
- ensure and model the principle of collaboration between staff and elected members
- carry out other functions as requested

Carried

Motion: Karen Ptolemy-Stam/Kathy Chenier

2001-11-02-0248

That the Executive of the General Council extend the time of this session for another 90 minutes.

Carried

Proposal No. 13 – Role of Senior Staff Leaders (GC-75 – GC-77)

Motion: Bill Phipps/ Jim Jackson

2001-11-02-0249

That the Executive of the General Council approve the Senior leadership structure as follows:

The Senior Leadership Team for the General Council will include: The General Secretary, General Council, and five General Council Ministers (GC Minister, Programs for Mission and Ministry, GC Minister, Resources for Mission and Ministry, GC Minister, Planning Processes, GC Minister, Regional Relations, GC Minister, Racial Justice). This Senior Leadership Team will work closely with the Unit Leaders (Financial Services, General Council Support and Services [including Revenue Generation], Information Technology Services, Ministry and Employment Policies and Services, Resource Production and Distribution, Justice, Global and Ecumenical Relations, Ethnic Ministries, Faith Formation and Education, and Support to Local Ministries) and with elected members to ensure that the work of the United Church is carried out in accordance with the vision and articulated mission of the church.

In the new model, The General Secretary and five other senior staff are to form the senior leadership team. Their primary responsibility is for the work of the General Council Offices as a whole. In order to provide enhanced leadership in the areas of coordination and integration of work, joint planning and communication, they have been intentionally freed from the day-to-day management of any unit or group of units.

The senior leadership team is responsible for implementing a program of work that reflects the vision, priorities, and policies as articulated by the General Council and its Executive. The members of the team are responsible for contributing to the visionary leadership offered to the church through the General Council Offices. As well, they are responsible and accountable for the good management of the General Council Offices. As senior managers, they plan, organize, lead and coordinate resources. As leaders, they

participate in establishing the vision and goals of the General Council and its Executive, communicate the vision and goals, and guide others to accomplish them.

The Moderator shares in the senior leadership role as an ex officio member of the Senior Leadership Team.

That the Executive of the General Council approve the structure and overall roles for the Senior Leadership Team as follows:

General Secretary, General Council

The General Secretary – continues to serve as the senior executive staff to the General Council, its Executive and Sub-Executive. He/she will be responsible for building and leading the senior leadership team and hold the major responsibility, accountability and authority for ensuring that the collective role of the senior leadership team is fulfilled in accordance with the vision, priorities, and policies of the General Council. This senior leader has a key role in providing visionary leadership, guidance and direction to the General Council Offices as a whole, including theological leadership.

General Council Minister, Programs for Mission and Ministry

This senior leader provides leadership and supervision to the unit leaders in the Ethnic Ministries, Faith Formation and Education, Justice, Global and Ecumenical Relations and Support to Local Ministries Working Groups, building cohesive leadership teams across those Working Units to implement the mission goals and directions. Working with the other senior leaders, he/she will model collaboration, enable communication and develop linkages both within the assigned area and across all Working Units. The Programs Minister is the lead staff to the Standing Committee on Programs for Mission and Ministry.

General Council Minister, Resources for Mission and Ministry

This senior leader provides leadership and supervision to the unit leaders in the Ministry and Employment Policies and Services, Information Technology Services, Financial Services and Resource Production and Distribution Working Units, building cohesive leadership teams within that area to implement the mission goals and directions. Working with the other senior leaders, he/she will model collaboration, enable communication and develop linkages both within the assigned area and across all Working Units. The Resources Minister is the lead staff to the Executive's Finance Standing Committee.

General Council Minister, Planning Processes

Working collaboratively with other senior leaders and especially closely with the General Council Minister, Regional Relations, this General Council Minister takes the lead in establishing the cross-unit processes needed for policy implementation, budgeting, evaluation and communication. The Planning Processes Minister supervises and leads a team that enables the General Council Executive to analyze its context and form strategies for future directions and for communication. The Planning Processes Minister serves as lead staff to the Governance, Planning and Budgeting Processes Standing Committee.

