

# THE UNITED CHURCH OF CANADA

## MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES April 26-29, 2002

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Friday, April 26, 2002 to 4:00 p.m. on Monday, April 29, 2002, at 3250 Bloor Street West, Etobicoke, Ontario. The Moderator, The Right Reverend Marion Pardy, presided.

### ATTENDANCE OF THE MEMBERS OF THE EXECUTIVE

#### Voting Members

Steve Adams, Jim Balfour, Ross Bartlett, Marion Best, Hazel Bigby, Claire Borel-Christen, Steven Chambers, Kathryn Chenier, Richard Choe, Virginia Coleman, Jeff Cook, Cindy Desilets, Sheila Duffin, Alf Dumont, Doug Einarson, Chris Ferguson, Ian Fraser, Alan Hall, Carol Hancock, Ron Holotuk, David Iverson, Jim Jackson, Jon Jessiman, Kathy Koehler, Stephen Mabee, Joanna MacQuarrie, Lynn Maki, Teresa Moysey, Gwen Nicol-Macdonald, Ruth Nicholls, Marion Pardy, Bill Phipps, Karen Ptolemy-Stam, Barbara Rafuse, Bernice Saulteaux, James Scott, Dong-Chun Seo, Peter Short, Michelle Slater, Sheila Snelling, Walter Sowa, Jack Spencer, Martha ter Kuile, Peter Wesley, Dale Wiggins, David Woodall.

#### Corresponding Members

David Allen, David Barnes, Michael Bourgeois, Debra Bowman, Wendy Bulloch, Bob Campbell, Roslyn Campbell, Richard Chambers, Dianne Cooper, David Estey, Catherine Gaw, Bill Gillis, Bonnie Greene, Juliet Huntly, Sharon Larade, John Loughheed, Elsie Manley-Casimir, George Rodgers, Peter Scott, Clarence Sellars, Jim Sinclair, Peter Tebbutt.

#### Regrets

Gérald Doré, Elaine Jacobs, Faith March-MacCuish, Anne Shirley Sutherland.

### FRIDAY - APRIL 26, 2002

#### CONSTITUTING THE MEETING OF THE EXECUTIVE

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 ANNOUNCEMENTS

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

New members of the Executive:

- Cindy Desilets, ordered representative of Manitou Conference.
- Bill Gillis, Acting Executive Secretary, Manitoba and Northwestern Ontario Conference.
- David Barnes, Interim Executive Minister, Ministry and Employment Policies and Services.
- Juliet Huntly, Acting Executive Minister, Resource Production and Distribution.
- Peter Tebbutt, Executive Officer, Information Technology Services.
- Joan MacGillivray, Administrative Assistant, Programmes for Mission and Ministry.

Regrets:

- Gérald Doré, ordered representative of the francophone constituency.
- Elaine Jacobs, lay representative of All Native Circle Conference.
- Faith March MacCuish, ordered representative of Newfoundland and Labrador Conference.

**Resignations:**

- Bonnie Burnett, ordered representative of Manitou Conference.

**Late arrivals:**

- Marion Best, WCC Representative.

**New people who are not members of the Executive.**

- Mark MacLean, new staff person in Support to Local Ministries.

The Executive spent time in table groups for check in.

Marion Pardy thanked Melinda Moore and Mary Purdon for the work they did to ensure that the additional handouts would be ready for today. Marion thanked Fred Graham for his leadership in preparation and consultation in the planning of the worship services this morning and Sunday morning.

**OPENING WORSHIP**

Opening worship was a communion service and a memorial to remember and give thanks for the life of Roger Coll led by the Moderator, Marion Pardy.

**ANNOUNCEMENTS FROM THE BUSINESS COMMITTEE**

Peter Short, chair of the Business Committee, welcomed the Executive. Peter made a few announcements including a synopsis of the agenda and the stewardship of meeting time. An open house of the United Church Resource Display Room will take place over lunch.

**OPENING PROCEDURAL MOTIONS****Corresponding Members**

**Motion: Virginia Coleman/Peter Short**

**2002-04-26-0317.PRO**

That the corresponding members of the Executive of the General Council for this meeting be: John Lougheed, Sharon Larade, Michael Bourgeois, the Executive Secretaries of the Conferences, the Executive Ministers/Officers of General Council, Richard Chambers, Elsie Manley-Casimir and other persons attending the meeting as a resource to the Executive.

**Carried**

**Administrative Staff**

**Motion: Virginia Coleman/Peter Short**

**2002-04-26-0318.PRO**

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

**Carried**

**Reference and Counsel**

**Motion: Virginia Coleman/Peter Short**

**2002-04-26-0319.PRO**

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**

**Motion: Virginia Coleman/Peter Short**

**2002-04-26-0320.PRO**

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 Minutes of the last meeting of the Executive of the General Council**

**Motion: Virginia Coleman/Peter Short**

**2002-04-26-0321**

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 November 2-5, 2001.

**Carried**

**Correspondence****Motion: Virginia Coleman/Peter Short****2002-04-26-0322**

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

<b>FROM</b>	<b>DATE</b>	<b>REGARDING</b>	<b>SUGGESTED ACTION</b>
Hamilton Presbytery CORR 1	November 8, 2001	Closure of the Bookrooms	Refer to Sessional Committee 5
Valley Presbytery CORR 2-3	November 28, 2001	Follow-up to September 11, 2001	Receive for information
Montreal and Ottawa Conference CORR 4	December 5, 2001	Budget setting for 2002 and 2003	Refer to Sessional Committee 6
Kenya and Sudan Exposure trip participants CORR 5	February 3, 2002	Thank you for the opportunity	Receive for information
Ross Lockhart CORR 6-7	February 10, 2002	300th anniversary of the birth of John Wesley	Refer to Sessional Committee 3
South Temiskaming Cluster CORR 8-9	February 22, 2002	2002 ministry personnel salary increases	Refer to Sessional Committee 3
Peter Wyatt CORR 10	April 8, 2002	300 <sup>th</sup> anniversary of the birth of John Wesley	Refer to Sessional Committee 3
Manitoba and Northwestern Ontario Conference CORR 11	April 18, 2002	Role of Conference in the Selection of an Executive Secretary	Refer to Sessional Committee 5
Manitoba and Northwestern Ontario Conference CORR 12	April 19, 2002	Staff to update statistics.	Refer to Sessional Committee 5

**Carried****Declarations Of Interest** (INFO 12)

The following members of the Executive of the General Council declared their conflict of interest in the pieces of work before the Executive:

Michelle Slater – Student Debt Task Group Report.

Lynn Maki - Appointment of Conference Executive Secretary, Alberta and Northwest Conference.

Carol Hancock – Appointment of General Council Minister, Regional Relations.

**MODERATOR'S ACCOUNTABILITY REPORT** (GC 53-59)

Marion Pardy called upon Bill Phipps to take the Chair while she presented her accountability report. The Executive was given an opportunity to ask questions for clarification before the report went to the Sessional Committee.

**GENERAL SECRETARY'S REPORT** (GC 79)

Virginia Coleman presented her accountability report and talked about the state of the church from her perspective including reflections on facing the realities of Easter.

**Striking the Stone** (GC 84)

Rob Oliphant reported on the Striking the Stone event and talked about the need for a strong mandate from the Executive of the General Council. He also talked about the high cost of this event but that the cost of

not having this event would be higher.

#### **APPOINTMENTS**

##### **Proposal 20** (GC 79)

Declaration of conflict of interest, Lynn Maki left the court.

##### **Motion: Virginia Coleman/Kathy Koehler**

**2002-04-26-0323**

That the Executive of the General Council appoint Lynn Maki to the position of Executive Secretary, Alberta and Northwest Conference effective September 1, 2002.

**Carried**

##### **Proposal 21** (GC 79)

Declaration of conflict of interest, Carol Hancock left the court.

##### **Motion: Virginia Coleman/Alan Hall**

**2002-04-26-0324**

That the Executive of the General Council appoint Carol Hancock to the position of General Council Minister, Regional Relations, effective June 1, 2002.

**Carried**

##### **Proposal 22** (GC 80)

##### **Motion: Virginia Coleman/Jack Spencer**

**2002-04-26-0325**

That the Executive of the General Council accept the resignation of Clarence Sellars from the position of Conference Executive Secretary with the Newfoundland and Labrador Conference effective December 31, 2002.

**Carried**

##### **Motion: Virginia Coleman/Jamie Scott**

**2002-04-26-0326**

That the Executive of the General Council authorize the search and selection process to be put in place to fill the Conference Executive Secretary position in Newfoundland and Labrador Conference.

**Carried**

The Executive expressed its regret that Clarence is leaving and appreciation for his work.

