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Appendix I

Governance as Leadership: An Introduction

This framework offers governors and executive staff practical and energizing approaches to enrich non-profit leadership. The central construct in the framework is described in three distinctive yet interdependent “modes” of governance that allow leaders to anticipate and set effective mindsets or mental models to support decision-making, strategizing and imagining possible futures for their organizations. The three mindsets, mental models, or *modes* are:

Fiduciary (Type I)

When working in this mode, governors seek to ensure that the organization’s assets are conserved and optimized to advance the mission and vision and that all regulatory and compliance issues are addressed. The focus of Type I/Fiduciary governance is on oversight/monitoring of audits, budgets, assets, investments, funding, facilities; lawful and ethical conduct (compliance with regulations/policies/bylaws/codes), and on CEO/GS performance.

When attending to Type I/Fiduciary issues, governors tend to *look at issues from the inside out*, they focus on **oversight** and act like **sentinels**.

Disposition: Oversight
Key Questions: “What...?”

Strategic (Type II)

When working in this mode, governors seek to ensure that the organization is actively seeking to align its internal strengths and opportunities with external strengths and opportunities to maximize its impact; governors intend to construct consensus about what the strategy should look like while avoiding the operational. In an effective Type II/Strategic mode, board structures, meetings, and information are all designed to facilitate strategic work; form follows function/purpose.

In Type II/Strategic work, governors’ *attention shifts to outside in* (from “conformance towards performance”); they focus on **foresight** and act as **strategists**.

Disposition: Foresight
Key Questions: “How...?”

Generative (Type III)

Working in the generative mode encourages cognitive processes for deciding what to pay attention to, what it means and what is possible in response. Generative thinking produces a

sense of what knowledge, information and data mean; it is a subjective process that illuminates multiple perspectives and dominant frames and allows thinkers to deliberately shift frames to take perspective and see opportunities. In the generative mode, *problem framing* precedes *problem solving*.

As governors work in this mode, they focus on **insight**, they are **sense makers**, interrogating their current reality by acknowledging their preferred frames, *re-framing*, and *anticipating* future challenges facing the organization.

Disposition: Insight

Key Questions: “Why...?”

Appendix II

Consent Reports / Information

MODERATOR’S ACCOUNTABILITY REPORT

Origin: Moderator

Introduction

Consistent with my previous report (November 2022), the semi-annual accountability report of the Moderator is divided into the following three sections:

- Strategic Objectives (relating to the strategic plan and operational plans for the General Council offices)
- Meetings & Travel
- Content Creation / Communication

Strategic Objectives

For the “work of the Moderator” or moderator’s priorities, the following priorities were approved by the Moderator’s Advisory Committee in August 2022.

1. To engage in fierce, changemaking conversations across multiple sectors as they relate to the climate emergency, inequality, and reconciliation;
2. To broaden how we consider “engagement” – to not only speak to the church about the church, but to find opportunities to speak on behalf of the church to the world. This can include inviting partnerships from sectors outside of our traditional interchurch, interfaith partners;
3. To mentor a new generation of leadership.

These three priorities fall under the following strategic objectives articulated in the 2022-2025 Strategic Plan:

- Embolden Justice
 - Changemaking conversations

- Broadening engagement
- Invigorate Leadership
 - Mentoring a new generation of leadership

Report on the initial outcomes for 2022-2023 report in November:

Outcomes for 2022-2023

1. **Moderator Goal:** to reengage with the climate movement in a tangible & meaningful way to inspire reduction GHGs across different sectors

Participated in 2 meetings with staff climate team members; 2 meetings with the Climate Emergency Project (Suzuki Foundation).

2. **Impact Goal:** activate and mobilize climate action

- *Wrote Op-Ed for Earth Week – PR and Press Lead shopping to media in March/April*
- *Recorded video for Earth Week campaign: For the Love of Creation*

Church Goal: broaden and diversify active and engaged church folk

- **Pillar 1:** Mobilize Church Supporters to take climate action politically

- *Participated in United for the Love of Creation - Earth Week Dreaming zoom call with climate-engaged UCC folks across Canada.*

- **Pillar 2:** Engaged new church supporters by leading conversations about climate action (and making that a church thing) incl. through communications

- *Easter message for Broadview focused on Climate Emergency & hope*

- Develop a principles-based approach to our Green House Gas (GHG) budget (when do we zoom, when do we travel, etc.)

- *Discussion with the GS and information forwarded on GHG budget ongoing*

- **Pillar 3:** Engage youth in work on church and climate

- *Participating in Youth & Climate project in August, 2023 (in-residence with Youth at UCC training centre – Location TBD)*

Additional Outcomes set for my work as Moderator over the next 2.5 years:

- Embolden Justice
 - Changemaking conversations
 - Broadening engagement
- Invigorate Leadership
 - Mentoring a new generation of leadership

ASPIRE Events

The world is restructuring around us: from Covid-19 to climate change to labour shortages to

supply chain disruptions. Much seems unsettled in life – and that can sometimes take our eyes off the horizon to focus solely on what front of us. Which is important for survival but can also mean we lose sight of the big picture. As part of broadening engagement and hosting changemaking conversations under the “Embolden Justice” (and “Strengthen Invitation”) priority/ies, I will be hosting a series of events across the country for the next 2.5 years.

For 20 years, my personal contract with myself was that “I am a woman of integrity just loving people as an extension of God’s grace.” Since my election as moderator, that hasn’t felt inspirational or tangible to me. I have revised it to be: “I am an optimistic woman inspiring actions that promote human prosperity in a flourishing web of life.” This picks up on the flourishing project work I started with Humanity 2.0 at the Vatican last November.

I have spent much of the past 3 months planning the following events that will take place Fall 2023-Spring 2025:

- **Public Workshop**
A weekday workshop with the primary audience being corporate sector, to engage in future design thinking to inspire actions that promote human prosperity in a flourishing web of life. *Lead Sponsor: KindredWorks*
- **Public Lecture**
A public lecture (not live streamed) in the 12 locations where the public workshops will take place, tailored to the context (eg: Shaun Loney confirmed for Winnipeg; Andrew Winston TBC for Kingston); open to the public (church and non-church)
- **Theological Symposia** – in partnership with theological schools
To be fleshed out this spring, in conversation with Jennifer Janzen-Ball, Executive Minister for Theological Leadership; invitations will be sent to schools once scope determined
- **Church Workshop**
Weekend workshop (Saturday) in the region where the Public Workshop will be held; same content as the Public Workshop, but with theological and biblical rationale/reflections and focused on imagining flourishing ministries and communities of faith; can also be a stand-alone day-long event during other travel.
- **National Book Club** (including 4 events in 2024/2025 that are “Centennial Editions” by invitation of the Centennial Committee)
A type of “UCC Reads” event, hosted by ChurchX, where I share my love of books with the wider church, and engage in conversations about what Canadian prosperity in a flourishing web of life might look like. Guests confirmed: Elizabeth May, Charlie Angus, Becky Chambers, and more... stay tuned!
- **Leadership School** (in development – focusing on strengthening excellence in leadership for the 21st century) – in conversations with Invigorating Leadership strat plan team leads this spring – to be held separate from the events for public and church workshops.

The events will take place over an 18-month period. I owe a debt of gratitude to the following folks who joined me for a planning retreat in February to flesh all this out: Jennifer Henry

(Executive Minister, Org Dev & Strategy), Terry Beaumont (seconded staff, KindredWorks), Marie McDonald & Maggie Roach-Black (Bloom Leadership), Julian Chapman (Forrest & Co), Rev. Ingrid Hartloff Brown (Minister, Weird Church), Michael Shewburg (ED, Five Oaks), Rev. Katie Aven (Minister, Bedford United Church, Bedford NS), Rev. Franklyn James (Minister, West River Pastoral Charge, Cornwall PEI), Nia Bentayen (Young Adult Lay Member, Crossroads United, Delta BC), Rev. Dr. Danielle Ayana James (Straad Consulting), Rev. Alisdair Smith (Dare Communications/Christ Church Cathedral, Vancouver BC)

The following schedule has been drafted in partnership with the Executive Ministers for the Regional Councils:

2023:

- Week of September 25, 2023 – Prairie to Pine - WINNIPEG
- Week of November 6, 2023 - Eastern Ontario Outaouais & East Central Ontario - KINGSTON

2024:

- Week of February 5, 2024 – Pacific Mountain
- Week of April 8, 2024 – Region 15
- Week of April 29, 2024 – Canadian Shield
- Week of June 16, 2024 – Living Skies
- Week of September 16, 2024 - Conseil Régional Nakonha:ka
- Week of October 24, 2024 – First Dawn Eastern Edge
- Week of November 4, 2024 - Fundy St. Lawrence Dawning Waters

2025:

- Week of Jan 13, 2025 – SW Ontario Regions (HF, ARW, WOW)
- Week of Feb 10, 2025 – Shining Waters
- Week of April 28, 2025 – Northern Lights & Chinook Winds

Proposed dates for the Book Club – still to be confirmed:

	Proposed Dates
1	Thurs, Sept 14, 6:30-8:00pm EST – 2023
2	Thurs, Oct 19, 6:30-8pm EST – 2023
3	Thurs, Nov 30, 6:30-8pm EST – 2023
4	Thurs, Jan 25, 6:30-8pm EST – 2024
5	Thurs, Feb 22, 6:30-8pm EST – 2024
6	Thurs, Mar 22, 6:30-8pm EST – 2024
7	Thurs, Apr 25, 6:30-8pm EST – 2024
8	Thurs, May 23, 6:30-8pm EST – 2024
9	Thurs, June 27, 6:30-8pm EST – 2024 CENTENNIAL EDITION
10	Thurs, Sept 26, 6:30-8pm EST – 2024
11	Thurs, Oct 17, 6:30-8pm EST – 2024
12	Thurs, Nov 28, 6:30-8pm EST – 2024 CENTENNIAL EDITION

13	Thurs, Jan 23, 6:30-8pm EST – 2025
14	Thurs, Feb 20, 6:30-8pm EST – 2025 CENTENNIAL EDITION
15	Thurs, Mar 20, 6:30-8pm EST – 2025
16	Thurs, Apr 24, 6:30-8pm EST – 2025
17	Thurs, May 29, 6:30-8pm EST – 2025 CENTENNIAL EDITION

Governance:

The last part of my regularly scheduled work in the coming 2.5 years includes regularly scheduled GCE and GC annual meetings, as well as planning for GC45; planning for the next General Council begins September 2023.

Meetings/Events & Travel

Here is a summary of the travel/meetings/events I've done since October 2022:

- **November 1-6, 2022:** Panelist at [Humanity 2.0 Forum](#), Vatican City
Recording of panel listed in content creation below
- **November 9-11, 2022:** EcoCommons retreat (UCC EcoCommons working group), Gabriola Island (participated Nov 9 am, tested positive for Covid and isolated the remainder of the retreat; did not pass on Covid, thank goodness)
- **November 13-19, 2022:** Toronto – GCE Prep, participation in installation of the Rev. Dr. HyeRan Kim-Cragg as new principal of Emmanuel College, GCE meetings (in-person with GS & OMGS staff – virtual meeting)
- **November 19-22, 2022:** American Academy of Religion – Annual Meeting, Denver
Respondent on panel: Religion, Class & Economy
- *December 1-16, 2022 – Study Leave*
December 17, 2022 – Jan 3, 2023 – Vacation
- **January 8-22, 2023:** Toronto – work planning, video creation, Canadian Council of Churches Leaders Retreat (orig. in person but switched to virtual), and Toronto's ecumenical service for Week of Prayer for Christian Unity – St. Andrew's Presbyterian
- **January 29, 2023:** Preacher, Vancouver's ecumenical service for Week of Prayer for Christian Unity, Christ Church Cathedral
- **February 9-15, 2023:** Toronto & Five Oaks – GCE Preparation, GCE virtual facilitation with GS & OMGS Staff, Moderator's work planning retreat @ Five Oaks
- **February 17-19, 2023:** Participant – Youth Councils Gathering, Pacific Mountain and Chinook Winds Regions, Okotoks AB; Guest Preacher, Okotoks United Church (joint service leadership with Youth Councils)
- **February 20-26, 2023:** Staff planning – response to Tseshat First Nation Phase 1 Research Findings, unmarked burials, Gibimishkaadimin Project Reunion (Rosedale UC), video recordings @ GCO, moderator's project planning meetings
- **March 7, 2023:** United for the Love of Creation meeting - virtual
- **March 8, 2023:** Westcoast LEAF Intl Women's Day Women's Equality Breakfast – women in housing table, Vancouver BC
- *March 11-24, 2023 – Vacation (Potlatch prep/regalia making in Alert Bay BC)*

- **March 26-April 1, 2023:** [4th National Gathering on Unmarked Burials](#), Toronto, (meetings & video recordings, GCO); [Manitou Intentional Learning Community](#) Lenten Reflection Series (virtual)
- **April 9-17, 2023:** Region 15 visit – Young Clergy Retreat, Meeting with Justice Mission & Outreach Committee (JMOC), Fundy St. Lawrence Dawning Waters (FSTDW) & Region 15 (Sackville NB), United Churches of Dartmouth Saturday Service, Woodlawn UC, and preaching at Orchard Valley UC (New Minas, NS)
- **April 19-25, 2023:** Center for Christian Studies – Right Relations Learning Circle - Winnipeg
- **April 25-29, 2023:** Anglican, Lutheran, Presbyterian & United Church leaders' visit to Ottawa re: Israel/Palestine
- **May 4-7, 2023:** [Keynote - John Albert Hall Lectures](#), UVIC & [Resurrect Party](#) – Victoria
- **May 9, 2023:** VST Convocation – GS Receives Honorary Doctorate
- **May 11, 2023:** [Inspire National Indigenous Achievement Awards](#) – Edmonton (KindredWorks is a sponsor and invited the Moderator and indigenous youth from across the country to join at their table)

NOTE: The Moderator's Advisory Committee has decided to hold an additional 2 virtual meetings in 2023 in lieu of a previously scheduled in-person meeting at the end of May, in part to be good stewards of our financial and carbon budgets.

Content Creation / Communications

This is a summary of the content generated and interviews given both inside and outside formal church structures. There may be other media that I haven't seen yet.

- CBC: [Census data shows BC is the most secular province](#), Oct 30, 2022
- [Humanity 2.0 Panel](#) "Human Flourishing Framework" – November 2, 2022
- CBC Early Edition (Radio): [Do Renters in the Lower Mainland Face Stigma?](#) – November 23, 2022
- CBC: [Renters Cautiously Optimistic changes to BC housing rules will make life easier](#), November 24, 2022
- Joint Protestant Advent Reflection/Conversation Series:
 - [Advent 1: The Signs of the Times](#) (2 moderators, 2 bishops)
 - [Conversation: The Signs of the Times](#) (Moderator Bob Faris (PCC), Bishop Susan Johnson (ELCIC))
 - [Advent 2: Finding the Good Path](#) (2 moderators, 2 bishops)
 - [Conversation: Finding the Good Path](#) (Moderator Bob Faris (PCC), Moderator Carmen Lansdowne (UCC))
 - [Advent 3: God's Love Includes Everyone](#) (2 moderators, 2 bishops)
 - [Conversation: God's Love Includes Everyone](#) (Moderator Carmen Lansdowne (UCC), Moderator Bob Faris (PCC))
 - [Advent 4: The Cost of Discipleship](#) (2 moderators, 2 bishops)

- [Conversation: The Cost of Discipleship](#) (Moderator Bob Faris (PCC), Primate Linda Nichols (ACC))
- UCC Videos Recorded Jan – April 2023:
 - [Together for the Love of Creation](#)
 - [PIE day 2023](#)
 - [National Children & Youth Ministry Video](#)
 - [Guaranteed Livable Income for All Video](#)
 - [Easter 2023 Message \(English & French\)](#)
 - Regional Council Greetings for regional meetings:

<ul style="list-style-type: none"> ▪ Antler River Watershed ▪ Western Ontario Waterways ▪ Horseshoe Falls ▪ Shining Waters ▪ Nakonha:ka (English/French) 	<ul style="list-style-type: none"> ▪ First Dawn Eastern Edge ▪ Fundy-St. Lawrence Dawning Waters ▪ Chinook Winds ▪ Pacific Mountain ▪ Region 15 ▪ Northern Spirit ▪ Living Skies
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- [“A New Earth” Moderator’s Easter Reflection, Broadview Magazine](#) April/May 2023
- [Response re: GCE Decision to limit participation in GCE Meetings](#) – GC44 Blog Post
- Quoted in Broadview Magazine’s [“GCE Closes its Doors to Media”](#) online article
- [“How Do We Include Indigeneity in Collective Liberation Conversations?”](#) Activist Theology Podcast – Jan 10, 2023.
- “Can the Church Change? Online Summit Interview” with Rev. Jim Keat, Convergence <https://convergencesummit.online/> ß will be part of the 2023 Summit (recorded April 5, 2023)
- “North American Indigenous Theology” (Chapter 29) in [“Emerging Theologies from the Global South”](#) ed. By Mitri Raheb and Mark Lamport (Cascade Books, 2023).
- Op-Ed, Earth Week – Lori-Ann and I collaborated on an op-ed for Earth Week. It wasn’t picked up by any news media but will be posted as a blog post or used in other GCO communications.

Lastly, I won’t know the results for quite some time, but after discussion with the General Secretary and other GCO staff, and Graham Brownmiller, Chair of the Moderator’s Advisory Council, I have let my name stand for consideration as a part-time member of the National Advisory Council on Poverty Reduction, a Governor In Council appointment of the Federal Government.

Some publicly available versions of this content will be updated regularly on my page on the UCC website here: <https://united-church.ca/right-rev-dr-carmen-lansdowne-44th-moderator>

GENERAL SECRETARY'S ACCOUNTABILITY REPORT

Origin: General Secretary

2 Corinthians 3:12 "This wonderful hope makes us feel like speaking freely." (CEV)

We gather in the post resurrection season of our common faith. The resurrection is both a sign of hope and an invitation to embrace new possibilities and imagine new realities. The post resurrection stories in the gospels – Thomas' doubt and faith, Mary hanging unto the robes of the resurrected Jesus, the various appearance of the resurrected Jesus and the disappointment and disillusionment of the disciples are reminders of the invitation to embrace a new way in the world.

And so, we sing of a church
seeking to continue the story of Jesus
by embodying Christ's presence in the world.
We are called together by Christ
as a community of broken but hopeful believers,
loving what he loved,
living what he taught,
striving to be faithful servants of God
in our time and place.

Framework for Report

This report will be in three sections. The first section invites your reflection on the particular challenges related to the 2024-25 budget. You will again be invited into small groups to consider some scenarios around principles for the budget. In September 2023, we will bring for your approval the principles on which the budget will be built. You will have the budget for approval at the November 2023 meeting. We have committed to the Regional Councils that we will inform them of any decision that will have an impact on their budget by September.

The second part of this report provides you with updates on some of the ongoing work of the General Council office including the strategic operational plan. Some of these items will be part of our discussion at this meeting. We will be asking you to reflect on the potential move to 300 Bloor Street in partnership with the Anglicans and Presbyterians; you will have an opportunity to discuss the first quarter report on the strategic operation plan; we will invite you into an in-camera time to receive briefings on a couple of issues relevant to the ongoing sustainability of the ministry of the church. You will also have before you a proposal on making an apology to the 2SLGBTQI community.

The third section of this report provides an update from the Indigenous church.

I will continue to use the strategic objectives to frame the report, particularly focusing on the areas of the common good. The framing using the objectives does not relate to the specific activities of the plan, you will receive those quarterly, I am simply using them as a framework

1. Emergent Challenge (*Scenario's towards Budget Principles and planning*)

The financial health of the church continues to be a challenge for the long-term sustainability of the church.