General Council Minister, Regional Relations

Working collaboratively with other senior leaders and especially closely with the General Council Minister, Planning Processes, this General Council Minister provides leadership in developing the strategies and tools for connecting and communicating among the various parts of the church. The Regional Relations Minister supervises the Conference Executive Secretaries.

General Council Minister, Racial Justice

This senior leader is a change agent who will assist the United Church, and the General Council Offices in particular, to live out the commitments we have made on paper and in resolutions, to becoming an anti-racist church and walking a new path toward reconciliation with peoples of First Nations. The Racial Justice Minister will work collaboratively with other senior leaders to develop strategies and tools to enable changes in policy and practices. Further, that there be a steering/advisory committee for this position and that this be referred to the implementation process.

The nature of the leadership required from the senior leadership team is:

- integrative that is, a leadership style that balances the task, the people and the future directions as discerned by the General Council/ Executive/Sub-Executive
- mutual, collaborative
- able to articulate the theological basis of the work and demonstrate theological leadership across the units and within the General Council Executive
- based on seeing and understanding the wholeness of the church and its mission and ministry, as well as offering specific skills and background
- facilitative of work and communication across all levels of General Council Offices in making decisions
- capable of being in dialogue with the General Council and its Executive, and giving guidance and leadership regarding vision and future direction

Motion to Amend: Ross Bartlett/Michelle Slater

That the Executive of the General Council add to the Senior leadership team the position of General Council Minister, Theology, Faith and Ecumenism and that this senior leader will provide leadership and animation for the United Church and the General Council Offices, to live out and deepen our reflection on theology and faith and their impact on our life and work; and refer the position to the implementation process to develop a complete job description.

Defeated

Motion – Carried

Proposal No. 14 – Working Units (GC-77)

Motion: Bill Phipps/Jim Jackson

2001-11-02-0250

That the Executive of the General Council receive for information the titles and overall purposes of the working units.

Carried

Ministries in French Unit Placement

Motion: Gerald Dore/Claire Borel-Christen

2001-11-02-0251

That a working unit be established for Ministries in French with the functions of translation and resources publication, communication and animation.

Motion to Refer: Marion Best/Jack Spencer

That the Executive of the General Council refer this motion regarding the placement of Ministries in French to the implementation process and report back to the next meeting of the Executive of the General Council.

Defeated

Motion – Carried

Proposal No. 15 – Next Steps, Phases 3 and 4 (GC-78)

There was some debate on proposal No. 15 before the Executive ran out of agenda time.

Motion: Gordon How/Claire Borel-Christen

2001-11-02-0252

That the Executive of the General Council adjourn for the day.

Carried

MONDAY – NOVEMBER 5, 2001

OPENING WORSHIP

Opening worship was led by Gordon How; music by David Allen.

FOUNDATION TASK GROUP

The report of this group was presented by Kay de la Ronde, with the help of a power point presentation.

SESSIONAL COMMITTEE #2

Jamie Scott, chair of Sessional Committee #2, presented the work of the work done by the committee (refer to SC2-1 – SC2-2).

Concern was raised this work dovetail with the work of the Funding Task Group. Any questions to the task group should be given to them so that they can answer them.

Proposal No. 4 – Establishment of a United Church Foundation (GC-12)**Motion: Jamie Scott/Stephen Mabee****2001-11-02-0253**

That the Executive of the General Council instruct the Foundation Task Group to prepare draft articles of incorporation and by-laws for the establishment of a United Church foundation. The draft articles of incorporation and by-laws to be submitted to the Executive of the General Council in April, 2002 along with a detailed business plan and list of proposed directors; and

That \$5,000 from the General Council Executive Project Fund be allotted for the legal costs of drafting articles of incorporation and by-laws for the establishment of a United Church foundation.

Carried**SESSIONAL COMMITTEE #1**

Bill Phipps continued with the remainder of the proposals from Sessional Committee #1 that had not yet been dealt with by the Executive. He requested that Proposal Nos. 15, 16 and 17 be moved on the agenda to the afternoon when Alan Hall would be available to address some of the details on next steps (proposal No. 15). The Executive would also deal with Proposal Nos. 16 and 17.