The General Secretary, General Council left the court.

##### **Motion: Ruth Nicolls/Alan Hall**

**2002-04-26-0327**

That the Executive of the General Council accept, with regret and appreciation for the skills and talents she has brought to the position, the resignation of the General Secretary, General Council, K. Virginia Coleman effective August 31, 2002.

**Carried**

Jim Jackson and Alan Hall gave notice of a motion for the Executive Secretary position with the Manitoba and Northwestern Ontario Conference.

After some announcements from Peter Short, the meeting broke for lunch.

#### **THEOLOGICAL REFLECTION**

The reflection was led by Michael Bourgeois to begin work on the "Future Directions: The Mission Vision and Directions of the United Church" document. He asked the Executive to reflect on the following:

- In the value section of the "Future Directions" report, what ideas or phrases are particularly important to you?
- Why are they particularly important?

#### **LISTENING TEAM REPORT (GC 39-50)**

Bill Phipps presented the report from the Listening Team which was established by the Sub-Executive in response to concerns raised by staff during the process of re-structuring in the General Council offices. Bill thanked the other members of the Listening Team for the way they did their work and the seriousness and cooperative manner in which they worked. He also thanked the staff who participated in the process.

Concerns included the Executive's responsibility in the process and their need to take ownership for letting down staff, the leadership, and the church. A query about the Executive's legal responsibility to ensure a safe work environment was raised; this was in reference to an article in the Globe and Mail "When bullies go to work". The understaffing in the Human Resources Department was also a concern.

**Motion: Kathryn Chenier/Alf Dumont**

**2002-04-26-0328**

That the Executive of the General Council make response sheets for the sessional committee available for all staff, on a different colour of paper from those used by members of the Executive, in order to allow staff responses to the Sessional Committee on the Listening Team Report.

**Carried**

The ombudsperson position was discussed as a reactive action and further work needs to be done on the goals of the position and the importance of hiring someone familiar with the culture of the church. Team building as a responsibility of senior leadership was also identified as important.

Response sheets with concerns, responses, and questions will be forwarded to the Sessional Committee who will begin their work this evening.

The General Secretary, General Council left the court and David Iverson took her place.

**APPOINTMENTS**

**Motion: Jim Jackson/Alan Hall**

**2002-04-26-0329**

That, on the recommendation of the Search and Selection Committee and with the affirmation of the Executive of the Conference of Manitoba and Northwestern Ontario, the Executive of the General Council appoint K. Virginia Coleman to the position of Executive Secretary, Conference of Manitoba and Northwestern Ontario, effective September 1, 2002.

**Carried**

**PENSION GOVERNANCE (FIN 14-41)**

Doug Einarson gave a power point presentation on the requirements and proposals for the future oversight and trusteeship of the United Church Pension Plan. Stuart Wason, Cynthia Gunn, and Elizabeth Brown were also present to assist in this presentation.

Discussion followed on the Executive of the General Council's role in the United Church Pension Plan to provide oversight and supervision. To assist the Executive in this role, the General Council appoints all trustees except one. The Executive also receives a presentation by the trustees, at their meetings. Since the Executive of the General Council is the legal administrator of the plan it has the power to direct and override any decisions of the trustees including the authority to terminate any or all the trustees.

**Motion: Virginia Coleman/Doug Einarson**

**2002-04-26-0330**

That the Executive of the General Council move "in camera", that visitors and media people be asked to leave the plenary at this time.

**Carried**

**Motion: Virginia Coleman/Doug Einarson**

**2002-04-26-0331**

That the Executive of the General Council move out of "in camera".

**Carried**

**NEW MANDATE/NEW ROLE FOR THE EXECUTIVE (GC 92-95)**

Virginia Coleman and Martha ter Kuile reported on the work of the Governance Project Team on their work to explore the impact of the re-design on the role of the Executive. Table groups were asked to reflect on the following questions:

1. What are the most important things for the General Council Executive to do?
2. In light of our new structure, what do you see as the new responsibilities for the Executive? Consider the attached pages from the November 2001 meeting of the Executive and provide comments.
3. How can the General Council Executive function more effectively to accomplish what we need to do?

4. How could we ensure that the Executive of the General Council spends its time on the most important issues facing the United Church?
5. How could this Executive decide what is important for our attention and what is not?

After some announcements from Peter Short, the meeting broke for supper.

Marion Pardy welcomed Marion Best to the meeting. She had just arrived from the World Council of Churches in Geneva.

Table groups continued with their work on the questions from the Governance Project Team.

Martha ter Kuile received feedback from the table groups that talked more about how the Executive works than what the Executive does. There was no consensus on the way the Executive does its work with examples from both the board and conciliar models. Discussion talked about an overload of issues, the need to reduce work, to do the work well rather than quickly and also take time for theological reflection, discernment and being open to the Spirit. Others talked about trust, visioning, delegating, priorities, and getting on with the work. It was also noted that the role of the new Executive Committees will be key to the future functioning of the Executive.

Comments were collected by the Governance Project Team and will be brought back to the Executive in November to test an understanding of how the various pieces fit together.

Marion thanked the members of the Governance Project Team for their work.

#### **TASK GROUP ON STUDENT DEBT (MPE 6-27)**

Gwen Nicol-Macdonald gave an overview of the task group's report using a power point presentation.

There was discussion on the importance of preventing the occurrence of debt with educational programmes and to lower the cost of theological education with grants to theological colleges. It was also suggested that grants to students with large debts could actually encourage more debt.

Other comments on response forms were submitted to the Sessional Committee.

#### **HUMAN RESOURCES COMMITTEE REPORT (GC 36-38)**

Alan Hall and David Barnes reported on the Economic Adjustment part of their report with concerns raised by the suggested 4.35% increase. The impact across the church of this increase was noted plus the issues of stewardship, justice and ethics if the increase is not implemented.

Responses were submitted to the Sessional Committee for their deliberation.

After a blessing by the Moderator, the meeting adjourned for the day at 8:35 p.m.

At the conclusion of the day, Virginia Coleman addressed three rumours she heard during the day.

### **SATURDAY - APRIL 27, 2002**

Marion Pardy welcomed everyone this morning and invited table groups to check in.

#### **OPENING WORSHIP**

Worship was led by the Division of Mission in Canada.

#### **FOUNDATION TASK GROUP (GC 7-35)**

Kay de la Ronde introduced the other members of the Foundation Task Group and gave a power point presentation on the work they have done to date including recommendations.

A concern was raised that it was necessary to ensure that the Foundation continues to follow the priorities and mission work of the United Church especially in relation to the work of the mission support grant system. The Task Group pointed out that the General Council has oversight including the responsibility to appoint

the Board of Directors of which two members are the Moderator and the General Secretary, General Council.

#### **XENOTRANSPLANTATION (DMC 6-11)**

Lynn Maki introduced the resource persons presenting the material on Xenotransplantation: Dr. John MacKenzie represents the task group of nine people working on this policy and Mark Hathaway, staff person. Mark did a power point presentation on Animal-to-Human Transplants.

#### **SESSIONAL COMMITTEE 7 REPORT (SC7 14)**

Jon Jessiman, chair of Sessional Committee 7, presented the work done by this committee (refer to SC7 14).

#### **Pension Trustees Accountability Report**

**Motion: Jon Jessiman/Kathy Chenier**

**2002-04-26-0332**

That the Executive of the General Council accept the following proposals:

1. That at the November 2002 Executive of the General Council, this court take part in an educational component with regard to its responsibility regarding the role of "Administrator" and that our legal counsel be leadership for this.
2. That we receive the Pension Trustees Accountability Report Pages FIN 12 – FIN 13.

**Carried**

**Motion: Jon Jessiman/Kathy Chenier**

**2002-04-26-0333**

That the "Report of The United Church of Canada Pension Fund Trustees" with changes (replace the title "Recommendations...The United Church of Canada" with Report of The United Church Of Canada Pension Fund Trustees" and remove the information in the box), pages FIN 14 to 26 be adopted.

**Carried**

**Motion: Jon Jessiman/Kathy Chenier**

**2002-04-26-0334**

That the Ministry and Employment Policies and Services Unit (MEPS) undertake to update all the affected position descriptions to be consistent with the report (FIN 24 note NB).

**Carried**

**Motion: Jon Jessiman/Kathy Chenier**

**2002-04-26-0335**

That this Executive of the General Council approve the Trust Agreement found on FIN 27 to FIN 40 (Appendix A) as of this date, and authorize its execution and delivery.