We need to 'right-size' our operations in a way that allows us to be effective, we need to ensure that the strategic operational plan has enough room to be successful, we need to make some major investments, we need to resolve what it means to live within our means and how we will use the returns from Kindred Works. These contextual realities are important to our choices over the next couple of years.

I have provided you with a number of scenarios ([Appendix I](#)) of possible options for budgeting. These options are aimed at helping the Management Team to test your comfort level and appetite for different approaches to the budget. From these conversations we will draft budget principles for your approval in September as mentioned earlier.

In addition, we would like to test some assumptions that the Staff Leaders are reflecting on.

1. No increase in Assessment
2. Continue equal sharing among regions of Mission & Service
3. Aim to reduce the deficit over a 2-year period, 2024-25
4. Move to a fix percentage of Mission & Service for Indigenous ministries.

Your feedback to these assumptions will be helpful as we continue to work on a budget strategy.

2. General Council Office Updates**Strategic Operational Plan:**

General Update: The Call and Vision continues to move across the church, with significant engagement by regions and communities of faith in worship, visioning, governance and education. Linked to the overall Strategic Plan, we have reached the milestone of first quarter reporting on the Operational Plan for 2023 (see the report in your docket). This is a key achievement not only in strengthening the results-orientation and strategic alignment to the work, but also addressing how we work, aiding in both transparency and accountability. A monthly tracking system began at the end of February 2023 to give information on the status of activities to the accountable leaders to facilitate support or needed adjustment and, at the end of the first quarter, staff leads reported against key results. We have also worked to align the activities to the 2023 budget, either by matching items in the Strategic Plan investment budget or by reallocating amounts in unit budgets. We continue to focus on increasing capacity through training managers and staff, developing tools for addressing work overload and streamlining access to internal office supports. Consistent in our plan development goals is a focus on alignment with the strategic objectives, collection of data to inform decision making, clear lines of accountability, and efficiency and improvement in systems.

Grants Review: As part of the strategic operational planning process and the budget process for 2023-24, I am engaging an internal review of all the General Council Office grants and funding programs. The review is intended to enable us to align our funding priorities with the Call and Vision as such it will be broad and in-depth research project, to collect and analyze both qualitative and quantitative information and data to ensure a thorough and context sensitive analysis of the grants and funding programs. I expect that a quantitative and financial analysis will provide a clear understanding of the distribution and magnitude of our current grants. As part of the review, external research and best practices are being engaged to ensure that grants and funding programs are in line with industry standards and institutional best practices.

One of the assumptions we are making is that it makes more sense to cut entire grants to an individual, partner or ministry rather than using past practice of reducing grants by a percentage. I appreciate that this will be a difficult decision, and could have unintentional consequences, so, it requires deep discernment. In the end, it is hoped that such decisions will increase the capacity to support and investment in work particular to the strategic plan and create a positive contribution for budget 2024 and beyond. With regards to the Global Partnership Program, the staff team is working on assessing the grants to partners and will provide recommendations to the Grant Review Team. We are also anticipating that the review process will not impact the Indigenous Church. Recommendations from the review will help to shape the budget principles for 2024. Depending on the nature of any structural changes that might be recommended, will come to you either for information or decision.

The Bringing the Children Home program continues to respond to the ongoing work of locating and identifying unmarked burial sites on the grounds of former residential institutions in a way that affected communities deem appropriate.

On February 21, the Tseshaht Nation in Port Alberni, BC announced its first phase findings of 67 known student deaths and 17 highly probable unmarked graves at the Alberni residential institution, which was run by the Presbyterian and United Churches. The United Church issued a statement expressing its remorse for these findings and pledging a desire to work together in ways that the Nation had named in its 26 Calls to Justice. We are currently awaiting a meeting with the Tseshaht Nation.

The archives continue its work of providing communities with copies of all records related to the institutions their children were taken to and expanding access to all documents (located in the national and regional archives) related to any “colonizing institution” of the United Church.

GC44 Follow-Up

DLM Update: Staff continue to work, in consultation with GCE member Arlyce Schiebout, on brief, concise (bite-sized) resources to support Commissioners in decision-making regarding directions for designated lay ministry. They include:

- Origin and definition of DLM (2000 GC + 2012 Statement on Ministry)
- Educational pathway and requirements
- Evolution of DLM in practice
- Distinction between local, time limited and lifelong denominational leadership/office
- A possible pathway to Testamur
- Ordering options for potential new candidates that were not available in 2000
- A possible pathway to establishment of ministry personnel status in retirement, including eligibility for voluntary assistant minister status, licence for the administration of Sacraments, license to marry
- Outline of what a refocused local, time limited DLM program might look like
- An acknowledgement of the faith and leadership that DLMs have brought to the church in the 23 years of the stream.

Conversations with representatives of the theological schools regarding equivalencies for Testamur were constructive. Manual changes regarding status in retirement have been identified. When drafts have been completed staff will consult with DLMs for further refinement. One uncertainty is when and how an acknowledgement might be made. It is important that it does not appear to prejudice decision-making or presume an outcome. It might also need to be modified depending upon the outcome of the decisions. An acknowledgement might be made by the Executive after decisions have been made, by the recalled General Council in 2024, or by the 45th General Council in 2025.

Remit 1 Update, Indigenous Church Structure: The process begun March 15, 2023, and will be completed March 31, 2024. [Information about the remit](#)—which includes a study guide, background materials, as well as voting cards can be found at the link. Regional Councils will be providing learning opportunities at their regional council meetings. So far, we have noticed that most of the initial questions about the remit were logistical ones. Also noting that some folks are wanting more details around what the actual structure of the Indigenous church would look like.

N:ka03 Recognition of La Table des ministeres en francais in The Manual: The General Council requested that I find a way to include La Table in *The Manual*. After various consultations with both staff, La Table and The Manual Committee, I am offering a way forward, which would avoid a remit. The proposal you have before you suggests a change to section D.2.3. (b) regarding the responsibilities of the General Council.

300 Bloor Street: The decision to move our offices to 300 Bloor was made in 2012 with a contemplated move in date of 2016. Various circumstances derailed the original timing, but also created the opportunity to share costs ecumenically.

Both the Anglican and Presbyterian national bodies are now firmly committed to sharing space with us in 2026, including a proportional participation in capital costs needed to complete the build out. The next and binding step would be for the General Council Office to sign a head lease with Boor Street United Church and for the other two denominations to sign sub-leases with us.

The Finance Advisory Committee has asked for an updated review of the financial basis for the move – particularly given changed circumstances post pandemic and shift to hybrid work coupled with the capital investment required. More information will be available in time for the information session and our meeting itself. Bloor Street United has relied on the national church's ongoing assurances for over a decade. That said, much has changed, and the Finance team feels it is only good stewardship to review the economics of the deal considering how much has changed over the last decade – including a much more hybrid working model. We have reviewed the capital investment now required considering other budget pressures and the long-term sustainability of the General Council Office. Any dated decision or policy should be reviewed.

Centennial Planning: The Centennial Committee continues to fulfill its mandate of curating events for the celebration of the centennial in 2025. They have developed some guiding principles for the various activities ([Appendix II](#)). United Church of Canada institutions who are planning events can submit the following ([Form](#)). We would appreciate any feedback you might have with regards to the guiding principles.

In addition to the work of the Committee, it will be important for the General Council to identify how it would like to celebrate the centennial. We have been considering a Capital Campaign, and a celebration service on either the 8th or 10th of June 2025. I would like to consult with you regarding your thoughts on how the Council should acknowledge and celebrate the centennial.

GC45 Planning: we have begun planning for General Council 45 in August of 2025. As a reminder, the Council will be in Calgary. *Rev. Miriam Spies* has been invited to be the chair of the Worship Committee, and *Rev. Kenji Mauri* has been nominated to be the chair of Business. The Planning committee will meet in September, 2023.

Staffing: in March, we welcomed Ronda Parkes to the General Council Office staff team, as the Director of Communications. The Director's role is one of the recommendations that came out of the Communications audit and is intended to enable a focus on a robust external communication strategy.

We have started the 360 Review process for all senior staff. We are seeking input from senior staff colleagues, direct reports, governors and elected members as well as external colleagues and partners. The GCO senior staff review will be done this spring. Regional Council Executive

Ministers review will be completed in the fall. We will also be conducting performance reviews of managers and directors in due course.

Treena Duncan, Regional Executive Minister for Pacific Mountain and Chinook Winds returned from Sabbatical on April 1, 2023. Both Cheryl-Ann Stadelbauer-Sampa, Regional Council Executive Minister (Western Ontario Waterways, Horseshoe Falls and Antler River), and Faith Marsh MacCuish Regional Council Executive Minister (First Dawn Eastern Edge, Region 15 and Funday St. Lawrence Dawning Waters) will be on sabbatical this fall.

Common Good - Resource Sharing

Finances: The General Council Office operating budget includes a structural deficit that will worsen over time if no action is taken. The approved 2023 Operating Budget contemplates a \$4.0 million deficit which includes a \$1.5 million investment in spending directly linked to the strategic plan. The deficit is 10% of annual revenues. This deficit target was recommended by management and approved by governors on the basis of the need for extraordinary action in response to overall church trends and needs. A related commitment was to return to “living within our means” and tackling the deficit in 2024 onwards.

This means we need to remove something close to approximately \$6 million in potential costs by 2025. (We say potential, because we could amend policy mandated costs – i.e. COLA of 6.6% for 2024 per past practice.) A key focus at our meeting will be seeking your wisdom and guidance related to cost containment. We are to-date recommending accomplishing budget reduction over two (2) years. Any cost cut must align with strategic plan priorities.

Mission & Service: Five campaigns have been planned for 2023. They include: a Family Day campaign (completed in February, focused on engagement); the Easter Campaign which is in its final days and will be wrapped up by the end of April; a small, digital Mother’s Day campaign; the Thanksgiving campaign, which is a collaboration with the Foundation; and the Advent-Christmas campaign. One of the ways we continue to support communities of faith in their local stewardship, is the *Called to Be the Church: The Journey* program. What we have observed is that of the communities of faith that have participated, on average, 78% have seen an increase in givings to their operations, programs and ministry; 30% have seen an increase in givings to Mission & Service. Other benchmarks include increased number of donors on Pre-Authorized Remittance (PAR) and, an increase in givings through PAR (i.e., those already on PAR increasing their monthly gift amount). Philanthropy staff continue to both refine the program and expand the topics covered, to ensure it is as effective as possible in supporting revenue generation and stewardship efforts in communities of faith.

Significant commitment of staff is to increase efforts to thank donors and recognize gifts in a timely way. The 2022 accountability report and certificates for communities of faith will be in donors’ hands by mid-June at the latest, which is earlier than previous years. Staff continue to

work on exploring different ways to provide stories of impact as folks as still struggling to transition to the “Your Generosity Matters” series from the “Minutes for Mission” of the past.

Some good news to share, to date, \$2.58M in Mission & Service 2023 gifts (to April 21) compared with \$2.23M to April 21, 2022. Some, but not all of this difference is due to the change in deadline for Mission & Service transfers from communities of faith.

Common Good - Service

Update on Captive Insurance: The new insurance plan was launched on schedule effective December 1, 2022. The implementation was very rushed in order to deliver the target premium savings as early as possible. This required considerably more staff time than expected and there have been considerable delays in renewal activity – primarily related to connecting with the right person locally. New entrants are now being processed as well, and there is considerable interest. Commercial insurance rates continue to increase markedly due to inflation and industry-wide trends. The program will inevitably need to pass on some of these costs but is projected to deliver the promised \$1+ million savings to congregations. A number of enhancements will be introduced in time for the first renewal in December 2023.

Regional Cost of Living Group Adjustments: As previously reported to you, a review of regional cost of living metrics was undertaken resulting in the adoption of a basket of economic metric measured by the federal government. This has resulted in no change to the assignment of 45% of communities of faith, 39% of communities of faith stepping up one group and 16% stepping down one group. The changed assignments become effective July 1, 2023. A robust communication plan has been implemented, including one more reminder to communities of faith and ministry about the July 1 implementation. Staff have fielded questions, challenges and objections from about twenty communities of faith, with only three still outstanding.

ADP Pastoral Charge Payroll Service: The ADP contract for payroll services to communities of faith includes a provision for an annual cost of living adjustment, on July 1, 2023, to the payroll run fee. The adjustment was waived last year in consideration of the considerable disruption with the transition to the Team Pay platform. After negotiation, ADP has agreed to limit the 2023 increase to 4.3%, or \$1 per payroll run. The per employee fee of \$1.20 remains unchanged.

Risk Management

There are a number of circumstances impacting the long-term sustainability of the church. Many of these factors are outside of the control of the leadership: the changing landscape of the Canadian culture, the impact of COVID-19, the well-being of ministry personnel, and the economic challenges of inflation. We are seeking to mitigate what we can as we move forward.

We continue to monitor the ongoing impact of COVID-19. We are noticing increased financial stress on communities of faith, and some expedited closures. We are also mindful that ministry personnel continue to feel challenged.

Theology Inter-Church and Inter-Faith Committee

The Principles-Based Working Group continues to meet monthly and has created a draft set of principles, based on United Church commitments and documents (e.g., Calls to the Church, Becoming an Anti-racist Denomination, *Mending the World* and the Just Peace Task Group report). The working group is presenting the draft principles to the whole TICIF committee on May 1, 2023, for feedback, and hopes also to meet with General Council Office justice staff in various units to present the draft principles for feedback. Based on the feedback, the working group will continue to revise the principles. The hope of the working group continues to be that the principles will be presented to the General Council in October, 2023.

The Joint Working Group on Countering Antisemitism has met three times to date, and is meeting monthly for at least the next two months. The group has contacted United Church theological schools to ask if we might work together on animating some of the education resources; to date, four of our schools have indicated interest. The group is also working on FAQs and other educational resources to use alongside *Bearing Faithful Witness*.

The Joint Mission Working Group has met twice to date. The in-person meeting held at the beginning of March was very helpful in terms of relationship building, getting to know one another, and hearing one another's experiences and understandings of mission in various contexts within Canada and globally. The group recognizes the historic and ongoing connections of colonization with the word "mission" and recognizes that the word itself is symbolic of a deeper system of colonization and theology that needs to be addressed. In this way, the work of this group connects clearly to the theology elements outlined in the anti-racism action plan, noting a need to shift our theologies within the United Church. The group realizes there is more work to be done before making a recommendation about whether to continue or discontinue the word "mission."

3. Update from the National Indigenous Church

As we walk together, the Indigenous and Non-Indigenous UCC, we have much to relate and recognize as we step further on the concentrated work and planning on our Indigenous Pathway within the Strategic Plan and the structure of the Indigenous United Church. *The National Indigenous Council* (NIC) and the *National Indigenous Elders Council* (NIEC) have met in their planned monthly meetings this first quarter of 2023 focusing on the National Indigenous Spiritual Gathering (NISG) 2023. The gathering is a basis of members of the Indigenous Church to come together to meet, discuss and deliberate ideas and acknowledge the new NIC appointed leaders. A time to discuss ideas, concerns and appropriation to plans like the structuring of the Indigenous church. And the impacts facing our communities based on current events such as the Unmarked Graves due to Residential Schools and a National call that has been led by Northern Manitoba Indigenous communities on the high death rates our Indigenous peoples struggle with day by day.

Part of our Indigenous Pathway is to focus on our Indigenous Spirituality. For our leadership from NIC and NIEC to start this dialogue we look to our Sacred Bundle held by our bundle keeper till the next NISG in July 2023 in Edmonton, Alberta. The Sacred Bundle has been placed with the NIEC to direct what needs to happen with our bundle and the created purpose and placement of it for our spiritual and guided means as an Indigenous Church. The NIEC has had continuous meetings with given instructions, alongside our bundle keeper as the path the bundle and the church will need to journey.

The NIC has been working on the structure recommendations and best appointment processes for a newly appointed National Indigenous Council that will be named at the National Indigenous Spiritual gathering. The latest meeting in April 2023, NIC passed a motion that will apply this process and create a vision of what the Indigenous Church structure will start to look like. As part of this appointment process there is a motion set by NIC to create stronger leadership relationships with the General Council Executive (GCE) within the council body.

These are first steps to the process of the Indigenous Pathways and the continuous work that the Indigenous church look forward to creating and living in. I would like to add the words from the Chair of NIC, Rev. John Thompson, that he had shared with GCE in last year's report, "We stressed in dialogue with the wider Church that the Indigenous Church is not separating or breaking away from the Settler Church, but we are moving forward on a Nation-to-Nation basis. We are moving away from 'Indian Missions' to being Partners in Gods' Call to the Earth... As we move forward, we need to identify all the moving parts of Indigenous Ministries across the whole Church and bring them together so we can journey into the future as one, acknowledging differences, but working in a unified way." This to me is a reminder that we must move our Church Identity in a good way, together.

Murray Pruden, Executive Minister
Indigenous Ministries & Justice Office
United Church of Canada

Appendix I – Budgeting Scenario

General Council Executive:

By 2024 we will have a \$6M deficit challenge. The following scenarios are a way to help you think through some of the challenges and to offer guidance to the Management Team. The assumptions of the strategic planning process were to articulate a clear vision and direction in order to disrupt the narrative of decline, allowing for the long-term sustainability of the church and creating an environment where fiscal decisions are determined by its ministries and not by the accountants. The current financial challenges in some way puts this at risk.

At the same time, the current context of disruption of the norms and practices of institutions due to COVID-19, the pace of technological advancements, the economy and our institutional processes, threaten our future.

What is clear is that we need to embody the commitment of the Comprehensive Review Task Group and find ways to become more nimble in our processes. We still need to resolve the clarity of what it means to live within our means, and we need to let go or hold lightly some of our ‘sacred’ historical practices. We need to find a bold faithful way forward. Your engagement with these scenarios will help us to imagine new paths forward.

“Since then we have such a hope, we act with great boldness”

We ultimately need to find a “sweet spot” where we can be faithful stewards of the skills and gifts of the leadership we have to engage in the ministry to which God is calling the church, rather than the constant challenge of managing declining financial resources.

During the Executive meeting, you will have opportunity to be in small groups to have some conversations about the following scenarios. This is intended to be broad stroke thinking and there will be opportunity to look at details later. As you have conversation about the scenarios, I invite you to reflect on the following questions:

- a. What questions are emerging for you?
- b. What are we missing?
- c. Can you live with a budget that is reflective of the scenario?
- d. What would be a bold, faithful approach?

Scenarios:

1. **Eliminate deficit over a 2-year span:** Reduce the budget over two years by **\$6M** by eliminating up to 25-30 staff positions (**\$3M**), and, reducing grants by **\$3M** (including

shared Mission & Service allotments to Regional Councils, and global grants) and other identified cost savings, for example: travel and meetings, allowing for an additional \$1.5M to be invested in the operational plan. A balanced budget would be prepared for 2026.

2. *Pulling off the Band-Aid*: Reduce 2024 budget by **\$5-7M** by eliminating staffing and grants; moving away from all programmatic work except – growth initiative, and a smaller streamlined global partnership program, robust ecumenical partnerships and, a reimagined advocacy program with the Moderator as lead. GCO becomes primarily a *service administrative entity*.
3. *Imagine a different future*: Limit the deficit over the next two years to no more than \$5M using reserves to fund deficit; focus energy on moving Operational plan forward without the distraction of deficits, harvest the learnings from strategic operational plan and the review of the structural change to design a new structure and function for the General Council Office and regions and governance processes by 2026 based on the following assumptions: **(a)** a total of 1500 pastoral charges/communities of faith; **(b)** a total budget of \$25M annually, (c) 6 regions + National Indigenous Church

Appendix II

Guiding Principles for Centennial Commemorations

As communities develop plans for various activities to commemorate 100 years of The United Church of Canada, these principles are meant to ground us in the commitments and values of the Church.