Proposal No. 16 – Membership of the Executive of the General Council (GC-78)**Motion: Bill Phipps/Jim Jackson****2001-11-02-0254**

That the membership of the Executive of the General Council remain essentially as outlined in The Manual, Sections 521 and 522, with the following changes necessitated by the approved redesign of the General Council Offices:

That the representatives from the governing bodies of the General Council mission units become representatives from the four permanent committees (from among the elected members);

That the senior executive officers be the General Council Ministers.

Carried**Proposal No.18 – Future Directions: The Mission Vision and Directions of the United Church (GC-95)****Motion: Bill Phipps/Jim Jackson****2001-11-02-0255**

That the Executive affirm the “Future Directions” document and refer it to the General Council Secretaries and then to the senior leadership team for use in their work.

Motion to Postpone: Martha Ter Kuile/Jim Balfour

That the Executive of General Council postpone definitely this the motion regarding the “Future Directions” document until the Executive meeting in April 2002.

Defeated

It was noted that “Future Directions” document is what undergirds the whole restructuring process and is the reason, in theological terms, why it makes sense to restructure at this time. The suggestion was made that it be affirmed and referred to the theological reflector to be used with the members of Executive at the next meeting of the Executive. It was suggested that this document and the foundational documents being referred to in this document be made more readily available, sooner rather than later, to the whole church eg. on the website. It was noted that these documents set the agenda for the church in terms of working out what our new statement of faith is. It was also noted that it is important that this document be passed as the Executive of the General Council will be referring to this document time and time again when doing strategic planning for the future and setting priorities and will not only be affirming it but actually using it.

Motion to Amend: Ross Bartlett/Kathy Chenier

2001-11-02-0256

That the Executive of the General Council substitute the word “use” with the word “*guidance*”.

Carried

Motion as Amended – Carried

Finance and Human Resource Compliance and Oversight

Motion: Doug Einarson/Gwen Nicol-MacDonald

2001-11-02-0257

That the Executive direct the implementation process to review and report back to the April 2002 Executive meeting regarding:

The wisdom of including Finance and Human Resources compliance and oversight issues in the job description of the GCM, Resources for Ministry and Mission;

The wisdom of creating senior positions (not necessarily included in the Senior Leadership team) titled Chief Financial Officer and Human Resources Officer, both of which could be members of the Executive of the General Council;

And that in this process they seek, among other possible sources of input, the specific input of the audit committee and the church’s auditor, Deloitte and Touche LLP, as to the topic of good governance and financial responsibility.

Carried

Proposal No. 15 – Next Steps, Phases 3 and 4: Part 1 (GC-78)

Motion: Carol Hancock/Jim Jackson

2001-11-02-0258

That as part of the Executive meeting in April, April 26-29, we plan to spend two days in the celebratory work of transition and that if additional time is needed for the work of the Executive that the meeting times be extended on recommendation of the Moderator, General Secretary and the Business Committee.

Carried

RESIDENTIAL SCHOOLS BRENNER JUDGEMENT & APPEALS – ADVICE FROM LEGAL COUNSEL

David Iverson updated the Executive on the response from our legal counsel with regard to the risk involved in taking this action. He indicated that the risk is small but his advice was that The United Church of Canada not abandon the appeal of the aggravated damages because then The United Church of Canada could be seen as accepting the responsibility for all of Canada.

WORLD COUNCIL OF CHURCHES (GC-14 – GC-17)

Marion Best presented her report on the most recent meeting of the World Council of Churches and shared the personal notes she made in her journal immediately following the September 11th Disaster.

Motion: Peter Short/Bill Phipps

2001-11-02-0259

That the Executive of the General Council receive for information the report on the World Council of Churches.

Carried

THEOLOGICAL REFLECTION

Michael Bourgeois continued on the theme of reconciliation. He asked the members of the Executive to reflect on the implications of the question: “What theologically are we prepared to risk or dismantle to build what we are called to build in order to be reconciled with those to whom we are called to be reconciled?”