**Carried**

#### **Pension Trustees (GC 61)**

Representation of the named trustees was questioned and this concern will be addressed as more trustees are added. This is a transition board with the minimum number of trustees and it is important that they have the necessary qualifications to do their work. With no term mentioned in the motion, the term is 3 years as stated in the Constitution.

**Motion: Jon Jessiman/Kathy Chenier**

**2002-04-26-0336**

That this Executive of the General Council appoint the trustees named on GC 61 under Pension Trustees to be effective immediately:

Charlie Black  
Doug Einarson

Stuart Wason  
Gordon Hall

**Carried**

#### **BUDGET 2003 (GC 100-103)**

David Iverson reviewed the breakdown of the 2002 Budget, gave an update on the budget migration work that is being completed, 2003 Unified Funding, and 2003 Budget Planning for time sensitive grants.

There was discussion about the roles of the General Council Ministers and the Committee on Governance, Planning, and Budgeting in the budgeting process. The budget timeline does not allow time to have elected members in place. Therefore, it is essential that work begin with staff at a Budget Forum. There also needs to be a process to begin work on the 2004 budget.

After some announcements from Peter Short, the meeting broke for lunch.

### **THEOLOGICAL REFLECTION**

Michael Bourgeois continued from his reflection of yesterday on the "Future Directions: The Mission Vision and Directions of the United Church" and his readings from the 1926 lectures of Richard Roberts, this time on congregations. Table groups were asked to reflect on the nine values from the "Future Directions Report", in order to assess how we're doing individually, and how we're doing as a General Council Executive.

Michael reminded the Executive of these values and reflections; especially those identified as needing improvement.

### **SESSIONAL COMMITTEES MEET**

The meeting in plenary broke to allow for Sessional Committees to meet and deal with the pieces of business allocated to them.

## **SUNDAY - APRIL 28, 2002**

Marion Parady welcomed everyone and, after prayer, invited table group check in.

### **WORSHIP**

This liturgy marks the ending of the Divisions/Council and includes the participation of those members of the Executive whose role was related to those units.

The meeting broke for lunch with a continuation of good byes to people whose positions are changing and recognition of Virginia Coleman's work.

Mike Milne of the *United Church Observer* was welcomed.

### **OBSERVER REPORT (GC 6)**

John Lougheed and Muriel Duncan gave *The Observer* report including the highlights of a survey on their readership and an opportunity for questions.

### **SESSIONAL COMMITTEE 2 REPORT**

Jim Jackson, chair of Sessional Committee 2, presented the work done by this committee (refer to SC2 1-2)

### **Foundation Report (GC 7-35)**

There was discussion about the proposal that the Foundation have capacity for a small grant program (GC14) and the appropriateness of making decisions outside the mission support grant system. The Sessional Committee felt that since a significant number of the Board, including the Moderator and the General Secretary, are appointed by the United Church, they would know the priorities of the General Council. However, in the mission support grant system, it is the Conferences who make priority decisions for their Conferences and assurance is needed that there will not be double funding or dual applications. The Healing Fund was used to illustrate the complexities of administering such a fund including checking back and forth to ensure that there is not double funding or the project has not been turned down by another denomination. The Directors of the Foundation were in the Court and heard the concerns of the Executive. The Foundation would need to receive the approval of the Executive of the General Council before they could begin any direct granting program.

### **Motion: Jim Jackson/Stephen Mabee**

**2002-04-26-0337**

That the Executive of the General Council approve the application for incorporation (attached as Appendix B), the By-laws (attached as Appendix C) with the removal of the reference to meetings outside Canada and the removal of all references to voting by proxy, and that the Executive also approve the list of applicant directors of The United Church of Canada Foundation (Fondation de l'Église Unie du Canada) Tom Alton (HAM) (L), Kay de la Ronde (ANW) (L), John Durfey (TOR) (L), Jacqueline Knowles (HAM) (L), Mary McKeen (TOR) (L), Roger Snelling (M&O) (L), and Martha ter Kuile (M&O) (O).

### **Carried**

**Motion: Jim Jackson/Stephen Mabee****2002-04-26-0338**

That the Executive of the General Council mandate the Foundation Task Group:

- To take the necessary steps to incorporate The United Church of Canada Foundation/Fondation de l'Église Unie du Canada. This may entail minor revisions to the draft documents as required by the Government of Canada. Any amendments required are to be presented to the General Secretary, General Council who will ensure that the changes do not require further action by the Executive or Sub-Executive before undertaking further steps toward incorporation.
- To work with the Nominating Committee of the General Council to prepare a list of Directors that will be brought to the November 2002 meeting of the General Council Executive for approval.

**Carried****Motion: Jim Jackson/Stephen Mabee****2002-04-26-0339**

That the Executive of the General Council allocate \$20,000 in 2002 from the Executive of the General Council Project Fund as seed money to support the work of soliciting gifts for the start-up costs of the Foundation.

**Carried****Motion: Jim Jackson/Stephen Mabee****2002-04-26-0340**

That the Executive of the General Council express its appreciation to the members of the Foundation Task Group (Tom Alton, Kay de la Ronde, John Durfey, Jacquie Knowles, Hubert Norman, Martha ter Kuile, Roger Snelling, and Mary McKeen) for work completed and willingness to see the Foundation into life.

**Carried****SESSIONAL COMMITTEE 4 REPORT**

Carol Hancock, chair of Sessional Committee 4, presented the work done by this committee (refer to SC4 1-3).

**Animal to human transplants (Xenotransplantation)** (DMC 6-11)

WHEREAS viable alternatives exist to xenotransplantation - both in the immediate and long-term - that could more effectively address the shortage of organs and tissues for transplant with significantly fewer risks and costs;

THEREFORE BE IT RESOLVED:

**Motion: Carol Hancock/Teresa Moysey****2002-04-26-0341**

That the Executive of the General Council, through the appropriate units and courts of the United Church,

- a) Advocate for a more effective donor registry or card program, ensuring that donor consent is indicated directly on health cards;
- b) Actively solicit participation in the organ donor registry or card program at a congregational level;
- c) Advocate for a national publicity/educational campaign in support of organ donation, living wills, and instruction to proxy or substitute decision makers, as well as for education in schools on organ donation;
- d) Advocate for preventative health measures, aimed at reducing the need for organ and tissue transplants,
- e) Advocate for programs designed to train teams of health professionals to counsel the families of potential organ donors;
- f) Encourage the study of changes to the current legislative framework for organ donations that might further facilitate organ and tissue donations;

**Carried**

WHEREAS animal-to-human organ and tissue transplantation poses significant risks both to transplant patients and to society at large - including the possibility of new diseases crossing the species barrier and causing future epidemics; and,

WHEREAS the quality of life for animal-to-human organ transplant recipients is likely to be much lower than those receiving transplants from human donors; and

WHEREAS the cost of xenotransplant research is very high, uses valuable scientific resources, and could in itself introduce unacceptable risks related to cross-species disease transmission; and

WHEREAS viable alternatives exist - both in the immediate and long-term - that could more effectively address the shortage of organs and tissues for transplant with significantly fewer risks and costs;

THEREFORE BE IT RESOLVED:

**Motion: Carol Hancock/Teresa Moysey****2002-04-26-0342**

That the Executive of the General Council:

- a) Calls for increased funding for medical research into alternative ways of addressing the organ transplant shortage, particularly research seeking ways to expand the potential pool of human organs available for transplant.
- b) Calls for the suspension of both government and corporate funding - direct and indirect - for enotransplantation research.

**Carried**

WHEREAS animal-to-human organ and tissue transplantation poses significant risks both to transplant patients and to society at large - including the possibility of new diseases crossing the species barrier and causing future epidemics; and

WHEREAS the quality of life for animal-to-human organ transplant recipients is likely to be much lower than those receiving transplants from human donors; and

WHEREAS the cost of xenotransplants will be very costly, putting additional strains on our public health care system;

THEREFORE BE IT RESOLVED:

**Motion: Carol Hancock/Teresa Moysey****2002-04-26-0343**

That the Executive of the General Council of The United Church of Canada supports a complete and immediate prohibition on animal-to-human organ and tissue transplantation, including any proposals to begin human clinical trials. It is to be noted that such procedures as heart valves and temporary skin grafts do not have their own blood supply and do not raise issues of rejection by the recipient, and therefore, are in a different category in terms of risk, and are not subject to this prohibition.

**Carried****Toward a Just Peace in the Middle East** (DWO 5-8)

There was some hesitation expressed by some that any statements regarding the Middle East could be mis-interpreted. This is a complex and sensitive issue and the important thing is to keep the dialogue going within our own communities. Others wanted a more general statement to urge all parties to talk together as a basis for peace. The Sessional Committee was asked to return with either the same proposal or a new one. It was noted that the Psalm referred to in the Report should be Psalm 122.