The guidelines are organized into *equity requirements* and *invitational guidelines*, and are structured around the [Church's Call and Vision](#):

Called by God, as disciples of Jesus, The United Church of Canada seeks to be a bold, connected, evolving church of diverse, courageous, hope-filled communities united in deep spirituality, inspiring worship, and daring justice.

Equity Requirements for planning Events and Activities:

All activities must support the commitments of the United Church of Canada and bring us closer to the shared vision of the Church in 2025.

Right Relations with Indigenous Peoples

- Planning teams must consider the [UN Declaration on the Rights of Indigenous Peoples](#) and the [Caretakers' Calls to the Church](#), and ensure appropriate consultation with Indigenous communities in planning and delivering commemorations.

Becoming a Church that is anti-racist, affirming, accessible, intercultural and functionally bilingual

- The commemoration must support [equity and inclusivity](#) in planning, communicating and delivering content.

Partnership Principles

- The planning team must practice mutuality, dialogue and accountability when engaging with Canadian or [Global partners](#) on a commemoration project.



Invitational Guidelines:

Planners are invited to consider and share how they are responding to Calls in their centennial activities.

Bold Discipleship

How does the centennial activity develop, support, reinvigorate or share resources between communities of faith?

Daring Justice

How does the centennial activity deepen bold, effective solidarity on justice and climate issues?

Deep Spirituality

How does the centennial activity strengthen courage and humility in sharing and growing faith?

FINANCIAL ASSISTANCE ACCOUNTABILITY REPORT

Origin: Staff

INTRODUCTION

The United Church has seven financial assistance funds. The funds support ministry personnel, lay employees, and pensioners of the United Church during times of extraordinary financial hardship and personal or vocational assessment. A bursary fund assists the children of ministry personnel receiving minimum salary with post-secondary education. There is one fund to provide financial support for counselling to enhance the healing of those individuals who have experienced sexual misconduct in a United Church of Canada context. Finally, there are funds to help with sabbatical leaves, either for intentional interim ministers or by assisting communities of faith with the costs of visiting ministry personnel during a sabbatical.

HISTORY

For the last few years, the accountability report has been shared with the Executive of the General Council, as part of its responsibility for, “supervising the unified plan of finance, the Mission & Service fund, and all other funds for the mission of the United Church” (*The Manual* 2023, D.5.3.7.b).

STAFF REPORT

In April 2021, the Executive of the General Council approved updates to the Financial Assistance policy document, including agreement that an annual accountability report would come to the Executive of the General Council reporting the number of applications for assistance approved annually, along with an update on the status of the Financial Assistance funds.

Applications between January 2022 and December 2022

Staff considered 24 applications from ministry personnel, lay employees, pensioners, spouses of pensioners, and survivors of sexual misconduct and supported 24 applications:

- 17 Compassionate Assistance Fund (totalling \$83,159 in grants and \$87,256 in loans)
- 2 Fund for Survivors of Sexual Misconduct (totalling \$11,754 in support from the fund this year, including for applicants from 2020 and 2021)
- 3 Personnel Emergency Fund (totalling \$235,002 in support from the fund this year, including for 4 applicants approved in 2021)
- 1 Interim Ministry Sabbatical Fund (totalling \$27,764 in support from the fund this year)
- 1 bursary to a child of ministry personnel from Torrance Bissell Bursary Fund (totalling \$1,200)

Staff considered 5 applications from pastoral charges and approved 4 applications:

- 4 grants from Fund for Visiting Ministry Personnel during a Sabbatical (totalling \$5,824, due to the COVID-19 pandemic delaying sabbatical plans one additional grant was offered to a pastoral charge whose application was approved in 2020)

In 2022, we had a very large increase in the number of successful applications to the Compassionate Assistance Fund, especially in comparison to the 7 supported applications from 2021. The number of applications to the Fund for Survivors of Sexual Misconduct was lower than in previous years. Within the Office of Vocation, it is challenging to predict the need for Personnel Emergency Fund support because we cannot predict how many ministers will be placed on administrative leave or suspension within the year. The heavy draw on the fund in 2022 accounts for the deficit shown in the fund balance. However, applications to the other funds were consistent with the trends seen in previous years.

Status of Loans

As of December 31, 2022 there were 12 loans from the Compassionate Assistance Fund in the total principal amount of \$117,461.89 with a total amount still owing of \$99,363.69. Repayment on the funds occurs regularly with a total of \$3,075 being repaid monthly.

In 2022, 1 loan was converted to a grant for compassionate reasons totalling \$2,132.37. Also, 2 loan recipients completed their loan repayments on the total principal amount of \$8,000.

Fund balances at December 31, 2022:

For some funds, there is capital within the fund that is not available to use for support. In these cases, the balances shared are for the available funds.

Compassionate Assistance Fund	\$2,864,271	(Available funds)
Counseling Fund for Survivors of Sexual Misconduct	\$13,246	
Personnel Emergency Fund (PEF)	(\$145,002)	
Interim Ministry Sabbatical Leave Fund	\$324,514	
Ministry and Life Assessment (Vocational Assessment)	\$132,520	
Fund (Warren Estate Fund)		
Torrance Bissell Bursary Fund	\$3,828	(Available funds)
Visiting Ministry Personnel Fund	\$45,472	

The Compassionate Assistance Fund, the Ministry and Life Assessment Fund (Warren Estate), and the Torrance Bissell Bursary Fund reside in the United Church Foundation. Staff are grateful for the partnership with the Foundation in this work. The Compassionate Assistance Fund has been in existence for nearly as long as our denomination and has grown through gifts from generous donors for over 95 years. The Ministry and Life Assessment Fund and the Torrance Bissell Bursary Fund both originated through generous gifts to the United Church.

The Personnel Emergency Fund and Counselling Fund for Survivors of Sexual Misconduct receive a top-up from the General Council budget, of at least \$90,000 and \$25,000 annually.

The Interim Ministry Sabbatical Leave Fund is funded by contributions from communities of faith currently being served by an intentional interim minister. Currently these communities of faith contribute the equivalent of one week of salary to the fund.

After the Church in Mission was no longer able to provide sabbatical grants to communities of faith, the Visiting Ministry Personnel Fund was founded using \$75,000 from GCO budgeted funds, which were originally used as the seed money for the beginning of The Interim Ministry Sabbatical Fund in 2008.

APPENDIX – OVERVIEW OF FINANCIAL ASSISTANCE FUNDS

Compassionate Assistance Fund

To provide financial assistance in the form of grants and/or loans to eligible applicants where the family income is insufficient to meet recognized basic living expenses due to extraordinary need. Active and retired ministry personnel as well as their dependants, as defined by the pension and group insurance plans of the church, are eligible to apply for assistance. Lay employees and members of the pension plan are also eligible to apply.

The fund also provides support and advocacy through financial assistance for gay, lesbian, bisexual, transgender, and two-spirited ministry personnel (as defined by The Manual) who are experiencing difficulties in maintaining employment in the church because of their known or perceived sexual orientation.

Fund for Survivors of Sexual Misconduct

To help ministry personnel who are survivors of sexual misconduct to stay in active ministry while participating in therapy to deal with sexual abuse issues that are part of their history, and to enhance the healing of individuals who have experienced sexual abuse in The United Church of Canada context, as defined by the Sexual Misconduct Prevention and Response Policy, by extending the ministry of the United Church to include financial contributions toward the cost of counselling or therapy. Applications can be from lay and non-United Church individuals.

Personnel Emergency Fund

Available to ministry personnel who qualify according to section J.6 (concerns about the effectiveness of ministry personnel) of The Manual. The fund provides salary support during administrative leave or suspension.

Interim Ministry Sabbatical Fund

Provides funding in order to cover the salaries and benefits of those intentional interim ministers taking sabbaticals who are not in receipt of a pension.

Ministry and Life Assessment (Vocational Assessment) Fund

Provides funding to members of the order of ministry and designated lay ministers for a vocational assessment undertaken at their own initiative.

Torrance E. Bissell Bursary Fund

Provides a bursary grant for post-high school education for the dependent children, as defined by the church's pension and group insurance plans, of active members of the order of ministry and designated lay ministers in The United Church of Canada who receive minimum salary.

Fund for Visiting Ministry Personnel during a Sabbatical

Provides funding to assist pastoral charges that would be subject to undue financial difficulty in funding supply ministry during a sabbatical leave of ministry personnel and to encourage the vitality of ministry personnel who refrain from taking a sabbatical leave because of the financial difficulty of the pastoral charge.

LIVING APOLOGY INTO ACTION

Origin: The Iridesce Working Group to the General Secretary of The United Church of Canada

PREAMBLE

We, the Iridesce Working Group, offer the following recommendations to the General Secretary for action in response to the Final Report of Iridesce: The Living Apology Project. These recommendations are the product of a year-long process of deliberation and reflect a breadth of individual and community experiences across The United Church of Canada. They express our conviction that God continues to call us to reconciliation around issues of sexuality and gender, and our longing for a Church that fully embraces 2S-LGBTQIA+ people.

How do we feel/know that God is calling us to reconciliation? Reconciliation with who? With God? With the Church?

Our working group has a shared understanding that 2S-LGBTQIA+ experiences are always emerging. Our process has tried to account for this quality of 2S-LGBTQIA+ emergence by assuming the incompleteness of our work: we expect, in due time, that understandings of sexuality and gender will change and broaden the scope of Iridesce and its implications for the church. The United Church of Canada is encouraged to receive these recommendations in a spirit of openness to the emergence of new 2S-LGBTQIA+ realities.

We affirm and celebrate the work of the United Church over the last forty years—from the 1988 decision (of the United Church’s General Council to affirm that gender and sexuality are gifts of God, that all persons are made in the image of God, and to welcome into full membership and ministry people of all sexual orientations and gender identities), to ordination, to affirming same-gender marriages, recognizing that inclusion goes beyond orientation to include gender identity, and the work of Affirm United/S’Affirmer Ensemble (AU/SE). Our working group has challenged itself, and invites the wider Church to expand its vision of justice around issues of sexuality and gender. We have struggled to balance our hopes for what the Church could be with the realities of where the Church currently is in its path of reconciliation with 2S-LGBTQIA+ people. These recommendations are not the end point of the transformation to which God is calling our United Church, but are merely one part of the ongoing journey.

Throughout its process, our working group has been grounded in faith in the God who creates us each in our singular goodness and in our individual diversities, and who calls us collectively to reconciliation in a wounded and wounding world. We abide in the hope that such reconciliation is possible in the Church: that this chosen family of faith can heal from past harms and allow us to express our sexualities and genders in their God-given fullness. Above all, we are driven by love, for our Church and for our world.

May these recommendations be received in the spirit in which they are offered.

BACKGROUND

In 2009, the 40th General Council, in response to a perceived lack of movement on the 1999 consultation with LGBTQ+ ministry personnel and the continued emergence of challenges related to the inclusion of LGBTQ+ and Two-Spirit members, mandated a National Consultation on Homophobia and Heterosexism in the United Church. The final report from this consultation was presented to the General Council Executive (GCE) in January 2012, from which [Iridesce: The Living Apology Project](#) was launched in 2017. This project was a collaboration between the General Council Office (GCO) and Affirm United/S'affirmer Ensemble (AU/SE). Its goal was to invite the United Church "into a journey of dialogue and reconciliation with LGBTQ2S+ persons" through story-sharing, conversation, worship, and education.

Over the course of three years, the project gathered stories from across the United Church, and submitted its final report to the General Secretary in July 2020. In January 2021, the General Council Executive (GCE) reviewed this final report, and directed staff in the General Council Office (GCO) to form a working group to recommend follow-up actions to the General Council Executive.

In midsummer 2021, it was proposed that GCO and AU/SE would once again partner to oversee the Iridesce Working Group, concluding with formal recommendations for follow-up on the Iridesce Project to the GCE. The proposal was approved at the September 2021 AU/SE Council meeting.

When inviting individuals to the Iridesce Working Group, efforts were made to ensure it reflected the diversity of the United Church's membership. This includes different experiences of sexuality, gender, and race, as well as generational and regional differences. In January 2022, nine committed individuals became the working group, carrying out its mandate of submitting recommendations to the GCE by the fall of 2022.

We recognise that rigid structures and processes tend to disadvantage those who are already marginalised. The working group made space for both the complexity of its subject matter and the humanity of its members. As a result, the group decided not to bind itself to external timelines or expectations, but carried out its work out in a way that honoured its members' voices and gave them the time they needed to work through difficult conversations. As a result of this approach, and the mandated scope, the working group worked through to the end of 2022, with this report submitted to General Secretary in January 2023.

This is our work.

It is time for an apology from The United Church of Canada as a whole to the 2S-LGBTQIA+ community, but without action, words are hollow. The following recommendations are the working group's invitation for the United Church to Live an Apology into Action.

Section 1 is advice on apology and prioritized recommendations. Section 2 is further recommendations informed by the 2020 Iridesce Report that bear consideration. The *italicized* points indicate a priority action within the recommendation.

Section 1

Recommendation 1 – The General Council to provide support to AU/SE and its Affirming Ministry Program in order to more fully live into the 1988 decision.

The Affirming Ministries Program of AU/SE provides the process, resources, and assistance to all ministries that seek “to be fully inclusive of people of all sexual orientations and gender identities.” This critical work is currently carried out on a volunteer basis by 2S-LGBTQIA+ people and their allies in AU/SE.

Support could include:

- set an example for courts and ministries of the United Church by exploring the possibility of the General Council Office becoming an Affirming Ministry;
- support General Council to work with AU/SE Affirming Ministry Coordinators to encourage all regional councils to become Affirming Ministries;
- provide funds to AU/SE to staff the Affirming Ministry Coordinator position, and offering staff support for this work from the GCO;
- support Regional Councils to work with the AU/SE Affirming Ministry Coordinators to encourage all United Church ministries to become Affirming;
- *implement a system to track and clearly indicate (especially to potential members or attendees) the Affirming status of every ministry in the Church annually/biannually (Affirming, in the Affirming process, or Not Affirming). Every Community of Faith is expected to make a conscious decision annually/biannually to become Affirming, stay Affirming or explicitly not be Affirming; and*
- conduct research on why ministries—including those that members describe as “affirming”—stop short of going through the Affirming Ministries Program.

Recommendation 2 – The General Council to name and intentionally affirm bisexual and other less-recognised members of 2S-LGBTQIA+ communities.

Many experiences of gender and sexuality have been marginalised within the broader 2S-LGBTQIA+ umbrella. For example, in the leadup to and aftermath of 1988, bisexual people were often sidelined or rejected by those who felt that bisexuals' attraction to their own and other genders undermined struggles for gay and lesbian justice.

Learning from this painful past, and recognising that 2S-LGBTQIA+ experience is always emerging, the United Church must continue to broaden its understanding and welcome of

marginalised members of 2S-LGBTQIA+ communities, including (but not limited to) those who are Two-Spirit, transgender, intersex, asexual, demisexual, aromantic, and pan-romantic. This growth was exemplified by the Transgender Working Group in 2012. The intersectionality of race, ability, gender identity, sexual identity, and more leads to further marginalization.

Support could include:

- *openly affirm, bisexual and diverse people (see glossary) who have not yet been intentionally affirmed within the United Church. Build into General Council meetings a regular process of affirming gender and sexual identities as they evolve, including bisexual, trans, non-binary, etc.;*
- observe “theme years” or other sustained periods of collective movement across the United Church that focus liturgy, education, and action on specific marginalised experiences of gender or sexuality; and
- learn with and from partners, especially AU/SE, about experiences of sexuality and gender that are marginalised within and beyond the United Church.

Recommendation 3 – The General Council to celebrate with gratitude those who have done the hard, faithful work to carry us to today, through public witness and story-telling culminating at the 45th General Council in 2025. And, the General Council to provide opportunity and resources that honour and share the historic and emerging stories of diverse experiences within the 2S-LGBTQIA+ community.

While the work of justice for 2S-LGBTQIA+ people in the United Church is ongoing, it is imperative that the General Council recognize all those in The United Church of Canada who offered support, who were open to the Spirit in 1988, and who continue to be engaged in the United Church even when challenged by the vote in 1988 and its aftermath.

Recognizing that change toward an affirming position is often spurred by engagement with 2S-LGBTQIA+ people and their stories, therefore we recommend that GCE encourage engagement from all expressions of The United Church of Canada with the stories currently posted on the Iridesce website, as well as collecting and sharing new stories with a broader scope beyond the original Iridesce mandate.

Support could include:

- *create a public list of individual contributors, with a promise to add to the list biannually as long as names continue to be submitted. This promise could be held and enacted by GCO with AU/SE. Acknowledging that it is impossible to name all contributors, also use categories as noted below, that include people’s actions and affirms all identities and expressions of 2S-LGBTQIA+ experience; **
- *curate, collate and tag the collected stories of The Iridesce Project. Tags should include individual apologies offered through Iridesce; calls for an apology; clergy experiences; etc. This story collection is a living document that can be a source of creative inspiration for future awareness and education efforts;*

- *support, in perpetuity, accessible platforms (currently online) to host the Iridesce project and its gathered stories;*
- commission a stole that incorporates names/communities/events that are part of this history and that could be worn at different events moving forward;
- create a liturgical prayer and/or actions that lift up names and/or categories of people;
- create a Speaker's Bureau of storytellers embedded in their communities in all regions across Canada. The speakers will know how to do this work and be able to tell their own stories and the stories of others with integrity;
- engage with the stories collected by the denomination through Iridesce and curated in a story database on commemorative days. These dates include the International Day Against Homophobia, Biphobia, and Transphobia (May 17), [United Church Pride Sunday \(1st Sunday of June\)](#), the [Trans Day of Remembrance](#) (Nov 20), and Pride Weeks (which differ geographically); and
- collaborate with and support AU/SE to carry out programmatic work in relation to the ongoing collection and sharing of stories, including productions of the Iridesce play, trauma-informed digital content creation, etc.

*The following groups of people should be included in such a recognition:

- those in the United Church and beyond who paved the way in the decades leading toward the 1988 vote;
- people who were open to the Spirit at the GC in 1988;
- the youth who made such an impact on the 1988 vote;
- people who stayed in the United Church, despite differences;
- people who found commonalities, despite differences;
- people who have advocated for justice for gay and lesbian and, later, trans and bisexual people—families, friends, allies, and communities;
- cis/heterosexual allies of 2S-LGBTQIA+ people;
- all ministers, but particularly 2S-LGBTQIA+ ministers, who so faithfully served their congregations with deep pastoral care, making space for people to grapple with the issues, to dialogue, and to dissent;
- 2S-LGBTQIA+ members, who stayed with the United Church before, during, and after the process leading up to 1988, often at great cost to their own emotional and spiritual well-being; and
- people who continue to take clear, just actions to make the United Church a more welcoming and inclusive space for people of emerging gender expressions and romantic and sexual identities.

Key individuals should be recognized within each group, and gratitude should be expressed to the group as a whole—all those not individually named who have come before us, who are now with us, and who are yet to come. (See pages 35-37 for a preliminary list of names in [Appendix IV: Iridesce Archival Research Report.](#))

Recommendation 4 – The General Council to implement additional supports for 2S-LGBTQIA+ clergy.

Ministry personnel face unique challenges with respect to issues of gender and sexuality in the Church. Those who serve the Church in its mission to live out God's loving justice in the world must be adequately supported in their ministries and lives of faith.

Support could include:

- *institute formal supports, through policy, programs, and funding, for ministry personnel who experience stress and trauma in relation to marginalised experiences of gender and sexuality;*
- create and support spaces of community for 2S-LGBTQIA+ ministry personnel with an intentional focus on intergenerational spaces, in order to glean learnings from current and past/former ministry personnel who identify as 2S-LGBTQIA+;
- offer financial support for 2S-LGBTQIA+ ministry personnel to access safe community, learning opportunities, and other necessary supports outside of the Church.

Recommendation 5 – The General Council to offer an apology through intentional action.