Motion: Michelle Slater/Walter Sowa

That the Executive of the General Council begin the afternoon session at 1:00 p.m.

Carried

The meeting broke for lunch with a prayer by Ruth Nicholls.

SESSIONAL COMMITTEE #1**Proposal No. 15 – Next Steps, Phases 3 and 4: Part 2 (GC-78)****Motion: Bill Phipps/Jim Jackson****2001-11-02-0260**

That the Executive of the General Council extend the life of the current Divisions/Council from December 31, 2001 to April 29, 2002, and mandate their executive bodies to carry responsibility for the work of the Divisions/Council, and

That the Executive of the General Council create a Governance Project Team with a two-fold mandate: to work on ways in which the Executive may acquire the tools, skills and understanding to carry out its new role; to review, with the General Secretary, the mandate and membership questions for the Executive which will need to seek the action of the 38th General Council. This team would become a sub-group of the Committee on Governance, Planning and Budgeting Processes.

That the Executive of the General Council create an Evaluation Project Team to guide the ongoing evaluation of the redesign and carry out an evaluation by a future date to be determined by the Executive but not before five years from the April 2002. This group will clarify the goals and objectives of the redesign project with the former Directions Committee in order that these may be clear before any methodology is chosen. The Team will design an evaluative process that allows for an annual qualitative evaluation process, so that improvements, changes and adjustments can be made on an ongoing basis, with particular attention to how the work of theology, faith and ecumenism is carried out. After at least five years, an evaluation will be undertaken to reassess the entire project and examine such things as culture change, which will not be evident in the shorter term. As these assessments are undertaken, findings and recommendations will be reported to the Executive of the General Council.

Carried**Redesign and Selection process for the Senior Leadership Team**

Alan Hall presented the detailed selection process for the Senior Leadership team distributed to the Executive for information (refer to the document "Redesign and Selection Process for the Senior Leadership Team"). It was noted that all the current General Secretaries, whether their positions were declared redundant or not, would be encouraged to go through the discernment process. It was clarified that one search and selection committee would be used for all the General Council Minister (GCM) positions where the only change would be the representation by a volunteer knowledgeable in the relevant area of work for each position. For GCM positions that were still left vacant after the internal process of recruitment, Alan requested that the requirement to advertise in the Observer be waived because of tight timelines involved and that other ways be sought to allow for the positions to be widely advertised within the church as well as outside.

The following requests were made by various members of the Executive and Alan Hall was asked to note these:

- That the final GCM job descriptions should be checked with some of the members of the Executive and that final approval be given by the Sub-Executive
- That there be one member of the Executive who would be both on the discernment process and the Search and Selection process
- That Credo too (as well as the Observer) be included as a place to advertise for this category level; it was noted that this would mean a change in policy
- That a clarifying phrase be added to the end of #6 of the document as follows "Should this process result in a determination that no further actions shall be taken in the search process, outplacement procedures would be implemented; however, it is the incumbent's right to withdraw or continue in the process "without prejudice" – the discernment is not a decision-making process but one that assists the incumbents to make decisions on how they wish to go forward."

Motion: Peter Short/Bill Phipps**2001-11-02-0261**

That the Executive receive for information the document "Redesign and selection process for the senior leadership team".

Carried

Proposal No. 15 – Next Steps, Phases 3 and 4: Part 3 (GC-78)

Motion: Bill Phipps/Jim Jackson

2001-11-02-0262

That the Executive of the General Council adopt the “Implementation of the Redesign – Phase 3” as its plan for implementation of the redesign.

That the current General Council Secretaries group remains in place until January 31, 2002, with a mandate to oversee the implementation process. As of February 1, 2002, the senior leadership team has mandate to oversee the implementation process.

Carried

Proposal No. 17 - Adoption of the Report, “Redesigning the Way We Work Together” (GC-78 – GC78a)

Motion: Bill Phipps/Jim Jackson

2001-11-02-0263

That the Executive of the General Council adopt the report from the Directions Committee, “Redesigning the Way We Work Together” with the changes adopted at this meeting of the Executive, as a whole.