**REPORT FROM THE WORLD COUNCIL OF CHURCHES** (GC 2-5)

Marion Best reported on her work with the World Council of Churches and shared some of the dilemmas being faced. As with many organizations, the WCC is having difficulties because of declining finances and the problem is how to reduce while maintaining the constituency and hearing the voices.

**Motion: Carol Hancock/Teresa Moysey****2002-04-26-0344**

That the report of the World Council of Churches be received for information with an expression of continued gratitude for the detailed and informative reports provided to this Executive.

**Carried****SESSIONAL COMMITTEE 5 REPORT**

Jamie Scott, chair of Sessional Committee 5, presented the work done by this committee (refer to SC5 1-3).

**Division of Communication Accountability Report** (COMM 1-4)**Motion: Jamie Scott/Jack Spencer****2002-04-26-0345**

That the Accountability Report of the Division of Communication be received for information.

**Carried****Accountability Report of the General Council Secretaries' Group** (GC 78)

The Sessional Committee presented a proposal that a behavioural code of conduct be developed for staff. Discussion followed on the code of conduct and the mechanisms in place to deal with the work and relationships between staff. While the mechanisms of supervision, lines of accountability, etc. are in place and are readily available in the Human Resources Policy Manual, which is widely distributed throughout the building and on computer, these policies are not always followed. A code of ethics for ministry personnel is being worked on but there is difficulty developing this broad ethical statement as requested by General Council. A code of conduct for the General Council Office would be a start towards this broader ethical statement. It would be helpful for the Executive to articulate its values and what is appropriate for staff.

**Motion: Jamie Scott/Jack Spencer****2002-04-26-0346**

That the Executive of the General Council:

1. Affirm its expectation that all staff demonstrate appropriate workplace behaviour.
2. Ask the General Secretary and the General Council Ministers, in consultation with the Ministry and Employment Policies and Services Unit (MEPS) staff, to ensure that a behavioural code of conduct for all employees is developed.
3. Ask the General Secretary and the General Council Ministers, in consultation with the MEPS staff, to ensure that minimum supervision training requirements for anyone with supervisory responsibilities are identified and put in place.

**Motion: Joanna MacQuarrie/Jeff Cook****2002-04-26-0347**

That the Executive of the General Council postpone, definitely, the consideration of this motion until after the report of Sessional Committee 1 related to the Listening Team Report.

**Carried****Motion: Jamie Scott/Jack Spencer****2002-04-26-0348**

That the Executive receive for information the report of the General Council Secretaries Group.

**Carried****General Secretary's Accountability Report - Legal Aid Fund**(GC 82-83)

There was discussion on the Sessional Committee's proposal to approve proposal 23 with amendments and the recommendation of a means test for applicants. One question was whether a means test was contrary to our policies. The Sessional Committee acknowledged that a means test would be difficult to administer but would like to see it explored.

It was noted that this proposal, if passed, would add to the draw on the Reserve in 2003 and with other draws on the Reserve could lead to a potential conflict.

After making some announcements, Peter Short reviewed the list of unfinished business. The meeting broke for supper with the agreement to return at 6:00 p.m.

Peter Short, of the Business Committee, reviewed the Agenda.

**Omnibus Motion: Peter Short/Karen Ptolemy-Stam****2002-04-26-0349**

That the Executive of the General Council:

- Adopt the report of the Foundation Task Group;
- Receive for information the reports of COPERMIF, DMC, DWO, EMC, the Residential Schools Steering Committee, the General Secretary's report on property matters;
- Approve the following words "that Resolutions #2, #3, and #6 be referred to the Division of Mission in Canada. Carried" as errata, to the Record of Proceedings of the 37<sup>th</sup> General Council (2000);
- Receive for information the report of the Observer and note the concern that the General Council will have to give thought to its support roles both financial and promotional in the future;
- Receive for information the report of the Moderator; with appreciation for her continued ministry of caring presence and leadership on behalf of the church; and
- Refer the correspondence from Manitoba and Northwestern Ontario Conference Stewardship Education Committee to the General Secretary, General Council for response.

**Carried****SESSIONAL COMMITTEE 3 REPORT**

Ruth Nicholls, chair of Sessional Committee 3, presented the work done by this committee (refer to SC3 1-4).

**Human Resources Committee** (GC 36-38)

Concerns were expressed about the withdrawal of the Overseas Personnel item related to benefits based on earned income. More work will be done on this in consultation with Justice, Global and Ecumenical Relations (JGER) staff to clarify this issue.

**Proposal No. 8 - Economic Adjustment for 2003** (GC 37)

Serious concerns were raised including the effect of salary increases on rural pastoral charges that are dealing with declining incomes and populations. Results will include closing churches and reducing staff

hours. The under utilization of the \$300,000 top up on 2002 salaries was only for those charges who were receiving mission support, other pastoral charges had to deal with the 3.5% salary increase in 2002 as well as the increases to the ministry personnel salary scale.

Another concern was that by not giving staff this increase, staff were receiving a deduction at source to support the work which amounts to mandatory contributions by staff. There was also a suggestion whether the Human Resources Committee could be empowered to implement the annual cost of living increase instead of having this conversation every year with the Executive.

**Motion: Ruth Nicholls/Ross Bartlett**

**2002-04-26-0350**

That the Executive of the General Council approve that the year 2003 salaries be determined by increasing the 2002 General Council/Conference Salaries and the 2002 Ministry Personnel minimums by 4.35%.

**Motion to Amend: Jon Jessiman/Stephen Mabee**

That the Executive of the General Council approve that the year 2003 salaries be determined by increasing the 2002 General Council/Conference Salaries and the 2002 Ministry Personnel minimums by ~~4.35%~~ **1.6%**.

**Defeated**

**Motion to Amend: Marion Best/Jamie Scott**

That the Executive of the General Council approve that the year 2003 salaries be determined by increasing the 2002 General Council/Conference Salaries and the 2002 Ministry Personnel minimums by ~~4.35%~~ **2.5%** and that the Executive of the General Council no longer "catch-up" on economic adjustments from past years, but that, from now on, the annual economic adjustment be approved, and that an adjustment to base be reviewed every 2-3 years.

**Defeated**

Discussion resumed on the original motion. Concerns were raised about information that wasn't available including the comprehensive review of compensation mandated by GC36 and the impact of this increase on conference personnel and staff. It was also noted that this increase has not yet been factored into the proposed 2003 Budget (GC 102) and would mean further budget reductions.

**Motion - Defeated**

The Sessional Committee will bring this item back with the remainder of their report.

**SESSIONAL COMMITTEE 1 REPORT**

Ian Fraser, chair of Sessional Committee 1, presented the work done by this committee (refer to SC1 1-2).

**Report of the Listening Team on Restructuring and Personnel Concerns** (GC 39-50)

The Sessional Committee reviewed the input from both staff and Executive members.

**Ombudsperson**

The role and definition of the Ombudsperson was discussed and whether this is the appropriate response to the issues stated. The Executive was also reminded that there has been a complete change in the way the office functions including supervision and a small first step may be better. It was also felt that staff need a safe place to express their concerns and ensure that these concerns will be addressed. This would not be an adjudicator and will not solve all the problems but is a way to address some of the concerns. Also asked, where is the assessment of this programme to happen?

**Motion: Ian Fraser/Dale Wiggins**

**2002-04-26-0351**

That a contract position of Ombudsperson be created as soon as possible and to serve until November 30, 2003. The Ombudsperson will report to the General Council Executive through the Sub-Executive. The Ombudsperson will have direct access to the Moderator and Sub-Executive. This position will be an independent position not filled by anyone who has been or is a General Council staff member. The Ombudsperson will hear any concern and ensure that it is appropriately addressed. A decision on whether the position is to be extended will be made in the fall of 2003.

**Motion to Amend: Gwen Nicol-MacDonald/Joanna MacQuarrie**

That a contract position of ~~Ombudsperson~~ **General Council Office Interim Personnel Minister** be created as soon as possible and to serve until November 30, 2003. The ~~Ombudsperson~~ **General Council Office Interim Personnel Minister** will report to the General Council Executive through the Sub-Executive. The ~~Ombudsperson~~ **General Council Office Interim Personnel Minister** will have direct access to the Moderator and Sub-Executive. This position will be an independent position not filled by anyone who has been or is a General Council staff member. The ~~Ombudsperson~~ **General Council Office Interim Personnel Minister** will hear any concern and ensure that it is appropriately addressed. A decision on whether the position is to be extended will be made in the fall of 2003.