While it is up to the denomination to craft and offer an apology, the working group recommends a process of reflection to ensure what is offered is not merely saying "I'm sorry". We encourage the church to recognize that its earlier understanding, attitude and actions were "wrong." Let the affected communities know where relationship has been broken, naming the harms explicitly, and where room can be made for healing. Relationships are expansive and messy. Only actions accompanying the words will bring this apology to life with meaning in the midst of the many, many relationships that are our church.

Advice on how to create and offer an apology can be found on pages 11 – 12 of [Iridesce: The Living Apology Project Final Report](#). In addition to this advice the working group saw some wisdom in the wording of the Canadian federal [government apology](#) (in November 2017). Members of the Working Group will make themselves available for conversation and consultation.

Section 2**Recommendation 6 – The General Council to lead ongoing conversations on sexuality.**

Some people in the United Church are uncomfortable talking about sex and sexuality, which can be a major hindrance to the pursuit of justice for 2S-LGBTQIA+ people.

Support could include:

- promote open conversations around diverse experiences of sexuality that are as safe as possible—i.e. trauma-informed, non-judgmental, confidential, non-exploitative, etc.—for those engaged in them, and particularly for 2S-LGBTQIA+ people;

- Engage with youth and young adults, many of whom are in the process of exploring and developing new understandings of sexuality, to initiate or lead these conversations.
- Promote conversations on how to be safe and supportive family/community—being a supportive grandparent/parent/aunt/uncle/sibling/guardian/etc.
- Ensure that such conversations explore connections between sexism, transmisogyny, and sexuality, as well as the prejudicial association of 2S-LGBTQIA+ communities with sexual violence and abuse. Such conversations could also consider intersections between 2S-LGBTQIA+ peoples and additional identities.
- integrate inclusive and holistic sex education (of which 2S-LGBTQIA+ experience is only one element) into its broader approaches to Christian education, promoting and supporting the use of existing educational resources in communities of faith and strategically creating new or supplementary resources. These resources must be age appropriate.

Recommendation 7 – The General Council to reach out to 2S-LGBTQIA+ communities beyond the church.

In a spirit of allyship, partnership, and proclaiming the good news of God’s love and liberation for all—and not, by contrast, with the aim of proselytizing or expanding membership—the General Council should support Affirming Ministries to reach out to wider 2S-LGBTQIA+ communities.

Support could include:

- create communal spaces for 2S-LGBTQIA+ people to be queer and Christian, both within the United Church and ecumenically;
- offer special worship services (that in that moment can be a safer space), in partnership with AU/SE, for those who do not feel safe in a Christian ministry context, regardless of its Affirming status (e.g., those who have been harmed by the church as a colonial institution); and
- recognize and respond to the different needs of communities for partnership and support. Authentic partnership and support require an awareness of the cultures, histories, and needs of each community, and the way these interlock and intersect with other dynamics of injustice.

Recommendation 8 – The General Council to articulate how and why being Affirming is an option in The United Church of Canada and support communities of faith in identifying their policies on sexuality and gender.

The United Church of Canada is often publicly understood as the inclusive, “gay positive church” or affirming church. This, in fact, varies from place to place. 2S-LGBTQIA+ people, their families, friends, and allies within the United Church struggle with local communities of faith being able to “choose to discriminate.” By not declaring itself to be Affirming, and putting the

responsibility on local communities of faith, the United Church perpetuates discrimination and harm on members of the 2S-LGBTQIA+ community. Clear community of faith policies will prevent harmful misperceptions of safety and give a better overall sense of where particular communities of faith stand.

Support could include:

- facilitate open conversations around 2S-LGBTQIA+ affirmation in communities of faith;
- clearly explain whenever and wherever it is appropriate that individual communities of faith make the decision to celebrate and affirm 2S-LGBTQIA+ relationships (i.e. perform marriages). The denomination cannot enforce this;
- support every community of faith to make a conscious decision to become affirming, stay affirming, or not be affirming. Include the question in the annual reporting process;
- track every community of faith's status and make that information easily available;
- promote the official Affirming process and commitment. It is important that information and resources be available in various languages as needed by communities of faith. As part of strengthening the process for the United Church, celebrate some specific moments in time. (Examples include: anniversary of the Affirming program; milestones being met of certain numbers of communities of faith or regional councils who have become Affirming.);
- ensure that the courts of the United Church (communities of faith, regional councils, and the General Council) as well as its associated ministries explicitly articulate their stance on the affirmation of 2S-LGBTQIA+ people, and whether or not they conduct same-sex/gender marriages. This clear statement then needs to be regularly and publicly communicated for existing and prospective congregants to easily access; and
- initiate and fund research on why communities of faith and ministries resist becoming affirming, identifying obstacles, and points of resistance.

Recommendation 9 – The General Council to offer education on how to deal with conflict.

One of the core findings of the Iridesce project was that the controversy of the 1988 vote and its aftermath were as much about dynamics of and approaches to conflict as they were about the actual issues at stake. The General Council must address its implicit culture of conflict avoidance and find more constructive approaches to conflict.

Support could include:

- build clergy and lay capacities for navigating conflict in faith-based settings by: adopting or developing resources informed by anti-oppression, harm reduction, and transformative justice frameworks; employing skilled and faith-based mediators and mediation trainers; prioritizing conflict mediation skills in staff hiring; and enabling communities and ministries across the United Church to share expertise around navigating conflict; and
- develop more robust institutional structures of support, safety, and accountability around conflict. Regional supports for ministers engaged in the resolution of

disagreements need to include culturally, historically, and trauma-informed approaches to resolution.

Addendum A: Subject Areas

The following subject areas emerged in our conversations and we invite the General Secretary's attention and consideration.

Ethical non-monogamy

Ethical non-monogamy is a way that some people live their lives. This is not solely a 2S-LGBTQIA+ matter, but it is a reality for some within the community and heterosexual people. Are church people ready to consider other healthy committed relationships outside the norm of only two people?

In 1988, we did not require, as other denominations did, that clergy be "non-practicing" (deny expression of their sexuality with another person).

This can build on the work that the Theology and Inter-Church Inter-Faith Committee (TICIF) has already begun conversations on polyamory. The General Council Executive and AU/SE might form a working group to formulate how the church can initiate broader conversations around ethical non-monogamy.

Accommodations

Special considerations and allowances may be made with respect to ministry responsibilities for ministry personnel who experience gender- and sexuality-based trauma and marginalization. The Office of Vocation is encouraged to review existing benefits package and the Employee Family Assistance Plan to ensure that these two programs meet the needs of those who experience gender- and sexuality-based trauma and marginalization. This will build on the 2012 transgender resolution at the 41st General Council and subsequent work.

2S-LGBTQIA+ ministry personnel

There is much we do not know for certain about the decision from 1988 and its aftermath in The United Church of Canada, which creates the potential for erroneous and harmful narratives. There is a false narrative that the decision from 1988 resulted in "new" decline (that many communities, clergy, and members left the United Church); however, decline has existed since 1935 and it [continues](#). Conducting quantitative research would help to clarify these histories and would provide a solid foundation for the recognition of past wrongs. Possible questions to explore include: How many clergy had to move shortly after 1988? How many clergy today continue to experience judgement, harassment, or barriers to employment in all courts of The United Church of Canada? What were the actual statistics on clergy leaving the church after 1988? What were the statistics on members and communities leaving? Some of

this may be accomplished by current studies being conducted by the Office of Vocation and Office of the General Secretary and Moderator (Anti-Racism and Equity Lead staff).

United Church participation in “conversion therapy”

How many 2S-LGBTQIA+ people experienced some form of “conversion therapy” in United Church communities of faith? How many United Churches conducted some form of “conversion therapy”? Before 1988 and after 1988? How many 2S-LGBTQIA+ people were harmed by such abusive practices? This research could be related to the current public project [Conversion Therapy and SOGIECE](#). (This is not an exhaustive list of questions or area of research.)

Addendum B: Glossary of Terms

Below is a short list of common terms and their definitions used in the Iridesce Report and Recommendations to General Council. For a more comprehensive summary and context of these and other terms, we highly recommend The United Church of Canada’s [Celebrating Gender Diversity \(A Toolkit on Gender Identity and Trans Experiences for Communities of Faith\)](#) with a glossary of terms found on pp. 69-75.

Basic Concepts

Gender identities refer to a person’s sense of their own gender. Gender identity can correlate with a person’s assigned sex or can differ from it. While for some, these remain static for their entire life, for others, they may change over time.

Romantic identities refer to a person’s spiritual, emotional, and intellectual attraction to others. While for some, these remain static for their entire life, for others, they may change over time.

Sexual identities refer to a person’s sexual attraction or desire. While for some, these remain static for their entire life, for others, they may change over time.

The Acronym and its Component Terms and Definitions:

2S-LGBTQIA+ This is a the catch all acronym for gender and sexual minorities. In 1988, the terms gay and lesbian were used. As time progressed and we became more aware and accepting of more nuanced and cultural understandings of gender and sexual minorities, an acronym was formed and continues to evolve to become more inclusive. Please see below for definitions for each portion of the acronym. Other commonly used current acronyms are LGBTQ2S+ and LGBTQ.

2S Two-Spirit is a term often used by Indigenous people to describe sexual orientation, gender identity and / or spiritual identity and describe those whose Spirit contains both male and female attributes. 2S begins the acronym **2S-LGBTQIA+** out of respect for Indigenous communities that were here before “settlers” arrived.

L Lesbian a female-identified person whose primary attraction is to a person of the same gender.

- G Gay** a male-identified person whose primary attraction is to a person of the same gender, though it can also be used by lesbians to identify their sexuality.
- B Bisexual** a person who is attracted to both male and female persons.
- T Trans or Transgender** someone whose felt gender (their inner sense of self with regard to gender) does not match the gender society assigned to them at birth. A trans person's felt gender is not dependent on their physical appearance. See also "Non-Binary".
- Q Queer** 1) An umbrella term encompassing a spectrum of gender identities, sexes, romantic, and sexual identities. This word is being reclaimed by the community. 2) A term that may include people who challenge the boundaries of sexual orientation, sex, and gender, and whose queerness is informed by an intersection of identities, for example, size, ability, and/or race. It is also used frequently as an affirmative political and/or identity statement, and it describes a school of thought called queer theory.
- I Intersex** a person is born with reproductive anatomy, sexual anatomy, and/or a chromosome pattern that doesn't seem to fit typical binary definitions of male or female. There are over 30 specific intersex variations and each intersex person is unique.
- A Asexual** a person who does not experience sexual attraction or desire; they may still self-identify as 2S-LGBTQ+ or straight based on their romantic identity.
- + PLUS**, all other gender, sex and sexuality identities not explicitly listed in the acronym being used. These include, but are not limited to any of the above that may have been left out and the following:
- **Aromantic** a person who may not experience intellectual, spiritual and emotional attraction to others. They may or may not have sexual attraction and desire.
 - **Demisexual** a person who experiences sexual attraction only when they feel a true emotional bond with another person.
 - **Homosexual** an umbrella term that includes gay and lesbian persons.
 - **Non-binary** refers to a person whose sense of self in regards to gender is neither female or male. They may be completely androgynous or anywhere on the spectrum. They usually use non-gendered pronouns such as they/them. A non-binary person, may or may not, consider themselves to be part of the trans community.
 - **Pansexual** a person of any gender who has sexual attraction or desire for persons of any gender.
 - **Panromantic** a person who experiences intellectual, spiritual, and emotional attraction to persons of any gender.

Other Terms and Definitions:

Affirming is the full inclusion of all people, regardless of sexual orientations and gender identities. It is public, intentional and explicit. Affirming relates to people and organizations, including faith communities that do not condone non-heterosexual or non-cisgender expression, and do their best to be welcoming.

Affirming Ministries Program A network of primarily United Church of Canada ministries that strive to be fully inclusive of people of all sexual orientations and gender identities. You don't have to be United Church to take part, though.

Allies As it is typically used in the context of this report, allies refers to cisgender straight (cis) persons who support the legal and societal equality of queer people. But it can be more granular, allowing for anyone of any gender, sex, or sexual orientation to be the ally of anyone of a different gender, sex, or sexual orientation. Allies actively challenge heterosexism, homophobia, biphobia, transphobia—even when there are no queer people present; they are aware of heterosexual and cisgender privilege in themselves and others.

Cisgender refers to a person whose gender identity lines up with the gender they were assigned at birth.

Gender expressions refers to behaviour, clothing, hairstyle, voice and other forms of presentation that we use to express our gender. While for some, these remain static for their entire life, for others, they may change over time.

Heterosexual/Straight is a male-identified person who is attracted to female-identified people, or a female-identified person who is attracted to male-identified people.

Marginalized populations are groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions.

Phobias:

Homophobia conscious or unconscious hatred of, fear of, or/and discrimination against gay and lesbian persons who do not conform to a heterosexual identity.

Biphobia conscious or unconscious hatred of, fear of, or/and discrimination against bisexual and pansexual persons who do not conform to a heterosexual identity.

Transphobia conscious or unconscious hatred of, fear of, or/and discrimination against persons who do not conform in appearance and/or identity to CIS normative or “traditional” conceptions of gender.

Transmisogyny a specific form of sexism and misogyny that regularly demonizes and ridicules trans women.

Proselytizing is the action of attempting to convert someone from one religion, belief, or opinion to another.

Trauma-informed acknowledges the presence of trauma responses and the role trauma may play in a person's life.

Addendum C: Team Members

Rev Michiko Bown-Kai (they/them) is an ordained United Church of Canada minister currently serving in congregational ministry in Glen Morris, Ontario (territory of the Anishinaabe, Haudenosaunee, and Anishinaabe Nations). As a queer non-binary person of colour, Michiko's ministry is rooted in their passion for social and transformative justice. As a former co-chair of AU/SE and staff to the GCO, Michiko is grateful to have accompanied the work of Iridesce in multiple capacities.

Dieulita Datus-Hall (she/her) is actively navigating her sexuality through Black spirituality. Dieulita is a 40-year-old Black, Haitian, cisgendered woman who has recently stepped into the

role of new stepmom. Dieulita hopes to one day become a street chaplain and is currently studying to become a Lay licensed Worship leader. Dieulita currently calls Treaty 7 territory home and uses her voice to speak on issues such as liberation, active allyship, and inclusion.

Aaron Miechkota (she/her/they) is a candidate for ordained ministry in The United Church of Canada, currently serving in a rural Supervised Ministry Education (SME) appointment in Prince Edward County, Ontario, on Algonquin (Anishinaabe) and Mohawk (Haudenoshone) lands. Aaron was raised in both rural and urban settings, a first-generation Canadian of Ukrainian and Irish immigrants. As a White fat femme creative, Aaron's ministry leads with collaborative approaches to engage our faith with heart, soul, mind and strength. The former Project Coordinator, Aaron is grateful to have been involved with Iridesce since 2017.

Hyerim Park (she/her) is a co-organizer of Korean Rainbow United and is studying in the Diaconal program at the Centre for Christian Studies and Master of Theological Studies (MTS) program at St. Andrew's College. Hyerim, 39, is a cisgender married lesbian. She immigrated to Canada with her partner because they wanted to have freedom to marry and live a life with legal protection. Her faith journey has taken her from various conservative denominations in Korea to The United Church of Canada in Canada and she is now in the process of finding her true self, exploring God's diverse images and love. Hyerim lives in Winnipeg, Treaty 1 territory and the homeland of the Métis Nation.

Gary Paterson (he/him) was ordained as a United Church of Canada minister in 1977 and served the United Church in a variety of ways: congregational ministry (rural church, city churches, First United in the Vancouver Downtown Eastside and St. Andrew's-Wesley); BC Conference Office staff; first openly gay Moderator (2012-2015). Now retired, and living on the unceded territory of the Coast Salish people, specifically, the Musqueam, Squamish, and Tsleil-Waututh nations. Happily married to Tim Stevenson, the first openly gay person to be ordained in the United Church, celebrating 40 years of commitment in June, 2022. He and Tim delight in their three daughters and four grandchildren.

Pegi Ridout (she/her) is a retired intentional interim ordained minister who brings a long history with 2S-LGBTQIA+ discussion and debate: from serving on the first task force on "Gay Ordination" through study of the report, "In God's Image: Male and Female" and acting as commissioner to the 30th General Council and early member of Friends of Affirm; to participation in the formation of Affirm United, and chair of the Affirm Network in the tri-regions of southwestern Ontario. Pegi identifies as White cisgender female bisexual queer settler, grew up Anglican in Toronto, and lives in what is now called Hamilton, Ontario, the traditional territory of the Haudensaunee and Anishnaabeg.

Leeann Shimoda (she/her) Ojibwe from Saugeen First Nation and the co-chair of the National Indigenous Circle. She is a cisgender, straight mother of three, grandmother of eight, and great-grandmother of five amazing children. She resides in Ottawa and works as a Jordan's Principle Coordinator by day.

Caitlin Smithers (she/her) works in ministry with children, youth, and families while completing her MDiv at the Atlantic School of Theology. Her faith journey has taken her from The United Church of Canada to Baptist and back to the United in the search of a community of faith that supports and celebrates the diversity God designed us all with. Caitlin, 32, is a White cisgender

lesbian living in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. Caitlin is an active board member of AU/SE.

Ruth Wood (she/her) is a retired Designated Lay Minister in the United Church. She has been married to the love of her life for 46 years. She is transgender and pansexual. White and of Celtic origin, she lives in Kingston, Ontario which is situated on traditional territory of the Haudenosaunee and Anishnawbe peoples. She and her wife have been facilitating a supportive group for trans/non-binary people and their family members for over 10 years.

Brent Alexander (he/him) is the Vice Chair of AU/SE and co-lead of this report. Brent, 56, is a White cisgender married gay man and father of two proud Métis teenage boys. His faith journey from Roman Catholic to the United Church was driven by his conviction that being true to oneself is essential to being true to God. Brent is a Western Canadian now living in Toronto, which is covered by Treaty 13 with the Mississaugas of the Credit and is home to many nations.

Julian Munro/King Julez (they/them) is Chair of Affirm United/S'affirmer Ensemble (AU/SE) and co-lead of this report. Julian is a trans non-binary, a drag clown, and a to-be-minister in the United Church. They are a lifelong member of the United Church, an MDiv and MPS student at Emmanuel College in Toronto, and a passionate queer activist.

Beth Baskin (she/her) is a Network Coordinator in the Identity and Mission Cluster for The United Church of Canada based in Toronto, Ontario. She is a learner, facilitator, and justice seeker who is aware of her urban, middle class, middle age, heterosexual, White privilege and uses it as she is able to make her community, churches, country, and world better places. It is her privilege to support the working group beginning October 1, 2022.

Ren Ito (he/they) is a habitual overthinker who dreams about dreaming as an act of resistance. He was born in Japan and lives in Toronto (Treaty 13), Canada, where he is leaving institutional church work to focus on his PhD (on Asian North American theology and racial justice). Ren also does a lot of work with Japanese and Asian Canadian communities, and helps lead a nationwide People of Colour Christian collective. His spiritual gift is throwing wrenches into committee processes. He prays, and self-medicates by cooking. He was Network Coordinator in the Identity and Mission Cluster, supporting this work from January to September 2022.

Sarah-Anne Williams (she/her) is a lifelong member of The United Church of Canada, serving her local congregation as a board member, as well as a Network Coordinator in the Identity and Mission Cluster for The United Church of Canada. Sarah, 39, is a biracial (Indigenous mother and White father), cisgender woman. She and her husband raise their two beautiful boys on the unceded territory of the Mississaugas of the Credit.

Greg Daly (he/him) brings a passion for justice to ministry leadership at Beach United Church in Toronto; finding scriptural grounding for this stance in Micah 6:8: Seek justice, Love kindness, walk humbly with God. Greg has offered spiritual care support to the participants in this process. Greg and his partner Joseph live in downtown Toronto where they enjoy exploring the diversity of urban living, mindful of the guidance that Indigenous leaders continue to offer through centuries of care.