That the Executive disband the Directions Committee, recording its thanks to the chair, Ruth Wright, and to the members of the committee for the work completed, and noting its expectation that the Evaluation Project Team will consult with members of the former Directions Committee as it begins its work.

That the Sub-Executive disband the Staff Change Team and the Volunteer Change Team when their work is complete and the Executive record its thanks to both teams for their work.

Carried

Authorizing the Sub-Executive of the General Council – Appointment of Senior Leadership Team

Motion: Bill Phipps/Jim Jackson

2001-11-02-0264

That the Executive of the General Council authorize the Sub-Executive to appoint the members of the Senior Leadership Team.

Carried

It was noted that now that the implementation process has been established that this information will be shared with the broader constituency of the church and that as part of that we clearly identify and name that the senior leadership team will be responsible for animating, articulating and taking a lead in terms of theology, faith and ecumenism for The United Church of Canada.

UNFINISHED BUSINESS

Trustees of the Pension Fund Plan for The United Church of Canada

Motion: Doug Einarson/Virginia Coleman

2001-11-02-0265

That the Executive of the General Council, as Administrator of the Pension Plan of The United Church of Canada, empower its Sub-Executive to appoint, on an interim basis, individuals to serve as trustees of the Pension Plan until the April 2002 meeting of the Executive of the General Council at which time the Executive will act on the “Recommendation of The United Church of Canada Pension Fund Trustees Report” on the future governance of the Pension Plan and appoint a full slate of trustees.

Carried

Residential Schools Brenner Judgement and Appeals (GC 114 -115)

Motion: Carol Hancock/Teresa Moysey

That the Executive of the General Council approve that The United Church of Canada:

- a) share of the compensation (25%) awarded by Brenner CJSC be paid immediately, and
- b) proceed with the appeal re: aggravated damages.

A request was made that the two parts of this motion be dealt with separately (seriatim):

Motion: Carol Hancock/Teresa Moysey

2001-11-02-0266

That the Executive of the General Council approve that The United Church of Canada share of the compensation (25%) awarded by Brenner CJSC be paid immediately.

Carried

Motion: Carol Hancock/Teresa Moysey**2001-11-02-0267**

That the Executive of the General Council approve that The United Church of Canada proceed with the appeal re: aggravated damages.

Carried

It was noted that whether the United Church continues with or drops the appeal, the appeal stage will not conclude for up to two years and the United Church will be involved in the proceedings. It was also noted that should the court lower the amount of compensation to be paid by The United Church of Canada, the church will not seek an adjustment to the compensation already paid. Further, if that compensation amount is increased The United Church of Canada will pay the additional compensation owed.

Proposal No. 5 – UCC Policy Statement on Xenotransplantation (DMC-1 – DMC-14)**Motion: Carol Hancock/Teresa Moysey****2001-11-02-0268**

That the Executive of the General Council refer the proposal on xenotransplantation back to the Division of Mission in Canada.

Carried**Proposal No. 3 – Change in name for Committee (GC-4)****Motion: Ruth Nicholls/Lynn Maki****2001-11-02-0269**

That the Executive of the General Council change the name of the "Overview and Support of the General Secretary Committee" to the "Supervision Committee of the General Secretary, General Council" in order to more accurately reflect the committee's function and mandate.

Carried**WORLD METHODIST COUNCIL**

Carol Hancock reported on the meeting she attended of the World Methodist Council. Carol shared her time on the agenda with Barabara Rafuse who reported on an associated gathering – the 10th World Assembly of the Federation of Methodist and Uniting Church Women that she had attended recently.