**Carried**

**Motion as Amended - Carried****Motion: Ian Fraser/Jim Balfour****2002-04-26-0352**

That the Interim Executive Minister, Ministry and Employment Policies and Services research similar positions in other organizations and draft Terms of Reference and a contract for the consideration of the Sub-Executive by June 2002, that the Sub-Executive be authorized to engage an Executive Search Consultant to undertake the recruitment and selection process and present a name to the Sub-Executive for appointment to the position, and that an amount of up to \$75,000 be provided from the Restructuring budget for the search process and the first twelve months of operation of the position.

**Carried**

**Job Categories****Motion: Ian Fraser/Jim Jackson****2002-04-26-0353**

That within six months the General Secretary, General Council ensure a position audit is conducted for all positions to ensure accuracy and consistency across working units; and  
That the use of an outside consultant to undertake this work be considered.

**Carried**

**Status Report**

There was discussion on the meaning of comprehensive to include increased transparency and where we are now and where we need to be. There was concern about the extra work that was being given to staff and what can be put aside in order to do these new things. It was noted that the primary role of leadership is to ensure the work is being done rather than doing it themselves.

**Motion: Ian Fraser/Jon Jessiman****2002-04-26-0354**

For the November, 2002 meeting of the General Council Executive, the Senior Leadership Group (General Secretary and General Council Ministers), prepare a comprehensive report on the status of the reorganization of the General Council Offices, including elected member (formerly called volunteer) positions.

**Carried**

**Support and Oversight Team**

The purpose of the Support and Oversight Team is to honour the role and responsibility of the Executive for oversight as well as supporting the senior leadership team. This will enable two-way communication between staff and the Executive and keep the Executive informed on such issues as workload related to decisions made by the Executive. There was a concern about micro managing by the Executive and with the review of the Human Resources function, whether the need for the Support and Oversight Team was premature. Others felt that the concerns of staff were a result of no guidelines or direction, including unmanageable tasks. The purpose is to assist the Executive to be more aware of what is happening without creating more stress and anxiety for staff.

**Motion: Ian Fraser/Martha ter Kuile****2002-04-26-0355**

That in consideration of the responsibility that the Executive of the General Council holds for the ministry of the General Council and its offices, and in recognition of the exceptional circumstances of this transitional time, the Executive of the General Council appoint a temporary Support Team that will provide support to the Senior Leadership Team and the Sub-Executive, and will assess the progress which has been made in addressing the issues raised in the Listening Team report namely:

Human Resource Issues  
Leadership

Working environment  
 Communication  
 Restructuring

The chief link in the General Council Offices (GCO) will be the General Secretary but the team will speak with staff at all levels, as well as the GCO Interim Personnel Minister. The Support Team will report monthly to the Sub-Executive and also to the General Council Executive at its meetings. The Support Team is temporary, until General Council 2003. The General Council Executive will review the need for a continuing team in the fall of 2003.

**Motion to Amend: Michelle Slater/Karen Ptolemy-Stam**

That in consideration of the responsibility that the Executive of the General Council holds for the ministry of the General Council and its offices, and in recognition of the exceptional circumstances of this transitional time, the Executive of the General Council appoint a temporary Support Team that will provide support to the Senior Leadership Team and the Sub-Executive, and will assess the progress which has been made in addressing the issues raised in the Listening Team report namely:

Human Resource Issues  
 Leadership  
 Working environment  
 Communication  
 Restructuring

The chief link in the General Council Offices (GCO) will be the General Secretary but the team will speak with staff at all levels, as well as the GCO Interim Personnel Minister. The Support Team will report monthly to the Sub-Executive and also to the General Council Executive at its meetings. The Support Team is temporary, until General Council 2003 **November 2003 General Council Executive**. The General Council Executive will review the need for a continuing team in the fall of 2003.

**Carried**

**Motion as Amended - Carried**

**Motion: Ian Fraser/Kathryn Chenier**

**2002-04-26-0356**

That the Support Team be composed of three persons, two of whom shall be members or corresponding members of the Executive, that they be appointed by the Sub-Executive on nomination of the Moderator, that the team develop its work plan for approval by the Sub-Executive, and that an amount of up to \$25,000 be provided from the restructuring budget to accommodate the work of the team for the first twelve months of operation.

**Carried**

It was noted that due to budget constraints this will be a regional Team.

**Review of the Human Resources Function**

Concerns were raised that a review of the Human Resources function is already in place. It is the mandate of the Interim Executive Minister in Ministry and Employment Policies and Services (MEPS) to do this review and make recommendations. Another concern was the amount of tasks being funded from the Restructuring Budget which is currently at less than \$200,000.

**Motion: Kathryn Chenier/David Woodall**

**2002-04-26-0357**

To postpone the following proposal definitely to the November 2002 Executive of the General Council meeting:

That the General Secretary ensure a review of the Human Resources functions at the General Council Offices, with attention to mandate, role, structure and staffing that is appropriate for the future, including its role and responsibility with senior leadership for supervisory and career development, that a report on the progress of this work be brought to the November 2002 meeting of the General Council Executive, that the use of external human resource consultants to assist with this work be considered and that this work be funded from the restructuring budget.

**Carried**

Staff need to be informed, as soon as possible, of the mandate of the Interim Executive Minister in MEPS.

**Role of the Executive of the General Council**

The members of the Governance Project Team are Martha ter Kuile, Walter Sowa, Peter Wesley, and Michelle Slater.

**Motion: Ian Fraser/Jeff Cook****2002-04-26-0358**

That, in consideration of the responsibility that the General Council Executive holds in its leadership role, and acknowledging that the General Council Executive has contributed to the dis-ease that has been experienced, the Governance Project Team give priority to reviewing the adequacy and transparency of the roles of the Executive's exercise of its responsibility for staff oversight and support, including the roles of the Sub-Executive, and the General Secretary's Supervision Team, that the Governance Project Team be encouraged to engage external organizational development or governance consultants for this task, and that funding for such consultants be provided from the restructuring budget.

**Carried****Gratitude****Motion: Ian Fraser/Ron Holotuk****2002-04-26-0359**

That the General Council Executive express its appreciation to the Staff, Senior Leadership Team and others for their participation in the listening process; and  
That the General Council Executive express its appreciation to the Listening Team for its work, receive their report for information and that the Listening Team be discharged.

**Carried**

After some announcements from Peter Short, the meeting adjourned for the day at 9:15 p.m.

**MONDAY - APRIL 29, 2002****OPENING WORSHIP**

Worship was led by the Division of World Outreach followed by table group check in.

Peter Short reviewed the agenda for the day.

The General Secretary, General Council reported on the communication to staff on the actions related to the Listening Team Report. There is also an invitation to staff to meet today with the General Secretary, Bill Phipps, and Ian Fraser. The all staff meeting, to inform staff of all the decisions of the Executive, will occur on Wednesday.

**SESSIONAL COMMITTEE 5 REPORT (continued)**

Jamie Scott, chair of Sessional Committee 5, continued with the work done by this committee (refer to SC5 1-3).

**General Council Secretaries' Group Report (GC 78)**

The item postponed definitely until after the Listening Team report was brought forward.

**Motion: Jamie Scott/Jack Spencer****2002-04-26-0346**

That the Executive of the General Council:

1. Affirm its expectation that all staff demonstrate appropriate workplace behaviour.
2. Ask the General Secretary and the General Council Ministers, in consultation with the MEPS staff, to ensure that a behavioural code of conduct for all employees is developed.
3. Ask the General Secretary and the General Council Ministers, in consultation with the MEPS staff, to ensure that minimum supervision training requirements for anyone with supervisory responsibilities are identified and put in place.

One difficulty the Listening Team experienced was when serious allegations were made, there was no record or paper trail to follow. In light of this, the following amendment was suggested acknowledging the need for accountability.

**Motion to Amend: Martha ter Kuile/Peter Wesley**

Ask the General Secretary to ensure that the report of the General Council Secretaries (GC 78) is entered into the personnel file of each member of the staff who was a General Council Secretary in January 2002.

**Defeated**

Concerns were raised including advice from Human Resources against this action. Others thought that this would allow an open dialogue between employees and supervisors. Since this report was written by one person this action would give employees the opportunity to put items into their own personnel file to counter this report.

**Motion to Amend: Joanna MacQuarrie/Sheila Duffin**

2. Ask the General Secretary and the General Council Ministers, in consultation with the MEPS staff, to ensure that explore the wisdom of developing a behavioural code of conduct for all employees is developed.

**Defeated**

**Motion to Amend: Michelle Slater/Teresa Moysey**

Add #4

And refer the report of the GCS group to the Supervision Committee of the General Secretary, General Council to investigate the details of the report, to review the functioning of the former GCS group and the GCS individually and report back to the Sub Executive.