Appendix – Workplan

DRAFT: General Secretary Iridesce Workplan

RECOMMENDED ACTION	WHO DOES WHAT	WHEN	RESOURCES & COMMITMENT	STRAT PLAN LINK*
Recommendation 1 Continue collecting the Affirming Ministries information from statistical collection and intentionally share that with AU/SE and the UCC as part of broader communications strategy.	GCO collects information annually, for AU/SE to take action as appropriate and within capacity (roles clearly defined in MOU) Communications & Church in Mission work together to communicate with AU/SE AU/SE & GCO staff work together to gather and share information in forms (Affirming, Not Affirming, in Process, affirming in practice with anecdotal information)	2023	Staff time	S.1.03.003 S.5.01.001 Growth
Explore with Non-Affirming Regions what supports, or encouragement would be helpful to become an Affirming Ministry.	AU/SE and local members of 2S-LGBTQIA+ community with support of Church in Mission and Regional staff	Ongoing		S.1.03.003 Growth
AU/SE to research the barriers to becoming an Affirming Ministry, funded by the United Church Foundation. Possible research scope (TBD by AU/SE when funding is secured): Why do CoF not engage the process?	AU/SE apply for funding, with coordination as needed by GCO staff	Ongoing		S.1.03.003 S.2.01.001 Growth
Develop a plan for highlighting Affirming Process and resources that enable ministries to engage. Support a presence on ChurchX.	New Church in Mission colleague to modify education component being developed for ChurchX for staff (one	2023	Possible cost for hosting and some staff time in further	S.1.03.003 S.2.01.001 Growth

RECOMMENDED ACTION	WHO DOES WHAT	WHEN	RESOURCES & COMMITMENT	STRAT PLAN LINK*
If education component is developed, candidates and new admissions could also access.	of 6 components of an overall “equity arc”). Connect with Office of Vocation re candidates and new admissions accessing component		development and AU/SE time	
Recommendation 2 Change language to reflect sexual orientations and gender identities in all formal communications. Style guide, etc.	GCO Communications staff	2023		S.1.03.003 S.2.01.001
June 1 Pride Sunday – official focus differs from year to year to celebrate people who embody a specific identity and/or orientation within the larger community (a different letter each year from the acronym). 2S-LGBTQIA+ identities are salient and foregrounded, with the recognition of people having multiple identities (a delicate balance of focusing on one issue, not in isolation, and not also homogenizing the work overall)	Identity and Mission staff	2023 and annually (in relation to the direction of the Strategic Plan)		S.1.03.003 S.5.01.001
Then Let Us Sing project – will commission a song for the 2S-LGBTQIA+ community – also possibly We are a Rainbow with ASL interpretation	Alydia Smith	2024	Within current Identity & Mission budget	S.1.03.002 S.1.03.003 S.2.01.001

RECOMMENDED ACTION	WHO DOES WHAT	WHEN	RESOURCES & COMMITMENT	STRAT PLAN LINK*
Develop a broad communications strategy that focuses primarily on 2S-LGBTQIA+ identities (and that is also intersectional in approach)	Communications (AG maybe) and new Church in Mission colleague and Alydia as appropriate	2023		S.1.03.003
Recommendation 3 As part of the broad communications strategy: 1. pay for the Iridesce.ca domain and collaborate with AU/SE to maintain and refresh this site 2. Regularly update and add to the United Church.ca related pages 3. Hire summer student (2024) to be engaged in website updates on an annual basis 4. Add to the Iridesce website to honour contributors as noted in recommendation – are there archive resources available to support this	1. Identity & Mission staff – ongoing care to be clarified in MOU (ideally content AU/SE with minimal support from GCO) 2. Identity & Mission staff and new Church in Mission colleague 3. Amy C and new colleague 4. Summer student connection • Archives • Communications	2023 CSJ 2024 application	I & M budget and staff AU/SE staff	S.1.03.003 Growth
Anniversary project (2025) – connect with the Anniversary planning committee for a formal commitment of storytelling	AU/SE to convene a group and create proposal for Jennifer Henry to take to planning committee	ASAP	Staff time & AU/SE time	S.1.03.003 S.2.01.001
Use some of the stories from Iridesce site on designated days	Communications? New Church in Mission Colleague? Aaron M contract?	2023	Staff & AU/SE time	S.1.03.003

RECOMMENDED ACTION	WHO DOES WHAT	WHEN	RESOURCES & COMMITMENT	STRAT PLAN LINK*
[insert dates from report] – ongoing collection of stories				
Recommendation 4 Collaborate with the Office of Vocation and the Anti-Racism and Equity Lead to follow up on recommendations from the Pastoral Relations Equity Research Project	Sarah & Beth to connect with Office of Vocation and Anti-Racism and Equity Lead	2023	Staff time	S.1.03.003
Support spaces for ministry personnel – similar to POC circles in anti-racism objective. Defined and determined by individuals who access group.	New Church in Mission colleague in concert with AU/SE and Sarah Williams (who supports current POC circles)	2023 (evaluate in relation to the Pastoral Relations Equity Research Project & OV)	Staff & AU/SE time	S.1.03.003 S.2.02.008
Recommendation 5 Establish an apology working group to develop language of apology and gratitude	General Secretary to convene group as appropriate (with Diane Bosman and nominations committee) Gary Paterson as advisor? GCE? Global Partner? Archives? Ecumenical Partner? (Presbyterian Church in Canada recently issued apology)	2023		S.1.01.003 S.1.03.003

RECOMMENDED ACTION	WHO DOES WHAT	WHEN	RESOURCES & COMMITMENT	STRAT PLAN LINK*
Determine appropriate moments for sharing with General Council (anniversary, Oct 2023/24, both? With education in between)	Apology Working Group in consultation with GC Business Committee and/or GCE	2023		S.1.03.003
Recommendation 6 Share with AU/SE current status & nature of TICIF conversation re Polyamory. TICIF & AU/SE determining in consultation need for further conversations	Beth & Sarah to connect with Theology Interchurch Interfaith Committee for context (and Office of Vocation?). TICIF (and OV?) AU/SE	2023		S.1.03.003
Possibly support training and use of Our Whole Lives curriculum via the United Church of Christ and Unitarian Universalist Association	Amy Crawford New Colleague In relationship with Strat Plan	2024		S.1.03.002
Recommendation 7 Report back from Global Partner Consultation with AU/SE and reflect on ways to engage the learnings in creative ways. Share who we're connected with – accountability in practice (i.e. Dignity Canada, Rainbow Railroad, etc) Discernment with community via AU/SE in terms of other connections (i.e. Rainbow Faith & Freedom)	Amy Zavitz (with Warren and Kelsi input) New Church in Mission Colleague	2023		S.1.03.001 S.1.03.002 S.1.03.005

S

***Strategic Plan Activities**

- S.1.01.003 Reparations
- S.1.03.001 Refugee Sponsorship LGBTQ
- S.1.03.002 Support to Global Dialogue
- S.1.03.003 Honouring the role of AU/SE based on learning from AM 2022 and following up Iridesce Report
- S.1.03.004 Developing engaging campaign that increases support of Cdn gov't to 2S-LGBTQIA+ refugees
- S.1.03.005 Build relationships with partnerships with key 2S-LGBTQIA+ initiatives i.e. Dignity initiative, etc.
- S.1.04.001 Federal advocacy (doesn't explicitly name 2S-LGBTQIA+)
- S.2.01.001 The whole people of God training, with a view of strengthening life-long connection to church of lay people
- S.2.02.008 Leadership Counts Ministry Personnel – Data collection to improve understanding of ministry personnel who are Indigenous, 2S-LGBTQIA+, Francophone, Racialized, etc.
- S.5.01.001 Tools for Communities of Faith – concrete tools and grants/loans to CoF to strengthen their invitation and the future of their ministry and be clear about their identity (not explicitly 2S-LGBTQIA+)

DECOLONIZING THE WORK OF THE GCE

Origin: Decolonizing the GCE Working Group

The Executive of General Council (GCE) has made an ongoing commitment to continue to decolonize its work and decision-making processes. This ongoing conversation on decolonization is being shaped by a working group, which includes GCE members Mitchell Anderson, Teresa Burnett-Cole, and Kit Loewen as well as General Council Office staff members Adele Halliday and Murray Pruden.

Drawing on the work of scholars, as well as our own personal and collective theological reflections, our working group is describing “decolonization” in the following ways:

- Decolonization is about systems: it is about examining how colonial systems might manifest themselves in GCE’s work—and then working to try to change those.
- Decolonization needs to have an action component, which, at times may involve reparations.
- Decolonization has individual and collective components. It involves examining ourselves: spiritually, mentally, physically, and emotionally. In addition, we can examine our relationship with the land.
- Decolonization is faithful work that we are called to do—and that we do this work inspired by the Spirit.

Our collective work is also shaped by the Caretakers of our Indigenous Circle’s *Calls to the Church*, the United Church’s Anti-Racism Action Plan, our various United Church commitments to equity and self-determination, and the various theological and theoretical discussions (on land, relationships and language, and individual and collective transformation) we have had with the whole GCE.

Our working group has several concrete suggestions/recommendations for discussion and action, both for personal and collective transformation.

Personal transformation:

The work of decolonization demands both individual and collective transformation. In addition to making decisions as a collective, each member of the GCE is an individual with diverse and multiple identities. This includes a self-examination of colonial systems as well as a continued commitment to personal transformation, including on racial equity.

Suggestions:

- to create intentional times for continued learning about decolonization at, or alongside, GCE meetings
- to offer opportunities for members of the GCE to participate in ongoing education.

Having conversations that matter and that affirm diverse identities:

Throughout our meeting processes, we affirm the need for more silence, more space for non-dominant culture people to more fully enter into and engage in conversations, and for diverse people to have more time to formulate their thoughts.

To value all voices, and to work in a decolonial way, it is helpful if the time for one-way and passive receiving of reports is minimized. Instead, when gathered, we would want to focus on discussion and having good in-depth conversations in ways that honour our equity aspirations and commitment to decolonization, as well as taking time to make decolonial decisions after having discussions that matter.

Suggestions:

- less presentation time on reports at the GCE, and more time for discussion (such as, by offering a short review of the report, but then enabling the rest of the time for the GCE to discuss and make decisions)
- having meeting materials available with enough time ahead so that people can digest, absorb, and process the work well before the meeting
- if a lengthy presentation is needed, then to offer this by video or another accessible long before the meeting start date
- create additional times for silence throughout the meeting, including before the discussion.

Reporting format and timing:

To think and continue to reflect on decolonizing our work, the GCE could receive content but then analyze the content from a broader and “big picture” perspective. To do this well, the GCE would need adequate time to reflect on the content of the report and to focus on aspects of the report that really matter. The reports could also help the GCE understand what the GCE is being asked to do with the information presented.

Suggestions:

- written and/or video reports are available for the GCE at least 3 weeks before the meeting date
- there are a few clear and focused questions included in the report for people to think about, in terms of what’s needed from the GCE
- some the guiding questions might choose to explore the equity aspirations, such: is anything or anyone missing?
- in the discussion time about the report, the GCE has a discussion in ways that honour the various equity lenses and aspirations.

Worship and spirituality:

Our ongoing work as GCE affirms that worship and work can be one. It is also important that our worship times be contextual to the meeting’s work. At times, and when appropriate, we

may also want to ground ourselves in Indigenous spiritual practices.

Suggestions:

- to be intentional about choosing our scripture and theological reflections, so that they are related to the work that we will be focused on at the meeting
- to generate the relevant scriptures with some intentionality and in conversation with the Business Table, with the Moderator's guidance, so that worship links to the overall agenda and what the meeting is about (and being more expansive than solely selecting lectionary reading for the upcoming Sunday)
- to be mindful of our work on decolonization throughout our worship life.

Land and reparations:

Acknowledging the land is one way to continue work towards decolonization. How do we do land acknowledgements, however, is ongoing conversation. A land acknowledgement should be much more than a recitation by rote, or lacking in action.

Suggestions:

- to continue reflect upon, talk about, and make changes to how we offer land acknowledgements at GCE meetings (and in the church as a whole); this could be done potentially in collaboration with the Indigenous Ministries and Justice Unit
- to hold the upcoming GCE in-person meeting in a location on land of significance.

Meeting location:

For the times when the GCE meets in person, it will be helpful to have a connection to the land. How the GCE influences the church towards its Call and Vision is through the decisions we make and through the oversight that the GCE offer. This, in turn, is informed by how and where we meet. It will be helpful to be connected to land and to one another. Over a triennium, this connection might be in different regions. As a national church, our leadership is also across the church; we are a whole bodied selves and also a community.

Suggestions:

- hold the in-person meeting of GCE in different locations around the country
- being mindful of the Strategic Objective on climate, the importance of conserving travel, and the realities of the current budget, an in-person meeting might therefore: consider a hybrid option where core staff are present in person, and everyone else is online
- the meeting location may be intentionally related to strategy and development, so that there is a clear rationale for the choice
- a learning-development and community building experience could also be related to the meeting location.

Decision-making processes:

How we make decisions as a GCE can continue to be decolonized. The GCE has been engaged in a model of consensus decision-making, but more conversation may be needed about this.

Suggestions:

- Further reflection on what consensus decision making is and what it looks like
- Consideration of what the implications are if we cannot meet consensus
- Consolidate this work on consensus decision-making with the new governance committee.,

Tangible action:

In addition to all that is noted above, when doing this work on decolonizing the GCE, there are times when we are engaged in continued conversations. Certainly, conversations are important; however, tangible action is also crucial.

Suggestions:

- In 2023 and 2024, the GCE could consider an additional tangible and public action about decolonization. This might be an act around reparations, or otherwise. It will be important that the action is not just symbolic, but it is also an element of transformation.

Guiding questions for conversation with the GCE:

- What would you affirm in this report? What might you want to adopt as practices or recommendations for the GCE?
- What do you feel is missing from this report?
- What additional concrete suggestions would you offer for continuing the work of decolonizing the GCE?

2022 ANNUAL REPORT OF THE UNITED CHURCH INVESTMENT COMMITTEE

This report provides the Finance Advisory Committee and the General Council Executive with a summary of:

1. The activity of the Investment Committee, Treasury Funds over the past year,
2. The performance of the Treasury Funds,
3. The integration of the Responsible Investing mandate,
4. Policy and documentation changes, and
5. Priorities for each coming year.

Executive Summary

In 2022, a key activity was the completion of our core manager review. There was no change in investment managers but we did elect to eliminate an allocation to Emerging Markets equities in June 2022 due to poor performance and redeploying funds to other asset areas in line with the asset allocation mandate. We also formalized a 15% equity allocation to thematic “green” equities. With the war in Ukraine, our investment managers had fully divested of negligible Russian holdings by March 1, 2022.

Investment markets were especially challenged in 2022 with losses incurred in both fixed income and equities. After three years of double-digit annual returns 2019-2021, the portfolio’s one-year return was – 6.5% which still produced value add of 1.25% versus the benchmark. The three-year return was +6.51%/year (annualized basis).

The Committee operates at a policy level. Tactical asset allocation is generally left to our selected investment managers who are subject to formal periodic review periodically. A formal review (using an external investment consultant) of Fiera took place in May 2022. The Committee had previously completed a Manager Review in 2016, affirming Fiera Capital as our core investment management firm, and a review of our sustainability themed holdings which led to the appointment of Impax and Greenchip in 2017. Fiera offers a unique value proposition for the church – offering a responsible investment product array that delivers our required returns, at significantly lower fees.

**Performance as of December 31,
2022****Performance Summary**

CDN Dollars

THE UNITED CHURCH OF CANADA
Treasury Fiera

	Market Value	% Allocation	Cumulative			Annualized Returns			
			Dec 2022	One Quarter	YTD Calendar	One Year	Two Years	Three Years	Four Years
Total Portfolio	87,587,037	100.00	(2.08)	7.13	(6.50)	(6.50)	2.95	6.51	8.88
Policy			(2.70)	5.93	(7.75)	(7.75)	1.77	4.34	6.61
Value Added			0.62	1.20	1.25	1.25	1.18	2.17	2.27
Cash & Equivalents	15,170,951	17.32	0.29	0.86	1.83	1.83	0.70	0.45	1.77
FTSE Canada 91 Day T-Bill			0.34	1.00	1.82	1.82	0.99	0.95	1.12
Fiera Integrated FI ST FD	17,136,920	19.57	(0.02)	0.94	(3.73)	(3.73)	(2.26)	0.37	1.16
FTSE Canada Short Term Overall Bon			(0.15)	0.67	(4.04)	(4.04)	(2.50)	0.03	0.79
Canadian Equity	16,831,939	19.22	(4.59)	4.08	(1.69)	(1.69)	9.70	9.52	13.15
S&P/TSX Composite Index			(4.90)	5.96	(5.84)	(5.84)	8.53	7.54	11.19
U.S. Equity	11,068,932	12.64	(4.16)	10.80	(8.37)	(8.37)	10.48	13.91	17.05
S&P 500 (CAD)			(5.81)	6.07	(12.16)	(12.16)	5.87	9.25	12.95
N.N.A. Equity	10,984,693	12.54	(1.68)	14.08	(12.65)	(12.65)	(3.66)	2.04	6.38
50% MSCI EAFE 50% MSCI EM			(0.72)	12.00	(11.12)	(11.12)	(4.14)	0.73	3.94
Fiera Intl Equity ESG Fund	10,984,693	12.54	(1.68)	14.08	(13.83)	(13.83)	(0.21)	5.68	10.30
MSCI EAFE (CAD)			0.02	15.71	(8.23)	(8.23)	0.61	2.35	5.57
Fiera Capital Pooled Invest.	1,608,707	1.84	(2.52)	4.86	(2.55)	(2.55)	6.66	7.70	9.89
Fiera Capital Pooled BM			(2.52)	5.39	(6.26)	(6.26)	2.74	4.48	6.96
Global Equity	14,784,896	16.88	(1.86)	15.24	(10.68)	(10.68)	3.16	10.95	14.03
MSCI ACWI CAD			(3.99)	8.24	(12.43)	(12.43)	1.45	5.54	9.03
NEI Environmental Leaders Fund	9,428,282	10.76	(2.96)	13.21	(16.56)	(16.56)	0.99	8.28	11.70
MSCI ACWI CAD			(3.99)	8.24	(12.43)	(12.43)	1.45	5.54	9.03
Greenchip Global Equity Fund	5,356,614	6.12	0.13	18.99	1.98	1.98	8.26	21.16	23.62
MSCI ACWI CAD			(3.99)	8.24	(12.43)	(12.43)	1.45	5.54	9.03

The Committee devotes considerable effort to responsible investment activity and United Nations Principles for Responsible Investment (UN PRI) engagement. Shareholder engagement in partnership with like-minded investors continues through our contract with SHARE.

Background

Until 2019, our year over year investment balances had been decreasing due to UCC Treasury cash flow needs, despite favourable investment returns. This reflected an intentional drawdown of our group benefits reserves plus the need to fund operations and one-time costs associated with the restructuring of the church. As donations and other traditional revenue sources decrease, investment income is an increasingly important element to sustaining our

mission. However, much of the Treasury Fund assets are comprised of special purpose or restricted funds, which are not available for general operating purposes.

Financial Statement Category	2022	2021	2020	2019	2018	(million)
General Fund	45.5	52.9	46.3	40.1	39.8	Includes reserves for Group Benefits, Insurance, Unrestricted
Trusts and Endowments	8.1	9.0	8.3	9.5	8.1	Should remain level, any growth would be Kairos endowment
Charitable Annuities	19.1	19.8	20.4	20.3	18.8	Decline over time as annuities mature. Strong surplus position
Property & Building Funds	28.9	32.6	27.8	37.5	32.8	Decreases due to funding commitments (Faithful Footprints, UPRC)
Total:	101.6	114.3	102.8	107.4	99.5	
United Property Resource Corporation	9.8	10.7	10.1	3		
Captive Insurance	3					
Adjusted Total	114.4	125.0	112.9	110.4		

There are aggressive plans to eliminate operational deficits in the next few years, but COVID-19 pandemic impacts have created further uncertainty around future cash flows and the potential need to draw down investments, hence providing regular updates on these requirements to the Investment Committee as well as prioritizing the liquidity needs of the portfolio.