PENSION PLAN FOR THE UNITED CHURCH – UPDATE

Doug Einarson reported briefly on the status of the Pension Fund. He noted the following areas of importance:

- The contracts with the Investment Management firms to manage the assets of the Pension Fund are now completed (with about 6 different fund managers) and the management processes are working well. The new position the Pension and General Fund manager and the position has now been filled and the previous Investment mangager positions have been terminated
- Pension Administration project to review the systems and upgrade and improve the administration of the Pension fund and this process is progress
- The Pension Plan is healthy and although the assets have devalued somewhat due to September 11th, we are still within the 5% contingency plan paramenter
- Chair of the Investment committee, Don Dyke, has resigned and the search for a new one is in process; Doug Einarson, on the behalf of the Executive, wished to record with thanks the work of Don Dyke over the many years he has been on the Committee

Budget for 2003

Virginia Coleman noted that the Executive of the General Council need to determine the budget for 2003 at their April, 2002 meeting as there are budget commitments that need to be made to others that have already planned their budget e.g. Conferences, Partners, etc. It was the assumption that the new budget setting processes are one of the things that have to be determined by one of the project groups that we put into place and they would be bring a recommendation in terms of the budget cycle and the dates and will take into consideration the timelines in terms of the work of the Finance staff and the needs of other groups that are depended on our budget.

Proposal No. 10 – Modify the Wording of the National Anthem (GC-45 – GC-46)

Motion: Stephen Mabee/Jamie Scott

2001-11-02-0270

That the Executive of the General Council endorse the campaign to modify the English wording of the national anthem so it is inclusive of both men and women.

Although there was support for this, there was some concern raised on the timing of dealing with the proposal, at this time, especially with the September 11th disaster and the current national situation where Canadian troops are waiting to be called to war and this is so fresh in peoples minds that it may be taken in the wrong context.

Motion: Kathy Chenier/Jon Jessiman

2001-11-02-0271

That the motion regarding the endorsement of the campaign to modify the English words to the national anthem be postponed definitely until the April, 2002 meeting of the Executive of the General Council.

Defeated

Motion – Carried

NEW BUSINESS

Authorizing the Sub-Executive of the General Council – Legal Aid Fund

Virginia Coleman informed the members of the Executive that there has been a proposal in the works with regard to Legal Aid Fund. We have had an offer for this kind of insurance and it would cost approximately of \$415,000 once a year for 3 years and then we would have to renegotiate the annual premium. Before any decisions are made on this the recommendation on how we would pay for this insurance and what is being spent across the church currently on settlements will be provided to the members of the Executive and adequate time would be given for responses. As there is some urgency with regard to this offer being open, it would probably have to be authorized before the next Executive meeting and therefore the Sub-Executive needed to be empowered to do this should the need arise.

Motion: Virginia Coleman/Dale Wiggins

2001-11-02-0272

That this Executive of the General Council empower its Sub-Executive to deal with the proposal on setting up Legal Aid Fund with the insurer.

Carried

Correspondence from Peter VanderKam

Marion Pardy informed the Executive that during this meeting she received an e-mail from Peter VanderKam related to a special financial appeal with some creative ideas in relation to Afghanistan. As the Division of World Outreach was already dealing with work related to Afghanistan, she wished to refer this correspondence to the Division.

Motion: Marion Best/Ross Bartlett

2001-11-02-0273

That the Executive of the General Council refer the correspondence from Peter VanderKam regarding a special appeal for Afghanistan to the Division of World Outreach.

Carried

Pastoral letter to the Employees of the Retail Operation

Motion: Kathy Chenier/Lynn Maki

2001-11-02-0274

That the Executive of General Council send a pastoral letter to the employees of the retail operation who will be affected by the actions of this meeting.

Carried

PROCEDURAL MOTION**Authorizing the Sub-Executive of the General Council – Emergent business****Motion: Virginia Coleman/Peter Short****2001-11-02-0275.PRO**

That the Executive of the General Council empower its Sub-Executive to deal with the business placed before it in this meeting and any emergent business prior to the April 2002 meeting of the Executive.

Carried**CLOSING WORSHIP**

The closing worship was led by Marion Best; music was led by Teresa Moysey.

ADJOURNMENT

The Moderator declared the meeting of the Executive of the General Council adjourned.

Moderator, Marion Pardy

General Secretary, K. Virginia Coleman