It was noted that this is not the role of the Supervision Committee of the General Secretary and also that the issue is structural rather than about individuals. There was a question about the process and whether it is to deal with the past or the future. Other comments talked about mechanisms of accountability and supervision presently in place; how people will continue to work together and putting in place guidelines and tools to ensure that this will not happen again. Others were uneasy about this report remaining in the record without some kind of verification or validation.

**Motion to Amend - Defeated**

It was requested that the motion be considered seriatim.

That the Executive of the General Council:

Affirm its expectation that all staff demonstrate appropriate workplace behaviour.

**Carried**

That the Executive of the General Council:

Ask the General Secretary and the General Council Ministers, in consultation with the MEPS staff, to ensure that a behavioural code of conduct for all employees is developed.

**Defeated**

That the Executive of the General Council:

Ask the General Secretary and the General Council Ministers, in consultation with the MEPS staff, to ensure that minimum supervision training requirements for anyone with supervisory responsibilities are identified and put in place.

**Carried**

**Motion: Marion Best/Ross Bartlett**

**2002-04-26-0360**

That the Executive of the General Council reconsider the omnibus motion:

- Adopt the report of the Foundation Task Group;
- Receive for information the reports of COPERMIF, DMC, DWO, EMC, the Residential Schools Steering Committee, the General Secretary's report on property matters;
- Approve the following words "that Resolutions #2, #3, and #6 be referred to the Division of Mission in Canada. Carried" as errata, to the Record of Proceedings of the 37<sup>th</sup> General Council (2000);
- Receive for information the report of the Observer and note the concern that the General Council will have to give thought to its support roles both financial and promotional in the future;
- Receive for information the report of the Moderator; with appreciation for her continued ministry of caring presence and leadership on behalf of the church; and
- Refer the correspondence from Manitoba and Northwestern Ontario Conference Stewardship Education Committee to the General Secretary, General Council for response.

**Carried**

**Motion: Virginia Coleman/Jack Spencer****2002-04-26-0361**

That the Executive of the General Council:

- Adopt the report of the Foundation Task Group;
- Receive for information the reports of COPERMIF, DMC, DWO, EMC, the Residential Schools Steering Committee, the General Secretary's report on property matters;
- Approve the following words "that Resolutions #2, #3, and #6 be referred to the Division of Mission in Canada. Carried" as errata, to the Record of Proceedings of the 37<sup>th</sup> General Council (2000);
- Receive for information the report of the Observer and note the concern that the General Council will have to give thought to its support roles both financial and promotional in the future;
- Receive for information the report of the Moderator; with appreciation for her continued ministry of caring presence and leadership on behalf of the church; and
- Refer the correspondence from Manitoba and Northwestern Ontario Conference Stewardship Education Committee to the General Secretary, General Council for response.

**Carried****Motion: Marion Best/Ross Bartlett****2002-04-26-0362**

That the Executive of the General Council reconsider the motion to receive the Accountability Report of the GCS Group (GC 78).

**Defeated****Motion: Virginia Coleman/Joanna MacQuarrie**

That the title of the General Council Secretaries' Accountability Report be changed to that of Accountability Report of the General Secretary, General Council.

**Withdrawn**

Virginia Coleman asked that a statement be included in the minutes that the GCS Accountability Report was written by Virginia Coleman without any consultation with the former GCS Group.

**Authorizing the Sub-Executive** (GC 89)**Motion: Jamie Scott/Jack Spencer****2002-04-26-0363**

That the Executive of the General Council authorize its Sub-Executive to make decisions in the interim which before April 29, 2002, would have been made by the Divisions/Ethnic Ministries Council, and which after the General Council Committees are in place, will be made by one of those four bodies.

**Carried****SESSIONAL COMMITTEE 3 REPORT** (continued)

Ruth Nicholls, chair of Sessional Committee 3 continued with the work done by this committee (refer to SC3 1-4).

**Proposal No. 8 - Economic Adjustment for 2003** (GC 37)

Whereas the Executive of the General Council is on record (April 1991) committing the United Church "insofar as possible" to ensure that salaries are commensurate with the cost of living; and

Whereas the comprehensive compensation review requested at GC36 has not been undertaken due to lack of staff resources; and

Whereas low levels of remuneration continue to be a source of concern; and

Whereas the impact of significant increases on the basis of cost of living may be severe in some parts of the church,

Therefore be it resolved:

**Motion: Ruth Nicholls/Ross Bartlett****2002-04-26-0364**

That the Executive of the General Council adopt as policy the application of the last completed year's December year-end cost of living increase as the cost of living for the next year. That this figure would be determined by the Human Resources Committee and applied to the General Council/Conference staff system and the Ministry Personnel minimum with reporting for information to the Executive of the General Council.

**Carried**

This means that the cost of living would not come back to the Executive every year unless the Human Resources Committee had a special circumstance and the implication of this increase would be a 2.75% increase for 2003. This increase would be applied across the board including overseas personnel.

**Motion: Ruth Nicholls/Ross Bartlett**

**2002-04-26-0365**

That the Executive approve the following appointments:

**Youth Forum Design Team**

Leanne Douglas (MNWO) (L), coordinator from the last youth forum	Michael Schewburg (LON) (L) [co-chair]
Shauna Gibbons (ANW) (SA)	Karen Duke (ANW) (SA)
Marti Settle (M&O) (O)	Kerry Child (BC) (SA)
Trevor Hadwen (SASK) (L)	Catherine Barkhouse (MAR) (L)
Karen Lam (TOR) (L)	Keltie Muirhead (MAR) (L) [co-chair]

**Unit-Wide Committee, Ethnic Ministries (EM)**

*Coordinating Committee*

Ms. Myfanwy Bajaj (TOR) (L)	Pastor Bayani Baybay (BC) (L)
Ms. Miriam Bayot (TOR) (L)	Dr. Hazel Bigby (M&O) (L), elected Chair
Mr. Mitsuo Hayashi (BC) (L)	The Rev. Danny Huang (TOR) (O)
The Rev. Mher Khatchikian (M&O) (O)	Ms. Anna Kim (HAM) (L)
Mr. Daniel Kim (ABNW) (L)	Dr. Paul Kim (BC) (L)
Ms. Bu Yeung Kim (BQ) (L)	Mr. Victor Kitagawa (TOR) (L)
The Rev. Karl Lam (TOR) (O)	Ms. JoAnne Lam (TOR) (L)
Mr. Kofi Osei-Bonsu (TOR) (L)	Mr. Young Park (MNWO) (L)
The Rev. Dong Chun Seo (ANW) (O)	Ms. Cynthia Seunarine (HAM) (L)
The Rev. Ricky Tai (HAM) (O)	Pastor George Takashima (ANW) (L), elected Vice-Chair
Ms. Wanda West (M&O) (L)	Ms. Marion Wong (BC) (L)
Rev. Richard C. Choe, Executive Minister	(2 vacancies to be filled)
Corresponding members: all programme staff	

*Advisory Committee*

Pastor Bayani Baybay (BC) (L)	Dr. Hazel Bigby, elected Chair (M&O) (L)
Rev. Danny Huang (TOR) (O)	Rev. Karl Lam (TOR) (O)
Rev. Dong Chun Seo (TOR) (O)	Ms. Cynthia Seunarine (HAM) (L)
Pastor George Takashima (ANW) (L), elected Vice-Chair	Ms. Marion Wong (BC) (L)
Corresponding members: all programme staff	Rev. Richard C. Choe, Executive Minister
	(2 vacancies to be filled)

**Unit Wide Committee, Justice, Global and Ecumenical Relations (JGER)**

Bob Smith (BC) (O) (Chair)	Melody McKellar (MNWO) (O)
Flo Morson (TOR) (L)	Kathryn Anderson (MAR) (O)
Gordon Taylor (MNWO) (O)	Sandra Severs (BC) (O)
Bruce Dickson (TOR) (L)	Glenys Verhulst (L) BC)
Diane Dwarka (L) (MNWO)	Marion Overholt (L) (LON)
Barry Rieder (L) (TOR)	4 Vacancies

**Unit-Wide Committee, Support to Local Ministries (SLM)**

Larry Evans, (MAR) (L)	Susan Easterbrook, (LON) (L)
Gordon Laird, (BC) (O)	Nigel Weaver, (TOR) (O)
Shelagh MacKinnon, (BC) (O) (Chair)	David Spivey, (M&O) (O)
Paul Taylor, (BC) (O)	Ben Louie, (TOR) (L)
Janelle Taylor, (MAR) (L)	Irene Onuch, (MNWO) (O)

**Carried**

Concern was raised that there was no representation from some of the Conferences and/or regions and also the omission of Youth and Young Adult members. It was noted that these elected members are pro tem until General Council 38. A full slate of elected members with proper representation will be presented to General Council 38 for approval.