History

The Investment Committee was formed in 2010 by the Permanent Committee on Finance (precursor to Finance Advisory Committee) to focus greater time and expertise on asset management. Prior to this, the one external investment manager, Fiera Capital, reported directly to the Permanent Committee on Finance. During the initial years, the Committee met extensively to establish policies, objectives and provide more hands-on oversight of the Treasury Funds. Key documents created included the Terms of Reference for the Investment Committee and the Investment Policy Statement, which are now reviewed annually. In 2012, the first formal review of Fiera Capital was done, updated in 2016 and the most recent review done in May 2022. These formal reviews included an external investment consultant advisor, Mercer. A second major initiative has been the ongoing development of the Responsible Investing policies and decision-making structure for the Treasury Funds.

Membership

The Investment Committee has comprised the following people during 2022:

	<u>Appointed</u>	<u>Appointed As</u>	<u>City</u>
Tim Bradshaw (Chair)	Sept 2014	Member-at-large	Toronto
Dan Markovich	Feb 2016	Member at large	Brockville
Jeff Horbal	June 2017	Member at large	Toronto
Michelle de Cordova	September 2021	Member at large	Bowen Island, BC
Andrew Bedeau	December 2021	Member at large	Mississauga
Daisy Xu	November 2022	Member at large	Vaughan

A key goal achieved in 2022 was committee membership renewal as a number of our members will be reaching term limits in the coming years. Michelle de Cordova is our RI/ESG expert. We were also pleased to have Daisy Xu accept our invitation to join the committee as part of our succession plans. Investment committee members are recruited as subject matter experts and jointly recommended to the General Council Executive for appointment by the Finance Advisory and Nomination Committees. Investment Committee meetings are attended by members of The United Church staff including Erik Mathiesen, Harry Li, and Mary Worrall. Staff members are not voting members, but provide support and information to the Investment Committee.

Meetings During 2022

The Investment Committee seeks to meet at minimum four times per year. The Committee maintains a workplan and schedule to ensure all duties are carried out. Face to face meetings are minimized as a cost saving measure and also to reduce demands on volunteer time, so the pandemic did not impact committee work significantly. In 2022, it met by Zoom on the following dates: **March 4th, May 31st, June 20th, August 23rd, and an in-person meeting on November 25th**, with several email updates to the committee members between meetings. Individual members may attend institutional investor events throughout the year representing the Church (Responsible Investment Association, UNPRI, SHARE etc.). Meetings are scheduled normally within six weeks of quarter end (for investment performance reporting) and if possible, a week prior to the meetings for the Finance Advisory Committee.

Governance

The Investment Committee has established a standing timetable for reviewing various governance matters each year. All material changes to governance documents are submitted to the Finance Advisory Committee for approval.

Treasury Fund Assets

The next table summarizes investment holdings by investment manager/mandate. The Investment Committee does not manage the real estate assets of the church, nor a legacy bond portfolio that backs charitable annuities.

Investment Holdings at Dec. 31, 2022

	2022	2021	(million)
Fiera Core Funds	73.4	84.0	Primary asset manager, diversified mandate (Incl. RBC IS & IMA)
Segregated Bonds (Annuities)	11.4	11.9	Backs charitable annuities with a further \$9 million of Fiera Core Funds
NEI Leaders Fund	9.4	11.3	"Green" Asset Allocation
Greenchip	5.4	5.2	"Green" Asset Allocation
OikoCredit	1	1.0	3rd world microlending, increased to \$1 million in Jan 2017
Designated Investments	1	1.0	
Captive Insurance	3		
UPRC	9.8	10.6	Investment in United Property Resource Corporation
Total:	114.4	125.0	

A component of Treasury Fund assets is allocated to “green investments”. As at December 31, 2022, \$9.4 million is allocated to the NEI Leaders Fund, managed by Impax Asset Management, an international institutional asset manager with specialist expertise in the areas of resource efficiency and environmental markets, focused on emerging global investment opportunities in rapidly expanding sustainable investment markets. his fund incurred a loss of 16.56% for the year 2022. In December 2017, \$1 million was invested in the Greenchip Global Equity Fund, managed by Greenchip Financial, a Canadian domiciled firm investing in sustainable “blue chip” businesses operating in the green economy throughout the globe (NOTE that Greenchip Financial was purchased in 2020 by Mackenzie Investments; and the main principals remain in place managing the portfolio at Greenchip). An additional \$3 million was invested in Greenchip in Q2 2021. The Greenchip fund holding is \$5.3 million at December 31, 2022 with a one-year return of 1.98%.

Decisions on the allocation of Treasury Funds to these strategies are at the discretion of the Investment Committee. These non-Fiera holdings are added to Fiera balances to ensure compliance with overall asset allocation ranges allowed by our investment policy. A target weighting of these thematic funds was set at 15% in 2022.

Responsible Investing Activities

We strongly believe that environmental, social and governance (ESG) factors can affect investment risk and return and are relevant to the overall mission of our church. Our approach to responsible investing continues to shape our investment program in a positive way. The United Church of Canada is considered a leader in this field in the Canadian faith sector. We apply negative screens to our direct investments and explicitly measure ESG scores in our international and U.S. pooled fund holdings. The portfolio has been fossil fuel free since 2015, based on a directive from the General Council that year. Proxy voting and shareholder engagement is led by our external service provider, SHARE. SHARE is an organization that specializes in this activity and represents various denominations and institutional investors

across Canada. Our voting record for each company's annual proxy circular is posted on The United Church Commons website for any interested party to review.

The United Nations PRI was established in 2006 and is a voluntary set of principles for institutional investors throughout the world. It commits members to ESG principles, reporting on activity, and promoting the principles of responsible investing to a broader audience. The United Church was the first Canadian religious asset owner to sign on. Fiera Capital, Impax and MacKenzie are all signatories and have established reporting systems that will be able to assist The United Church. We continue our active shareholder engagement and continue to push our investment managers to up their game in this space. We continue to sign on to various high-profile investor statements including:

- Canadian Investor Statement on Climate Change
<https://www.riacanada.ca/news/canadian-investors-call-for-increased-climate-accountability-in-corporate-sector/>
- Powering Past Coal Alliance for COP26
<https://www.poweringpastcoal.org/>
- Canadian Investor Statement on diversity, equity and inclusion.
<https://www.riacanada.ca/investor-statement-diversity-inclusion/>
- Global Investor Statement in Support of an Effective, Fair and Global Response to Covid-19
<https://accesstomedicinefoundation.org/news/investors-issue-urgent-call-for-fair-and-equitable-global-response-to-covid-19>

Service Providers and Expenses

The Treasury Fund benefits from a very low investment manager fee structure arising from our long-term relationship with Fiera and its predecessors. The fact that other United Church funds also are Fiera clients helps to keep the fees low. Typical fees for a fund of our size would be more than double what we currently pay.

The United Church of Canada
Treasury Investment Committee

Summary of Expenses at December 31, 2022

Description	2018	2019	2020	2021	2022
Fiera Investment Manager Fees	178,370	171,869	178,971	183,400	164,497
RBC Investor Services (Custodian)	8,482	9,238	6,834	7,638	11,054
NEI Investment Manager Fees	49,258	52,633	59,125	76,961	69,363
Mackenzie Investment - Greenchip Fund Fees	7,761	8,397	10,589	31,455	38,409
Investment Fee Recovery (Kairos)	(22,124)	(24,743)	(22,704)	(19,592)	(26,422)
SHARE Engagement and GIR Proxy Voting Services		11,808	10,995	12,310	14,848
Membership & Registration Fees (incl. RIA & UN PRI)		1,419	1,393	1,507	2,669
**Consultants Fees	9,483				22,347
Meeting Expenses/Events	551	2,438	414	436	1,374
Total:	231,780	233,058	245,617	294,115	298,138

Investment assets (\$millions)	99.5	107.4	112.8	125.0	114.4
Total investment cost vs assets	0.23%	0.22%	0.22%	0.24%	0.26%

**Prior to 2019 SHARE fees included in consultants fees

No Mercer or MSCI expenses from 2018-2021 which lowered the total consultant fees

Priorities for 2023

In planning its agenda for 2023, the following are priorities for the Investment Committee.

1. Protecting the capital of the Treasury Funds in a volatile environment and planning for any drawdown of investments to support operational priorities. (Ongoing)
2. Investigate the potential of social impact and/or green bonds as core fixed income holdings.
3. Focusing on select RI issues to optimize limited resources, but maintain The United Church of Canada's strong moral voice on various investment issues. (Ongoing)
4. Leveraging relationships and knowledge sharing with other complementary organizations to achieve RI objectives. (Ongoing)
5. Ensure clear succession planning at the Finance leadership level in The United Church and within the Investment Committee.

ACTIVITIES OF THE JOINT GRANTS COMMITTEE

Report to the Executive of the General Council on the 2022

The Joint Grants Committee, which is made up of representatives from GCE and the Foundation, met several times in 2022 to consider applications for the various granting programs for funding from non-designated trusts and endowments of The United Church of Canada Foundation. The Foundation's Board reviews and responds to the recommendations of the Joint Grants Committee. The Joint Grants Committee reports to GCE on the grants it awards through Embracing the Spirit. Details on those grants can be found in the last 3 pages of this report.

This report is provided to GCE for its information.

In 2022 the Foundation's Board awarded 74 grants from the Seeds of Hope Granting Program totalling \$548,715; 16 from the New Ministries Fund totalling \$354,000; 31 scholarships, bursaries, and academic awards totaling \$233,000; 3 grants for the work of the GCO totalling \$31,100; 2 Trust-Based grants totalling \$30,800; an one-time grant for \$50,000; 19 grants from the Good Samaritan fund totalling \$377,050.03.

In total, 146 grants were awarded totalling \$1,624,665.03 from the trusts and endowments of The United Church of Canada Foundation through these granting programs.

The following grants were made from Foundation funds based on applications received:

Seeds of Hope grants:

From the Wesley C. Smith Fund

- \$1,000 to Burry Heights Camp and Retreat Centre (St. John's, NL) in support of the Sports Field/Recreation Upgrades project. They aim to make the field and basketball court accessible to individuals with accessibility needs. They will fill any holes in the field as well as seed and soil to create accessibility for all. A pathway to the basketball court will be placed to allow campers in wheelchairs to access the basketball court. Additionally, they aim to repave the basketball court to allow it to be accessible, as it is currently uneven in places.
- \$10,000 to the Massey Centre for Women (Toronto, ON) in support of the Reimagining and Reintroducing Volunteer Program to Help Young Families project. The project will introduce volunteers to 3 sites at Massey Centre. Volunteers will support programming for families including workshops for children/youth, recreational programming, and respite. This project is needed at this time because Massey Centre amalgamated with Humewood House and now has more sites. This project is needed to change their systems to virtual to make volunteer recruitment more efficient across locations. \$4,000 to Athabasca United

Church (Bedford, NS) in support of the Youth Inclusion and Engagement project. This project will engage youth in a variety of different activities to foster a sense of belonging and engagement in the Athabasca community. Athabasca United Church will offer events and activities that help connect youth, to each other, their families, the church and the greater community. Athabasca United Church are striving to primarily serve youth who may not access other community services due to discrimination around sexuality, gender identity, race, ethnicity, disabilities or socio-economic status.

- \$2,500 to Camp Menesetung (Goderich, ON) in support of the Camp Menesetung Forest Church project. This is a faith and spiritual program that takes seriously the increasingly land-based spirituality of children and youth, as well as providing new and innovative ways for local churches to worship in the Spring and Fall.
- \$7,000 to Kamloops United Church (Kamloops, BC) in support of the After School Programming for Teens project. Kamloops United Church plans to provide after school programming in a relaxed open door environment to support youth who have aged out of traditional afterschool programs. Community, sharing, and listening are key elements to wellbeing and mental health. They will focus on the following; Indigenous youth, LGBTQ2SPIA youth, Trans youth and an intergenerational gathering where youth and elders can meet together and share. In addition to the focus of the day they will offer beverages and snacks.
- \$500 to Lambton Presbytery United Church Centre (Lambton Shores, ON) in support of the Little Explorers project. Lambton Centre would like to create an outdoor learn and play area that is accessible to the preschool age group (2-5yrs). This will allow Lambton to facilitate a nature-based playgroup for children and their parents once a week on their camp grounds, throughout the months of the September-June. This will increase opportunities for families to participate in outdoor education beyond the summer season, providing a focus of living with respect in creation.
- \$3,000 to Port Hope United Church (Port Hope, ON) in support of the Port Hope Youth Arcade project. They have received start-up funds from Port Hope Rotary to hold a Tuesday afternoon 4 - 8 pm drop-in program for Port Hope high school students. This program will include tutoring, healthy snacks and dinner, and arts programming. The local high school in Port Hope provides no arts programming. They also have a venue, the Port Hope Knights of Columbus Hall.
- \$7,000 to Camp Cosmos (Montreal, QC) in support of the Camp Cosmos- Accessibility Program. Camp Cosmos' Accessibility Program allows children with disabilities to experience the joy of camp in a safe and supported environment. They are one of the only camps in Montreal where children of all abilities learn and play together, and the only one that offers free accompaniment services. With the help of the Accessibility Director, who

adapts programming to meet each camper's needs, and a Shadow who, campers with disabilities can truly shine.

- \$1,000 to Norwich United Church Summer Camp (Norwich, ON) in support of the NUC Summer Camp Program. This is the 16th year of their Summer Day camp and leadership program. NUC hire students who plan, organize & implement eight weeks of affordable, faith based, summer camp. Senior staff mentor younger staff in planning and presenting weekly activities and themes. Young people from grades 7 - 10 attend the leadership camp and then assist with younger campers the rest of the summer who enjoy a variety of activities based on weekly themes.

From the Camping Trust Fund

- \$2,500 to Silver Lake Camp (Kincardine, ON) in support of the Silver Lake Dining Hall Build project. Silver Lake Camp is looking to raise \$2.5 million dollars over the next 2 years to build a new Dining Hall. To date, they have raised over \$600,000 through generous donors and church communities. The new dining hall will include many updates that will help to address some current issues and increase usable space. Some of these updates include accessible bathrooms, increased meeting space, basement storage, modernized kitchen area, more space for dining with increased airflow, large outside dining deck on upper level, and indoor laundry facilities.

From the Camping Trust Fund and the C. Jean Moore Endowment Fund

- \$5,000 to Camp Bimini (St. Paul's, ON) in support of the New entrance and parking lot project. Their existing camp entrance is narrow, on the side of the hill with existing blind spots to the busy road traffic on the county highway. The safety of their campers and their families is a major concern. Their project is to establish a new camp entrance with increased visibility at the base of the hill and create a parking lot on our property that will be a safe distance from the busy road.

From the Wesley C. Smith Fund and the Ann Baker Estate Fund

- \$4,500 to Lambton Presbytery United Church Centre (Lambton Shores, ON) in support of the Accessible flooring for Lambton Centre's Children Centre project. Lambton Centre wants to install accessible-nonslip flooring in the living room and hallway from the accessible washrooms of the Children's Centre to provide safer programming access for youth with disabilities. This will increase opportunities to participate in services/programs. This will allow for more independence/autonomy and a more enjoyable experience and they will have a more inclusive environment, where everyone feels they belong. The installation will be done by the volunteers at Lambton Centre.
- \$20,000 to the Tatamagouche Centre (Tatamagouche, NS) in support of the Supporting Youth Leaders & Intergenerational learning in the Maritimes program. Tatamagouche Centre is blessed with a wide diversity of communities - multi-faith, multi-race, gender-

diverse and multi-generational. We tackle divisiveness through encounters, learning programs, gatherings and retreats focused on spiritual growth and justice. Young leaders are the future of our social movements. Intergenerational learning ensures the passing of legacies. This project ensures that youth voices and voices are well-supported directly and with Elders and represent the diversity of youth in our communities across the Maritimes.

From the Watkins Fund for Innovative Programs and Projects in Addressing Poverty and Children at Risk

- \$10,000 to Fred Victor Centre (Toronto, ON) in support of the Fred Victor Urban Community Gardening Program. The Fred Victor Urban Community Gardening program is providing people living on low incomes with immediate access to fresh, healthy food at a time when many families have been experiencing increased food insecurity, job loss, and rising housing and food costs. This program provides a vital outlet for safe, socially-distanced outdoor activity to engage the community and provide children and youth opportunities to engage in learning about nutrition, health, gardening and ecology.
- \$3,250 to Chalmers Community Services Centre (Guelph, ON) in support of the Opening our Doors project. When COVID hit in March 2020, they closed down all of our cafe programs, which meant that they shut out a large group of community members who needed a safe place to go. The "Opening Our Doors" project is dedicated to finding a safe way to open our cafes again.

From the Watkins Fund for Innovative Programs and Projects in Addressing Poverty and Children at Risk and the Living Spirit Fund

- \$18,500 to Brunswick Street Mission (Halifax, NS) in support of the Outreach Program: Community Engagement project. Their Outreach Program is a trauma-informed program for those experiencing poverty in our community and is designed to provide flexible and responsive mental health supports for community members in distress. The program has been running in its current form for 2 years and primarily offers on-site, drop-in services. We plan to expand our program to begin offering in-the-community services, sending our outreach worker to the most difficult to reach people in our community.
- \$15,000 to Brunswick Street Mission (Halifax, NS) in support of the Brunswick Street Market project. Demand for Brunswick Street Mission's Food Bank has grown dramatically in the first half of 2022. They have recorded an almost three times increase in visits to the Food Bank compared to the first half of 2021. As a result of increased demand, Brunswick Street Mission acquired a grant and donations to hire a part-time staff person to manage the Food Bank until the end of the 2022. This funding will help maintain this crucial staff to June 2023.

From the C. Jean Moore Endowment Fund

- \$500 to Echo Bay United Church (Echo Bay, ON) in support of the Community Garden

project. Echo Bay United Church plans to start with four garden beds. That include frame, dirt and seeds/seedlings and miscellaneous things like support sticks, ties, etc. They expect to be able to grow about eight crops. Crops would be used to supplement the food bank with fresh produce. Any extras will be preserved and supplement the food bank with preserves. They have volunteers to look after the gardens throughout the growing season.

- \$3,000 to Lot 16 Family Group (Miscouche, PE) in support of the Lot 16 Family Outreach project. Lot 16 United Church is a small rural and elderly congregation. A successful event brought out many young families. Out of that, the desire to continue to connect with them. Several families have begun to meet every second Wednesday. They play games, decorate the church for thanksgiving, read bible stories, pray and sing bible songs. They would like to continue to grow and connect community families with children together with the love of God.

From the Davey Family Endowment Fund

- \$7,500 to McMaster University Ecumenical Chaplaincy (Hamilton, ON) in support of the Big Wide Circle – McMaster Campus Chaplaincy Spiritual Expansion project. McMaster Ecumenical Chaplaincy serves a population of over 35,000 souls, making it the largest "congregation" in Canada - yet visibility during the pandemic has been challenging and the Chaplaincy office even closes over the summer. This project would be to support the visibility of the program during the year with increased programming and student outreach and to hire a summer minister/chaplain to continue the work of McMaster Chaplaincy and not lose momentum in the summer.
- \$500 to Upper Mills United Church (Upper Mills, NB) in support of the Youth Art Group project. The youth art group is offered every second Saturday at Upper Mills United Church from 1- 2 pm. Children and youth of all ages are welcome and will be working on various art projects in a welcoming and friendly environment. The projects will be curtailed to the age and ability of each child and will encourage artistic and creative development in a group environment.

From the Kingscourt United Church Endowment Fund and the Davey Family Endowment Fund

- \$2,000 to Winchester United Church (Winchester, ON) in support of the Nutrition and Nurture – Food in Community project. Working in conjunction with the House of Lazarus, a local mission, Winchester United Church will be offering a free meal and time for social interaction in a friendly and open environment to their community on a weekly basis. They are looking to reach out to all living with food insecurity as well as those undergoing isolation for any reason. The church's facilities will be used for the program, and run by volunteers and project team members.

From the James Robertson Memorial Fund

- \$5,000 to Duncan United Church (Duncan, BC) in support of the Palestinian Farmers

project. The project, coordinated with the assistance, support and advice of the United Network for Justice and Peace in Palestine and Israel (A United Church of Canada Network) brings Fayez and Mona (Taneeb) Owda, farmers from Palestine, to meet organic/off grid farmers, Indigenous people living under Canadian law and community members. They will share and learn techniques of Organic/off grid farming, share their philosophy of organic farming as resistance and share stories of living under occupation.

- \$1,800 to Sandy-Saulteaux Spiritual Centre (Beausejour, MB) in support of the Visit by Palestinian farmers Fayez and Mona Taneeb. The project goal is to build cross-cultural solidarity on questions of economic and agricultural justice. They will host a Palestinian farmer to share his story of sustainable agriculture under oppressive conditions in the West Bank. Fayez is a farmer that Adrian met on a United Church delegation to Palestine last year who has been invited to make a cross-country tour of Canada to share his story.
- \$10,000 to Westworth United Community of Faith (Winnipeg, MB) in support of the Walking the Paths of Residential Schools project. Working closely with Indigenous mentors, Rev. Gloria Cooke and Rev. Stan McKay, the Team has crafted a week-long educational event to shine a light on the United Church's Brandon Residential School, and the Assiniboia Residential School, formerly located in the River Heights area of Winnipeg. Rev. Cooke will speak Saturday evening on her experiences in Residential Schools and Rev. McKay will lead Sunday worship with an emphasis on Indigenous Spiritual Practices.
- \$4,000 to Bashaw United Church (Bashaw, AB) in support of the Unstoppable Church project. This is a full day workshop for Central Alberta United Churches, facilitated by Unstoppable Conversations to begin the process of shifting mindsets and then exploring the potential opportunities that come from the experience. The intention would be to set up a structure of collaboration and sharing for rural churches to explore and strengthen their viability including community development.
- \$1,000 to Grosvenor Park United Church (Saskatoon, SK) in support of the HOPE Workshop project. The workshop will be a day of self discovery for people to learn to love themselves after the trauma of sexual violence or abuse. There will be teachings from different 'healers' available both in the group setting and in the individual meetings. There will be short talks about self healing and how to "help yourself" (via Louise Hay). Different meditative activities (prayer, tree of gratitude, doodling, labyrinth, meditation) will allow the healing to settle in.
- \$4,000 to Grosvenor Park United Church (Saskatoon, SK) in support of the Disability Conference 2023 project. GPUC is engaging an ongoing disability project. The next phase of this relationship-building is centered around a conference, scheduled for January 27-29, 2023 at GPUC. The purpose is to learn more from the disability community by giving GPUC members and the general public the opportunity to learn about the experience of living

with disabilities, make connections, and advocate for change, and for those living with disabilities to connect with each other.

From the Alfred J. Mitchell Trust Fund

- \$4,500 to Five Oaks Centre (Brantford, ON) in support of the Decolonization Course. This course has two formats within its structure: two weekend retreats and a four-week program, to respond to TRC Action #59; #60, by creating a program for white leaders to deconstruct colonialism and offer ways for the church to be reconstruct and transform themselves in ways that do no harm. The course will strive to identify negative and harmful interpretive patterns and see alternative possibilities, for leadership in and outside the church
- \$4,500 to Five Oaks Centre (Brantford, ON) in support of the Indigenous Governance 101 project. Indigenous Governance 101 will be created and presented in consultation with the Indigenous Program Coordinator and Six Nations Elder. They will hire a leader to write curriculum and lead programming on the basics of Indigenous Governance. The curriculum will be structured to help newcomers and settlers to better understand the function and culture of Indigenous communities.
- \$10,000 to Naramata Centre Society (Naramata, BC) in support of the Social Innovation Centre for Young Adults project. Young adults (17-30 years old) are wanting a place to explore, learn, and create new systems to impact change in areas that are meaningful to them. The Naramata Centre seeks to provide that space through a 10-day program that provides experiential learning opportunities in social innovation. Participants will learn tools and practices to become effective change-makers in addressing social, environmental, and cultural challenges in society today.
- \$5,000 to Cruxifusion (London, ON) in support of the 2023 Cruxifusion Gathering. A three-day in-person gathering in Hamilton for United Church ministers (ordained, diaconal, DLM, students) who self-identify as theologically orthodox/traditional/evangelical/conservative. The 2023 theme is "Feed My Sheep" and will include speakers, preachers, music, organic fellowship, and workshops by various leaders inside and outside the United Church of Canada. This event usually has 60-80 participants from all across Canada.
- \$10,000 to Robertson-Wesley United Church (Edmonton, AB) in support of the Community and Connection – 2SLGBTQIA+ Advocacy Conference. Robertson-Wesley will host a conference over a weekend during Pride month that will gather people from the 2SLGBTQIA+ community, along with agencies engaged in supporting this community in Edmonton. It will be a time to hear what is being done, and what issues and challenges the community is facing today, and what supports are needed. It will showcase artists, key leaders, politicians and provide a safe space for healing and support to be found.

From the Living Spirit Fund

- \$8,000 to River Bend Integrated Community Ministries Inc. (Saskatoon, SK) in support of the Mental Health Sharing Circle. The Sharing Circle creates a sense of place and a culturally safe space for those who may have experienced Residential School and Sixties Scoop Intergenerational Trauma, Mental Wellness and Addictions, Grief and Loss, Homelessness, Gang involvement and various Abuses. It is a place where we learn to stand up and take a stand with our Story, our Truth, our Beliefs and our Healing. Unity is real Strength.
- \$4,250 to Sandy-Saulteaux Spiritual Centre (Beausejour, MB) in support of the Planting of Seedlings project. The Sandy-Saulteaux Spiritual Centre is planting 700 seedlings this spring. They have 500 hazel nut seedlings and 200 Saskatoon seedlings on order for planting at the centre. The centre was to replenish some of the trees that have been lost due to age. The new seedlings would provide our guests with the opportunity to harvest nuts and berries.
- \$750 to Trinity United Church (Beamsville, ON) in support of the Johnny Appleseed Project- Raised Gardens. Building 3 raised vegetable garden beds will supplement the local food bank at Community Care West Niagara and the local migrant workers food boxes supplied by the Anglican Diocese of Niagara, Fresh flowers from the cutting garden will also be offered to the clients of those organizations. COVID 19 hampered the in-person activities at Trinity Beamsville. This project will renew team work for volunteers at Trinity United Church as we live our vision for ministry and mission.
- \$10,000 to Harrow United Church (Winnipeg, MB) in support of the Honoring Truth and Reconciliation project. At Harrow United Church, we believe that Truth and Reconciliation is the most definitive and important work for our nation and our community in this generation. We also believe that God is calling us to participate in this journey, and to respectfully engage with indigenous and settler community members, community organizations, schools, and the City of Winnipeg to educate, and to nurture relationships and understanding.
- \$5,000 to Chinook Winds Regional Council (Okotoks, AB) in support of the Campus Ministry – Community Connector Program. The Campus Ministry - Community Connector program will hire post secondary students for positions of leadership development and year long ministry employment that helps bridge the gap between United Church of Canada and post-secondary life. This job program is one of research, relationship building, service, and risk taking --focused on providing an United Church of Canada affirming progressive space on campus. The Chinook Winds Regional Council want to bring this program to new post secondary institutions in Medicine Hat and Lethbridge.

- \$2,000 to Dalhousie Campus Ministry (Halifax, NS) in support of the DalOUT Fall Leadership Retreat. A weekend spiritual retreat for the student leaders of DalOUT (Dalhousie University Queer Students Society): grounding their leadership development and program-planning for the year in a time away of intentional spiritual contemplation and conversation, led by Dal United Church of Canada Chaplain. The Dal Campus Ministry is the only on-campus Affirming Ministry in the United Church of Canada, and the Chaplain has developed a strong and supportive relationship with DalOUT.
- \$5,000 to Pacific Mountain Regional Council (Burnaby, BC) in support of the Campus Ministry Community Connectors project. Launched in July 2022, the Community Connector project is one of leadership development and year long ministry employment for 8 young adults that helps bridge the gap between United Church of Canada and university life. This job program is one of research, relationship building, service, and risk taking – focused on gaining traction in places dominated by Pentecostal, Baptist, and non-denominational organizations. Community Connectors have been an invaluable resource so far and are doing work traditional ministers cannot.

From the Living Spirit Fund and the Kingscourt United Church Endowment Fund

- \$8,000 to Jubilee United Church (North York, ON) in support of the Resistance Church Digital Ministry project. Resistance Church is an online ministry of Jubilee United Church, focused around Jesus' call towards radical and subversive love. The three pillars are: Rest as Holy Resistance, Hope as Holy Resistance, Community as Holy Resistance. With this grant they are able to hire guest speakers with a diverse range of lived experiences for their online worship gatherings, as well as the technology to expand their impact throughout Canada and the United States.

From the Gilmore Park United Church Fund

- \$1,000 to St. Mary's United Church (Saint Mary's, ON) in support of the Evangelistic Expansion of Christian Education project. St. Mary's have had an influx of children and youth, and wish to offer them the best Christian Education experience they can for 2023! They hope to start a Jr. Youth Group, do some work on their spaces, and continue to implement the new GO Project Curriculum. They wish to continue to work on their partnerships with local High Schools as well!

From the Living Spirit Fund and Gilmore Park United Church Fund

- \$2,200 to Uganda Martyrs United Church of Canada (North York, ON) in support of the Spiritual Enrichment Program. This grant will allow them to participate in the Seed Consulting coaching and course about spiritual gift development.

From the Faith and Mission Fund

- \$1,000 to Westminster United Church (Whitby, ON) in support of the Spiritual Practices for Connection and Well-Being project. Spiritual Practices for Connection and Well-Being is a

project that will build and strengthen meaningful relationships (with God and one another) through small group opportunities for all ages, focusing on spiritual practices. The project involves research, development and implementation of a program to facilitate experiences of faith and spirituality both in person and online for church members and the wider community, while also building and equipping people with gifts and skills to continue this ministry.

From the C. Jean Moore Endowment Fund

- \$11,000 to Stone Soup Network (Five Oaks Centre) (Paris, ON) in support of the Stone Soup Training Modules project. The research, design, development, and documentation of five Stone Soup Network (SSN) training modules. The training program is an instrumental part of launching and operating a successful SSN Neighbourhood. It forms the basis and foundation of how neighbourhoods begin their SSN journey and is intended to make the SSN program accessible and sustainable. It is also of great benefit to any congregation or organization wanting to upgrade skills for other outreach and not-for-profit work.

From the Faith and Mission Fund and the C. Jean Moore Endowment Fund

- \$2,000 to Westshore Community of Practice (Pacific Mountain Regional Council) (Victoria, BC) in support of the Cape Scott Youth Pilgrimage project. We will lead a group of youth (aged 15-25) on a five-day pilgrimage to Cape Scott at the northwestern tip of Vancouver Island. Adult mentors will accompany the youth in a ratio of approximately 1 adult to every 4 youth. The trip will serve as a wilderness-based rite of passage, steeped in Christian tradition and sacrament, providing the physical and spiritual challenge necessary for youth to mark their journey into adulthood.
- \$14,000 to Eglise Unie Saint Jean (Montreal, QC) in support of the Intégration au quartier project. This project aims, within 3 years, to reposition the mission of openness and welcome that characterizes St. Jean's parish and its historic building located in the heart of Montreal. To accomplish a profound transition towards attentive collaboration with the organizations of the neighborhood and their diverse needs. They are working with EDGE to explore the possibilities of pastoral and social redeployment in the neighborhood. To continue and bring this project to fruition, St. Jean's needs full-time pastoral care.

From the Foundation General Fund

- \$50,000 to Jordana Wright and Activate Space (Jubilee United Church) (Toronto, ON) in support of Active Space. Activate Space is a social enterprise that grew out of the United Church of Canada. It helps congregations excel as vibrant financially sustainable community hubs by connecting them with mission-driven organizations in their own local neighbourhoods who would like to share sacred and communal space. Led by a young Black female leader in the Church, it serves as a bridge between established congregations and a diversity of new partners representing the future of the Church.

- \$15,000 to The Canadian Council of Churches (Toronto, ON) in support of the Youth and Young Adult Ecumenical and Interfaith Leadership for Justice and Peace project. This project is designed to join and invite youth and young adults in the planning and participation of the priorities of The Canadian Council of Churches. As one component of an eco-system designed to join and invite youth and young adults, this project provides lay leaders, seminarians, theology and graduate students Research and Program Assistantships for ecumenical and interfaith work in faith and witness, Christian unity, justice and peace, intercultural leadership and learning, and communications.
- \$20,000 to The Bridge: From Prison to Community (Hamilton, ON) in support of the Release from Custody Reintegration Program. The Release from Custody Reintegration Program will provide intensive trauma informed wraparound reintegration support to 36 individuals exiting the prison system over the course of a year. Participants will be connected to a caseworker while incarcerated to ensure they are connected to critical reintegration supports once released, such as housing, income, food security, ID, addictions and trauma/mental health counselling. Participants will also be invited to participate in a weekly mental health and addictions group.
- \$8,855 to Sandy-Saulteaux Spiritual Centre (Beausejour, MB) in support of the Improvement of Office Ventilation and Fresh Air Intake project. The Sandy-Saulteaux Spiritual Centre is having staff return to work in the office. They want to improve the air quality and ventilation in the office by installing an air handler and duct work. This will bring fresh air into our offices with circulation and filtering of the air.
- \$10,000 to West Island LGBTQ2+ Centre (Beaconsfield, QC) in support of the LGBTQIA+ Migrant and Refugee Support Program. The aim of the LGBTQIA+ Migrant and Refugee support program is to serve LGBTQIA+ refugees and asylum-seekers, especially those from developing countries. This program is conceptualized as a partnership between the West Island LGBTQ2+ Centre and the Beaconsfield United Church-RISP. This project will create networks, build relationships, provide resources and support and create sustainable long-term community. This project will include the creation of support group meetings, educational workshops, activities, and speakers, and future material support.

From the Environmental Endowment Fund

- \$2,500 to Sandy-Saulteaux Spiritual Centre (Beausejour, MB) in support of the New Well - pump, wiring, piping project. The Sandy-Saulteaux Spiritual Centre is needing to drill a new deeper well as the current well is showing signs of drying up as the water table is low due to the drought conditions over the past 5 years. The level of water in the well is 10 feet below the level that was recorded in 2016.

From the Environmental Endowment Fund and the C. Jean Moore Endowment Fund

- \$10,000 to Emmanuel College of Victoria University in the University of Toronto (Toronto, ON) in support of the Land Transformed: An Urban Garden Project at Emmanuel College project. Emmanuel College would like to transform the grass land around its building in two phases to become a productive and ecologically sustainable space that includes vegetable and wild-flower gardens, a space that can help build relationships between and among Indigenous and non-Indigenous peoples, and a space for learning about and from the land. The development and long-term upkeep of the garden will include members from local Indigenous communities, such as Knowledge Keepers and caretakers.

From the Peace and Justice Fund

- \$6,000 to St. Paul's United Church, Grande Prairie (Grande Prairie, AB) in support of the St. Paul's Affirming Journey. St. Paul's United Church would like to offer a panel discussion, an open house, book talks, have their community actually see and be able to chat with individuals who are Gender Queer in an effort to learn about the challenges they face daily. Their goal is to provide a meaningful opportunity for open dialogue and connect with youth. The ultimate goal is to host a vote and become an official Affirming Church in the spring of 2023. There are no designated Affirming congregations north of Edmonton (450km south east of Grande Prairie).
- \$10,000 to the United Church of Canada Church in Mission Unit (Toronto, ON) in support of the 2nd phase of the 2022 People's University being organized by the Karl Lévesque Cultural Institute (ICKL). This year's People's University is focused on "Participatory democracy: philosophical foundations and historical experiences." This is particularly important as Haiti is at a critical point in its history. In July 2021, the president of Haiti, Jovenel Moise, was assassinated leaving a vacuum of power after being accused of wide spread corruption, being implicated in violence and ruling by decree. Since Moise's assassination, members of the Core Group, including Canada have called for swift elections. At the same time, a broad movement of 418 organizations of civil society, 105 popular organizations and 85 political parties and groups have called for a Haitian solution to the crisis, demanding a transitional government made up of different sectors of Haitian society that would break with the past political practices and enable deeper change within Haitian society.
- \$652 to Peachland United Church (Peachland, BC) in support of the Kairos Blanket Exercise project. In Peachland United Church's continued objective to foster reconciliation with indigenous peoples, they are planning to host a Kairos sponsored Blanket Exercise locally as an information session. Their neighboring churches of Westbank United, Summerland United, Penticton United, Oasis United and Naramata Community Church will be invited. The event will also be open to the public.

From the Watkins Fund for Innovative Ministries with Senior Adults

- \$5,000 to Women of the Dawn Ministry (Regina, SK) in support of the Kokums Helping Project. Women of the Dawn Ministry have an Elders group and Office and would like to continue from the last project providing Elders services in their community. This grant will partially allow them to secure the materials needed to continue this work.
- \$5,000 to First Grantham United Church (St. Catharines, ON) in support of the Re-entering Community, a Changed World, after Covid-19 project. This project will assist seniors experiencing social isolation to re-enter the community with confidence. The simple tasks, once taken for granted, are challenging now and seniors have been lonely in their own homes but feeling safe. Re-entering a busy world will introduce a new stress. Seniors are no longer in sync with 'normal' everyday life. This project will provide activities to build confidence will including exercise, mindfulness activities, nutritional education, and brain health.
- \$8,408 to Maison Saint Columba House (Montreal, QC) in support of the Human Library Project. Seniors Human Library is a project that will be initiated to better support the emotional, social participation, and inclusion needs of at-risk seniors within our organization and the greater Point Saint Charles community. In this project people (seniors) will be on loan instead of books to share their living history as it pertains to one specific topic of interest.
- \$2,550 to Grace United Church (Hanover, ON) in support of the Hand Chimes Music Program. Grace United Church plans to purchase hand chimes, and start with a hand chimes community music program that includes two ensembles: one for children, youth and families, and one for adults and seniors. There will be community outreach opportunities for people to try them and make music together, and through concerts. Heather Saumur is Children, Youth and Family Support staff with a Masters in Music who is ready and willing to lead this program.
- \$3,000 to Wasauksing United Church (Parry Sound, ON) in support of the Enji-Maawnjidyng – The Gathering Place project. This is a culture and language revitalization project and has been identified as #61 in the Truth and Reconciliation Commission's Calls for action. This project will implement 2 monthly activities, one in Language and one in Culture, over a six month period. The project will aim at revitalizing both areas of language and culture to community as a whole, included youth, seniors as well as the LGBTQ2S+ members.
- \$18,000 to Calvin United Church (Pembroke, ON) in support of the Parish Nursing Pilot project. The Upper Ottawa Valley Parish Nursing Pilot Project is an innovative, collaborative model offering wholistic healthcare ministry by United Churches in a rural area. A Parish Nurse is a Registered Nurse and a trained spiritual caregiver. This wholistic

ministry will offer body-mind-soul care to address the growing mental and physical wellness challenges of the Calvin United Church population. Faith communities will function as a healthcare hub for their surrounding area.