**Proposal No. 9 - Travel Rate for 2003** (GC 37)**Motion: Ruth Nicholls/Ross Bartlett****2002-04-26-0366**

That the Executive of the General Council approve the 2003 Travel Rate at 34 cents per kilometre.

**Carried****Search and Selection Committee for the Position of General Secretary** (GC 96)**Motion: Ruth Nicholls/Ross Bartlett****2002-04-26-0367**

That the Executive of the General Council approve the following as the categories of membership on the Search and Selection Committee for the position of the General Secretary:

- Moderator or designate\*.
- 1 member of the Supervision Team (selected by the Supervision Team).
- 4 members of GCE reflecting its diversity (approved by the Sub-Executive on the recommendation of the Human Resources Committee or the Nominations Committee once it is established).
- 1 Conference Executive Secretary (approved by the Sub-Executive on recommendation of the Conference Executive Secretaries Group).
- One staff person from the MEPS unit who shall be a non-voting member, and who shall chair and facilitate the committee, shall be staff resource, and responsible for all committee process.

\* This option is provided because of the Moderator's role, schedule or other demands which may preclude the Moderator's filling this role personally.

**Carried****Motion: Ross Bartlett/Ruth Nicholls****2002-04-26-0368**

That the Executive of the General Council empower the Sub-Executive to approve nominations to other committees as presented by the Human Resources Committee.

**Carried**

The understanding of this motion is that it does not usurp the role of the Executive in both scope and structure.

**Student Debt Report** (MPE 6-27)

The information was offered that disbursements from the Compassionate Assistance Fund are only made from the interest and amount to \$80,000 to \$90,000 per year.

**Motion: Ross Bartlett/Ruth Nicholls****2002-04-26-0369**

That the Executive of the General Council, recognizing the urgency of the crisis facing Ministry Personnel and the wider church, direct that the MEPS unit, consulting with others as appropriate, explore the possibility of employing the Compassionate Assistance Fund (CAF) and develop revised guidelines for the employment of the CAF for increased response to Ministry Personnel who have acquired large levels of debt in their theological education. (MEPS to bring a report to the November 2002 meeting of the General Council Executive for approval.)

**Carried****Motion: Ross Bartlett/Ruth Nicholls****2002-04-26-0370**

That the MEPS unit, consulting with others as appropriate, establish a Task Group to develop further a "Grants at time of Settlement" program and bring a report to the April 2003 meeting of the General Council Executive.

**Carried****SESSIONAL COMMITTEE 4 REPORT** (continued)

Carol Hancock, chair of Sessional Committee 4, continued the presentation of the work done by this committee (refer to SC4 1-3).

**Statement on Recent Acts of Anti-Semitism in Canada** (DWO 9)**Motion: Carol Hancock/Teresa Moysey****2002-04-26-0371**

That the Executive of the General Council make the following Statement on Anti-Semitism:

In the face of the recent upsurge of attacks against Jewish people and property in Canada and around the world, The United Church of Canada reiterates its absolute condemnation of all acts of anti-semitism.

Anti-semitism is an attack on the dignity and worth of people. Such acts and attitudes attempt to obliterate the truth that all people are made in the image of God.

The United Church of Canada is concerned that these recent acts are often being interpreted as a response to Israel's role in the Middle East. The Church however strongly repudiates any suggestion that disagreement with the policies of the State of Israel should lead to attacks on the Jewish people. The United Church of Canada reiterates its passionate prayer for peace, security and justice for all peoples of the region as it recommits itself to denounce anti-semitism whenever and wherever it occurs.

**Carried**

**Toward a Just Peace in the Middle East** (DWO 5-8)

Many of the concerns yesterday were reiterated but the advice from the outgoing DWO Executive was that part of the role of faithfulness is to not be silent or abandon our partners. Both the Palestinians and Israelis are asking for a response from the United Church.

**Motion: Carol Hancock/Teresa Moysey**

**2002-04-26-0372**

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

1. Invites the church to pray for the peace of Jerusalem. (Psalm 122)
2. Encourages The United Church of Canada at all levels to remain in dialogue with Jewish and Muslim communities and make every effort to be in solidarity with justice seeking groups within those faith communities.

**Carried**

**Motion: Jon Jessiman/Bill Phipps**

**2002-04-26-0373**

3. Implores all parties to make all efforts to stop the loss of life and find a path towards a just peace.
4. Condemns all acts of violence.
5. Particularly deplores the intentional targeting of civilians.
6. Calls on the Government of Canada to hold all the parties accountable under the terms of the 4<sup>th</sup> Geneva Convention.
7. Communicates to Middle East partners and to the Government of Canada the conviction that a necessary step toward true peace in the region will be through the implementation of the relevant UN Security Council resolutions, specifically 242 (1967), 338 (1973) and UN General Assembly Resolution 194 (1948) and that these resolutions require the right of return of Palestinian refugees and the withdrawal of Israel from the West Bank and Gaza including settlements.

**Carried**

**Motion: Teresa Moysey/Bill Phipps**

**2002-04-26-0374**

That the Executive of the General Council encourages and supports peace activists in Israel and Palestine; and encourages the Canadian media to report on the activities of the peace activists.

**Carried**

After announcements from Peter Short the meeting broke for lunch.

The Moderator noted that six people would be leaving the court at 3:00 p.m.

**THEOLOGICAL REFLECTION**

Michael Bourgeois led theological reflection and gave further time for reflection in table groups.

Peter Short reviewed the agenda for the rest of the day.

**NEW BUSINESS**

**Notice of motion - Marion Best**

Whereas under the Basis of Union 8.6.10, the General Council has the authority to:

“Adopt such measures as may tend to promote true Godliness, repress immorality, and to preserve the unity and well-being of the church” and

Whereas under 524C, the General Council Executive has the power to do that which the General Council has power to do; and

Whereas the former General Council Secretaries are accountable to the General Council Executive; and

Whereas this Executive has concerns about the effectiveness of the General Secretary and the former General Council Secretaries and their ability to maintain the peace and welfare of the Church based on the report of the General Secretary and the Listening Team; and

Whereas these concerns relate to the performance of their job responsibilities within the General Council and not to their fitness for ministry,

Therefore be it resolved that this Executive appoint a commission to conduct a review of the effectiveness and ability to maintain peace and welfare and to make decisions based on that review.

And that the commission complete its review by July 31, 2002.

**Motion: Jon Jessiman/Lynn Maki**

**2002-04-26-0375**

That an order of the day be set at 2:30 p.m. to hear this notice of motion from Marion Best.

**Carried**

Bill Phipps reported on the meeting with staff to give the actions of the GC Executive. Staff thanked the Executive for reporting so quickly but had a few questions and concerns, namely:

- The job categorization review and how thorough it would be?
- Terminology and language and what it meant to move from Monitoring and Oversight Team to Support Team?
- What are the consequences, if the Support Team finds things that are problematic?
- Why has the analysis of Human Resources been postponed?

This was a positive gathering with staff and there will be an all staff meeting on Wednesday to report on all the actions of the Executive.

**SESSIONAL COMMITTEE 5 REPORT (continued)**

Jamie Scott, chair of Sessional Committee 5, continued with the work done by this committee (refer to SC5 1-3).

**Selection process for Acting General Secretary (GC 88-89) (SC 5-2)**

This is an "acting" position rather than an "interim" position and as such would have responsibility for the full scope of the job. As a result, the acting General Secretary is not precluded from applying for the position.

**Motion: Jamie Scott/Jack Spencer**

**2002-04-26-0376**

That in the case of the death, resignation, removal, or temporary incapacitating disability of the General Secretary, General Council, the following process shall be followed and one name provided to the Executive or Sub-Executive of the General Council for its consideration to appoint:

1. The Executive or Sub-Executive of the General Council shall appoint a Screening Task Group composed of five persons: the chair of the Human Resources Committee or her/his representative, three members of the Executive of the General Council to be appointed by the Moderator, at least one of whom shall be a lay person, and one member of the Supervision Team of the General Secretary, named by the Supervision Team.

The Screening Task Group shall receive applications and nominations which shall include a clear statement indicating how the individual being proposed meets the approved criteria.

The Screening Task Group shall consider the applications and nominations and prepare a short list of candidates for the position of Acting General Secretary. The short list of names shall be shared with the Moderator for comment. Should the Moderator raise concerns about one or more of the names, the Task Group shall take these into consideration in its discernment.

The Screening Task Group shall conduct a selection process out of which they shall come to an agreement about the name of one individual the group is prepared to propose for appointment to the Executive or Sub-Executive. Prior to consideration by the Executive or Sub-Executive, the name shall be shared with the General Council Ministers group for comment. If there is serious concern raised, the Screening Task Group shall meet and re-consider its proposal for appointment.

After coming to agreement on the name to propose, the Screening Task Group shall notify the Moderator. If the Executive of the General Council is scheduled to meet 14 business days or less from

the day of the notification to the Moderator, the name shall be considered by the Executive. If the Executive is scheduled to meet more than 14 business days after the notification, the Moderator shall convene a meeting of the Sub-Executive of the General Council which shall consider the proposed name and either make the appointment or request the Screening Committee to do further work and propose a different name.

2. In the case of the death or other immediate departure of the General Secretary, the Moderator shall appoint one of the General Council Ministers to fill the position until the Executive or Sub-Executive makes the appointment of an Acting General Secretary.
3. That the Executive of the General Council approve the following as the basic core requirements for the appointment of an Acting General Secretary.

The individual:

- Is able to step into the position quickly and with need for little orientation and training.
- Has extensive knowledge of work in progress, of church polity and practices, of the responsibilities of the General Secretary's position.
- Is able to provide leadership to the team of General Council Ministers and to the church.
- Has theological leadership, management, supervisory, and administrative capabilities.
- Has demonstrated interpersonal skill.
- Has demonstrated communication skill.
- Is likely to engender the trust and confidence of the Moderator, the General Council Ministers, and the Executive of the General Council.

**Carried**

**Elected Members Task Group Report** (GC 64-65) (SC 5-3)

**Motion: Jamie Scott/Jack Spencer**

**2002-04-26-0377**

That the Executive of the General Council affirm the direction of the proposals contained in the Elected Members Task Group Report and that recruitment begin; and that the Executive of the General Council refer proposals 15 – 19 back to the Elected Members project team with the request that they work with Sessional Committee member Debra Bowman to address concerns around conceptualization and language. This work to be completed as soon as possible and be brought to the Sub-Executive for approval.

**Carried**

**Striking the Stone** (GC 84)

The Executive had concerns about the cost of this event; especially if the event is to be stand alone rather than scheduled for either before or after the General Council. Other concerns in favour of having this in conjunction with General Council would be a better use of time both for elected members using their vacation and staff.

**Motion: Jamie Scott/Jack Spencer**

**2002-04-26-0378**

That the Executive of the General Council direct the General Secretary and the General Council Ministers to convene a gathering of denominational leaders in The United Church of Canada for a time of nurture, inspiration, renewal and challenge to sharpen our collective vision for mission and ministry in the 21<sup>st</sup> century.

That the Executive of the General Council empower its Sub-Executive to appoint a planning team, requesting that those members of the original planning team for the "Striking the Stone" event who are willing to continue to do so and then adding to the team sufficient numbers of persons to complete the task. That the General Council Executive ask the Planning Team to give further consideration to the timing of the event, its relationship to the 38<sup>th</sup> General Council meeting, and the composition of attendees, and report their recommendations to the Sub-Executive.

Further that the General Council Executive ask the Planning Team to explore a variety of options with respect to the expenses of this event including full sponsorship, subsidies, or equalized cost-sharing and report their recommendations to the Sub-Executive.

**Carried**

**SESSIONAL COMMITTEE 6 REPORT** (continued)

Marion Best, chair of Sessional Committee 6, continued with the work done by this committee (refer to SC6 1-4).

**Mission and Service Operating Fund Policy Change** (FIN 1-5) (SC 6-1& SC 6-4)**Motion: Marion Best/Jim Balfour****2002-04-26-0379**

That the Executive of the General Council:

1. Approve effective immediately, the amendment of the policy governing the Mission & Service Operating Fund to reflect that "the annual budget support from the Operating Fund be 100% of the balance in the Operating Fund at the end of 2001, for the 2003 operating budget; 75% of the ending balance in the Operating Fund at the end of 2002, for the 2004 operating budget; and 50% of the ending balance for each subsequent budget year.
2. Direct the Committee on Finance to continue to monitor the status of The United Church of Canada Reserve Fund, the United Church Residential Schools Fund and the Mission & Service Operating Fund and make recommendations on policy amendments arising from the change in structure and continued reporting to the General Council Executive at future meetings.

**Carried****NEW BUSINESS - NOTICE OF MOTION****Motion: Marion Best/Sheila Duffin****2002-04-26-0380**

That the Executive of the General Council move in camera, that all staff, corresponding members, visitors and media be asked to leave the plenary at this time.

**Carried****Declarations of Interest**

Carol Hancock and Lynn Maki left the meeting as declarations of interest related to staff.

**Motion: Ross Bartlett/Jim Jackson****2002-04-26-0381**

That Teresa Moysey act as recorder for this portion of the meeting.

**Carried**

Whereas under Basis of Union 8.6.10 the General Council has the authority to:

"Adopt such measures as may tend to promote true Godliness, repress immorality, and to preserve the unity and well-being of the Church"; and

Whereas under 524C the General Council Executive has the power to do that which the General Council has power to do; and

Whereas the former General Council Secretaries are accountable to the General Council Executive; and

Whereas this Executive has concerns about the effectiveness of the General Secretary and the former General Council Secretaries and their ability to maintain the peace and welfare of the Church based on the report of the General Secretary and the Listening Team; and

Whereas these concerns relate to the performance of their job responsibilities within the General Council and not to their fitness for ministry;

Therefore be it resolved:

**Motion: Marion Best/Michelle Slater****2002-04-26-0382**

That this Executive of the General Council appoint a commission to conduct a review of the effectiveness and ability to maintain peace and welfare and to make decisions based on that review.

And that the commission complete its review by July 31, 2002.

**Carried****Motion: Jon Jessiman/Michelle Slater****2002-04-26-0383**

That a Commission of three persons be named by the current Moderator, Marion Pardy and the two immediate past Moderators, Bill Phipps and Marion Best.

**Carried****Motion: Ross Bartlett/Cindy Desilets****2002-04-26-0384**

That we move from in camera, and that the Moderator report to the court the actions taken in camera.

**Carried**

Staff, corresponding members, visitors, and media returned to the meeting.

**SESSIONAL COMMITTEE 6 REPORT** (continued)

Marion Best, chair of Sessional Committee 6, continued the presentation of the work done by this committee (refer to SC6 1-4).

**Budget** (GC 101)**Motion: Marion Best/Jim Balfour****2002-04-26-0385**

That the Executive of the General Council approve the following composition of the Budget Planning Forum for the 2003 Budget.

## Participants:

- Units – 1 staff person per unit (total of 10 people),
- ANCC – 2 persons,
- GCE – 4 elected members,
- Conferences – 2 persons (1 staff and 1 non-staff),
- 1 General Council Minister,
- Appropriate staff resource people as required.

**Carried****Motion: Marion Best/Jim Balfour****2002-04-26-0386**

That the Executive of the General Council direct

- The Budget Planning Forum to prepare the allocation of a unified funding proposal for the 2003 budget and a consolidated total revenues and expenditures proposal for the 2003 budget.
- The General Secretary, the General Council Ministers and the four elected representatives from the General Council Executive to bring the 2003 budget proposal to the General Council Sub-Executive for action, preferably by the end of June 2002.

**Carried****Omnibus Motion: Peter Short/Ron Holotuk****2002-04-26-0387**

- a) Refer the letter from Montreal and Ottawa Conference re budget timelines to David Iverson;
- b) Receive for information the accountability report of the Division of Finance, the Update on Financial Position – 2001, and the report of the Restorative Care Plan;
- c) Receive for information the accountability report of the Division of Ministry Personnel and Education with gratitude for all the work of the Division over the years;
- d) Refer the correspondence from Peter Wyatt and Ross Lockhart to the Committee on Archives and History; and
- e) Refer the correspondence from South Temiskaming to the Support to Local Ministries Unit in light of the decision on the economic adjustment.

**Carried****CLOSING PROCEDURAL MOTION****Authorizing the Sub-Executive of the General Council****Motion: David Iverson/Lynn Maki****2002-04-26-0388.PRO**

That the Sub-Executive be authorized to deal with the business placed before it by this meeting of the Executive of the General Council and any emergent business which arises prior to the November 2002 meeting of the Executive.

**Carried**

Closure and evaluation was done in table groups.

**CLOSING WORSHIP**

Jeff Cook led closing worship.

**ADJOURNMENT**

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

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**Moderator, Marion Pardy**

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**General Secretary, K. Virginia Coleman**