- \$10,000 to Georgian Bay Home Share (Grace United Church) (Thornbury, ON) in support of the Georgian Bay Home Share project. Georgian Bay Home Share (GBHS) is designed and positioned to address the local housing crisis and supporting seniors who wish to stay in their homes longer. GBHS will provide safe and effective matching services and provide opportunities for the matches to build communication skills and their relationship. GBHS will monitor the relationship for the first year and provide certified conflict resolution services when needed.
- \$500 to Lambton Presbytery United Church Centre (Lambton Shores, ON) in support of the Seniors Lunch Series project. Lambton Centre will be offering a Seniors Lunch Series program. The program will be held once a month from April-June and September-November. It will allow Lambton Centre to engage with seniors in the community of Lambton County, providing them opportunity to connect, be in community with one another, and learn new skills and knowledge. At each session, participants will be served lunch and engage with a presentation by a member of the community.
- \$8,000 to Manotick United Church (Manotick, ON) in support of the Manotick United Church Outdoor Signage Renovation project. Manotick United Church's 2018 EDGE consultation set a primary goal to encourage community use of our building. The Manotick and Area Centre for the Arts and Wellness, whose vision is to provide a variety of arts and wellness activities free for seniors, was formed. Their best way to reach their local community is via their signage that needs to be refurbished.
- \$6,000 to Red Deer Lake United Church (Calgary, AB) in support of the Senior Support and Care Meals Ministry project. This new project started prior to COVID but the church increased the frequency and scope of project due to needs exacerbated due to restrictions. This project focus on congregational care by lay people to provide support and connection for their members who are isolated, and transportation which is important for the independence of seniors and other mobility impaired people who require assistance to get to church community events as well as medical appointments.
- \$20,000 to Tsawwassen United Church (Delta, BC) in support of the Day Trips, Retreats, and Special Events & Neighbours Helping Neighbours project. There are two main elements to this project. One is their Day Trips Retreats and Special Events that provides support for people with developmental disabilities who are too often overlooked or not given the opportunity to develop. The second is Neighbours Helping Neighbours (NHN). NHN is a very special program that is constantly looking to improve and enhance its

services to seniors in communities, and the increasing growth of the senior population.

- \$500 to Vegreville United Church (Vegreville, AB) in support of the Senior's Friendship Lunch project. This program is set up predominantly for seniors either living in their own home or in a senior's housing complex. Vegreville has a very large senior population in their community, and they feel that it is important that they get out into the community with people their own age who have similar life experiences, needs, and a desire for interaction with others.

From the Ina Grafton Gage Trust Fund

- \$50,000 to L'Arche Sudbury Inc. (Sudbury, ON) in support of L'Arche Sudbury Place. L'Arche Sudbury Place is a unique model that fills gaps in living options to persons with developmental disabilities. Located on 4.5-acres, their affordable housing complex, based on a "Good Neighbour" model of intentional community is composed of: 28 shared living apartments, 10 units designated to people with intellectual disabilities, 16 units for rent to "Good Neighbours", a training unit to help individuals learn the skills needed to thrive in their own apartment, a respite unit, and an administration space and gathering space.

From the Brian and Belva Piercy Endowment Fund

- \$5,000 to North Bramalea United Church (Brampton, ON) in support of the Table of Reconciliation Gathering project. In June 2020 the congregation did a Sunday worship series for the month that was all about anti black racism and it was called "The Table of Reconciliation". It was one of the most powerful series North Bramalea United Church have ever done with a huge desire (at the church and in the community) to continue this work of bringing greater awareness AND action to racial justice. They would like to lead/offer an annual gathering to continue this work.

From the Brian and Belva Piercy Endowment Fund & the Watkins Fund for Innovative Ministries with Senior Adults

- \$12,500 to St. Paul's United Church (Orillia, ON) in support of the Seeking Right Relations Through Art, Education, and Civic Engagement: Responding to the TRC Calls to Action for Churches project. For 8 years, St. Paul's Orillia has concretely responded to the TRC Calls to Action. They helped form TR Orillia, hosted Call 83 Art project, held celebrations, educational events, and are a safe, trusting partner in seeking reconciliation. This grant furthers this work by supporting the artists, elders, educators through the Call 83 Art project and through TR Orillia's multi-faceted events. St. Paul's hosts, journeys together through concrete acts of solidarity and actionable plans.

From the Ann Baker Fund

- \$4,000 to St. James United Church (Innisfil, ON) in support of the Forest Therapy Without Barriers project. This project will bring the virtual/interactive experience and benefits of Forest Therapy to people who cannot experience the benefits in the actual forest. "Home"

includes private dwellings and Long-Term Care homes. Once weekly for 6 weeks, each person will receive a visit. Here, they experience the standard flow model of an outdoor walk but rather than walking the experience, items will be brought to them that will allow them to experience benefits of forest therapy.

From the Leadership Endowment Fund

- \$5,000 to Association of United Church Clergy (Bedford, NS) in support of the Clergy CARE project. The Association has heard that regular cluster-like meetings are yearned for, yet despite Regional Council's earnest efforts, remain largely unsubscribed. The Association has created events in Region 15 which have received unanimously positive feedback. This project would support the work of existing Regional Clusters and proposes to create additional regular supportive gatherings of clergy throughout Eastern Canada for the purposes of creating events which build community, educate and spiritually renew United Church of Canada clergy.

From the Rowntree Scholarship

The Rowntree Scholarship Fund will assist The United Church of Canada in benefiting from research that explores and draws out implications from the experiences of ministers and ministries that will help the church of the future effectively minister within the new and emerging Canadian reality.

- \$30,000 to Peter Woods and MacKay United Church (Ottawa, ON) in support of the New Edinburgh Neighbourhood Sound Walk. Sound Walks create a hybrid experience of spirituality, neighbourhood identity and nature through community engagement. The ultimate product is a gps-based (available on any computing device) walk around the historic Ottawa neighbourhood of New Edinburgh, with accompanying soundtrack. Sounds (music and spoken word) will be accessible via earbuds, and will have emerged out of improvisational music and conversations created/curated within the MacKay Church building as part of the Sound Walk community-engagement process. Church turns 'inside-out'! Content will emerge from "Music and Meditation" events at MacKay Church. There will also be community recording events for gathering words and poetry reflective of local spirituality and geography. With a mix of artistic direction and community engagement, the Sound Walk content will then be engineered into an easily shareable online product. The local Sound Walk would then be promoted and released much the same as an album or film, but very much as an affirmation of community and local identity.
- \$24,000 to Ross Bartlett (Halifax, NS) in support of the Thriving Part-time Ministries project. Based on completed research into the rapidly expanding phenomenon of part-time and bi-vocational ministry in the United Church (cf: Bartlett Jones *The Rise of Part-time Employment in Canada's Largest Protestant Denomination*, *Studies in Religion*, forthcoming; and Bartlett's *Real Ministry: How Part-time and Bi-vocational Clergy are Challenging and Empowering the Church*, forthcoming from Friesen Press), certain

consistent factors in successful and thriving part-time pastorates have been identified. This study will focus on those characteristics and practices of congregations that offer the best possibility of success. After testing, the results will be formulated as best practices for the information of clergy, congregations and educational institutions. The project will involve survey taking, interviews with select clergy and congregations, and testing of results with experts and practitioners.

Research, Scholarship, & Academic Awards

From the Anna Jentzsch- Bill Endowment Bursary

The Anna Jentzsch-Bill Endowment Bursary was set up as a memorial trust fund in 1994 with an initial gift of \$100. Its purpose is to support women in ministry:

- Ms. Lauri Ladd
- Rev. Andrea Allan
- Mrs. Jessica Gauthier
- Rev. Alexa Gilmour
- Ms. YunJung (Julia) Kim
- Rev. Sarah Bruer
- Mrs. Ilinca Poon
- Rev. Laurie Stevenson (Milito)
- Ms. Yujene Oh
- Rev. Britt Aerhart
- Rev. Kathleen Anderson

From the Victor Blatherwick Memorial Bursary

Created through a bequest, the Victor Blatherwick Memorial Bursary Fund is a yearly scholarship that is available to a member of The United Church of Canada who is enrolled in full- or part-time studies leading to an academic doctorate suitable for teaching in a United Church theological college:

- Rev. Marcie Gibson

From the Clifford Elliott Spirit of Saskatchewan Award

This award will provide financial support to United Church of Canada ministry personnel or laypersons who qualify for and intend to pursue graduate theological studies for Th.D, Ph.D, or D.Min. degrees with a view to strengthening the learning and renewal of the whole church, nurturing Christian faith and leadership development in the UCC and the ecumenical church, and fostering local communities of faith and mission:

- Rev. Ariel Siagan
- Rev. Oliver Dingwell

From the W. Norman McLeod Scholarship

The W. Norman McLeod Scholarships are available to those in the Order of Ministry who are engaged in postgraduate education and intending to serve The United Church of Canada.

- Rev. Deborah Foster
- Rev. Jaylynn Byassee
- Rev. Britt Aerhart

From the Elizabeth White Bursary

The Elizabeth White Bursary assists in developing leadership in the United Church focusing on the Chinese community.

- Ms. Ching-Yu Huang
- Ms. Wing Yi Wong

From the Alice K. McDonald Memorial Bursary

- Roxanne Bale

From the Rev. John A McDermid Memorial Bursary

- Esther Guillen

From the Gilmore Park United Church Bursary

- Rev. Brenna Baker
- Ms. Yujene Oh
- Rev. Kathleen Anderson

From the McGeachy Scholarship for Th.D and Ph.D Studies

- Mr. Morgan Bell
- Rev. Ariel Siagan
- Rev. Samuel Grottenberg

From the McGeachy Senior Scholarship

- Rev. Dr. Rob Fennell

Dr. Fennell will take on a major academic study of the Holy Spirit (pneumatology) within the United and Uniting Church traditions that are affiliated with the World Council of Churches. “This research project will ask, first of all, what are the key faith commitments held within the United and Uniting churches about the Holy Spirit? Who is she? How does she relate within the Trinity? What is the relationship of the Holy Spirit with creation and human creatures? Secondly, [Dr. Fennell] will look at how these convictions are shaped by social location, histories of colonization and settlement/invasion, Eurocentric assumptions, and critiques of modernity embedded within other traditions and perspectives. Finally, [Dr. Fennell] will consider how these faith commitments relate to the Holy Spirit – and indeed how the Spirit herself – inform the practices of intercultural ministry and discipleship, such as prayer, worship, Biblical interpretation, everyday living, service to others, and public

witness, as well as ecumenical and interreligious encounter and cooperation". 40% will be released at the start of the study, 30% midway, and 30% upon completion.

- Sandra Beardsall

This is a publishing grant in support of A Space for "the Space in Between": Creating an Online Toolkit to Foster and Support Ecumenical Shared Ministries in Canada. This work was created out of the work she did through her 2011 McGeachy Scholarship.

The New Ministries Fund:

- \$25,000 to Humber Valley United Church (Toronto, ON) in support of the Thrive 55+ project. First year of a three-year grant.
- \$25,000 to Southminster-Steinhauer United Church (Edmonton, AB) in support of the SSUC Wild Sanctuary project. First year of a three-year grant.
- \$25,000 to The GO Project (Oro Medante, ON) in support of the "Out of the Box" Curriculum project. First year of a three-year grant.
- \$25,000 to St. Andrews United Church (Halifax, NS) in support of the Transformational Leadership Initiative. This is the second installment of a three-year grant. ;
- \$20,000 to Burton Avenue United Church (Barrie, ON) in support of The Listening Post Barrie. This is third and final year of a three-year grant
- \$25,000 to Visions United Church (Moncton, NB) in support of Northeast Moncton Community Hub. This is third and final year of a three-year grant.
- \$15,000 to Ralph Connor Memorial United Church (Canmore, AB) years in support of Green Exodus. First year of a three-year grant.
- \$22,000 to First United Church (Ottawa, ON) in support of the Soul Space project. First year of a three-year grant.
- \$22,000 to Christ First United Church (Mississauga, ON) in support of the Community Network Ministry project. First year of a three-year grant.
- \$20,000 to Trinity United Church (Montreal, QC) in support of L'Église Sainte-Claire an Online French Ministry. This is the second installment of a three-year grant.
- \$20,000 to Eglinton St. George's United Church (Montreal, QC) in support of the Flourish House. This is the second installment of a three-year grant.
- \$10,000 to The United Church of Canada Korean Network (Toronto, ON) in support of The Growth and Development of The United Church of Canada Korean Network. This is the second installment of a three-year grant.
- \$25,000 to Naramata Centre Society (Naramata, BC) in support of Creating Online Paths to Spiritual Learnings and Practices. This is second and final year of a two-year grant.
- \$25,000 to Pearce Williams United Church Christian Centre (Fingal, ON) in support of Outdoor Ministries Institute Canada. This is third and final year of a three-year grant.
- \$25,000 to The United Church of Canada, the EDGE Unit(Toronto, ON) in support of The HUB Ministry. This is third and final year of a three-year grant.
- \$25,000 to Trinity United Church (Napane, ON) in support of Trinity LIFE Ministry. This is third and final year of a three-year grant.

Grant in support of the work of the General Council Office

- \$10,000 to the UCC Church in Mission Unit in support of *ADES: Santa Marta Association for Economic Development in El Salvador* project from the Foundation General Fund.
- \$13,100 to the UCC Church in Mission Unit in support of the *Union Theological Seminary* project from the Foundation General Fund.
- \$8,000 to The United Church of Canada in support of the *Venez – Voir, a Come and See Holy Land pilgrimage in Israel and Palestine in French* project from the Gertrude Cole Endowment Fund.

Trust-Based Grants

- \$22,800 to The Treaty Land Sharing Network (Bladworth, SK) from the Foundation General Fund.
- \$8,000 to Evergreen (Toronto, ON) in support of the *Brick Works Roof* project from the Foundation General Fund.

Other Grants

- \$50,000 to Ogden United Church (Calgary, AB) in support of the *Hub:29 redevelopment* project from the Foundation General Fund.

The Good Samaritan Fund – focus on seniors in the Greater Montreal area

- \$15,000 to Native Women's Shelter (Montreal, QC).
- \$20,000 to Auberge Madeleine (Montreal, QC) in support of *Shelter and Counsel for Senior Women*.
- \$33,188 to Saint Columba House (Montreal, QC) in support of *Seniors CARE Project*.
- \$25,000 to Montreal City Mission (Montreal, QC) in support of *What if Seniors Mattered?*
- \$15,000 to Montreal West United Church (Montreal West, QC) in support of *Extra Miles Senior Visiting Program*.
- \$12,622 to St. Paul's United Church (Magog, QC) in support of *Healthy Seniors' Living Exercise Program*.
- \$25,000 to Richmond-Melbourne United Church (Richmond, QC) in support of *Seniors' Spiritual Wellness Program*.
- \$25,000 to West Island LGBTQ2+ Centre (Beaconsfield, QC) in support of *West Island Rainbow Seniors*.
- \$35,000 to Contactivity Centre (Westmount, QC) in support of *Break out after the Pandemic*.
- \$30,000 to Riverside United Church (Rosemere, QC) in support of *Riverside Cares*.
- \$18,341.43 to Cowansville Area Pastoral Charge/Emmanuel United Church (Cowansville, QC) in support of *Emerging Vision – Outdoor Sanctuary*.
- \$30,000 to COCLA/Interconnexion aînés (St-Laurent, QC).
- \$20,000 to Riverside United Church (Rosemere, QC) in support of the *Out to Lunch* program.

- \$4,998.60 to Eglise Unie Saint-Pierre (Quebec, QC) in support of *Retraite sur les défis spirituels du vieillissement*.
- \$1,200 to Camino de Emaus de l'Eglise Unie (Montreal, QC) in support of *Camino de Oro at Camp d'action biblique*.
- \$35,000 to Montreal City Mission (Montreal, QC) in support of *Gathering at Table – Community of Friends*.
- \$10,000 to Montreal City Mission (Montreal, QC) in support of *Tackling Ageism Project*.
- \$20,000 to Montreal West United Church (Montreal West, QC) in support of *West-end Intergenerational Network, WIN*.
- \$1,700 to Eva Marsden Centre for Social Justice and Aging (Montreal West, QC) in support of *Tax Clinic Project*.

Embracing the Spirit

The Joint Grants Committee, which is made up of representatives from GCE and the Foundation, met four times in 2022 to consider applications for the Embracing the Spirit granting. In total 60 grants were awarded totalling \$420,118.

Grantee	Grant Amount	ETS Grant Type	Project Name	Urban, Rural, or Indigenous project
Canadian Council of Churches	\$ 2,000.00	Innovation	Biotechnology Cohort	National
Naramata Community Church	\$ 2,000.00	Innovation	Safe Spaces Toolkit	Rural
Shining Waters Regional Council	\$ 5,000.00	Innovation	Bees for Peace	Rural
St. Paul's United Church	\$ 1,500.00	Innovation	Digital Ministry	Rural
Cawston United Church	\$ 15,000.00	Growth Grant	Thrift Store	Rural
Maynooth-Madawaska Pastoral Charge	\$ 12,500.00	Growth Grant	Cathedral of Trees	Rural
Bedeque United Church	\$ 4,000.00	Innovation	Pop up Programs	Rural
Bond Head United Church	\$ 5,000.00	Innovation	Furniture Bank	Rural
Cawston United Church	\$ 4,000.00	Innovation	Thrift Store	Rural
St. Charles Headingley United Church	\$ 5,000.00	Innovation	Dementia-inclusive faith communities	Rural
Cottam United Church	\$ 5,000.00	Innovation	Kyiv House Project	Rural
O'Leary United Church	\$ 1,500.00	Innovation	Newcomer Training	Rural
Samson United Church	\$ 10,000.00	Innovation	Outreach Ministry	Rural
Sprucedale United Church	\$ 1,500.00	Innovation	Community Space	Rural
St. Andrew's United Church, Coe Hill	\$ 1,500.00	Innovation	Community Events	Rural
Ardrossan United Church	\$ 4,330.00	Innovation	Picnic and Parade	Rural
Exeter United Church	\$ 4,000.00	Innovation	Arts Centre	Rural
Grace United Church,	\$ 5,000.00	Innovation	Fantastic Families	Rural

Grantee	Grant Amount	ETS Grant Type	Project Name	Urban, Rural, or Indigenous project
Thornbury				
Calvin United Church	\$ 20,000.00	Growth Grant	Parish Nursing	Small Town
Grace United Church	\$ 9,000.00	Growth Grant	Graceland Youth Café	Small Town
Bolton United Church	\$ 4,000.00	Innovation	Let's Talk	Small Town
Bridgewater United Church	\$ 2,500.00	Innovation	BUD Network Development	Small Town
Bridgewater United Church	\$ 5,000.00	Innovation	BUD Network Development	Small Town
Emmanuel United Church, Cowansville	\$ 5,000.00	Innovation	Welcome Project	Small Town
Emmanuel United Church, Cowansville	\$ 1,000.00	Innovation	Drumming Circle	Small Town
Communities in Faith Pastoral Charge	\$ 4,000.00	Innovation	Bridges out of Poverty	Small Town
Vermilion River Pastoral Charge	\$ 2,500.00	Innovation	Musical Ministry	Small Town
Pembina Parish United Church	\$ 4,000.00	Innovation	Gymnastics Renovation	Small Town
Yellowknife United Church	\$ 5,000.00	Innovation	Basic Income	Small Town
Chinook Winds Regional Council	\$ 5,000.00	Innovation	Chaplaincy	Urban
Humber Valley United Church	\$ 3,000.00	Innovation	Broadway Cabaret	Urban
Pacific Mountain Regional Council	\$ 5,000.00	Innovation	New Chaplaincy	Urban
Sheridan United Church	\$ 2,500.00	Innovation	Dinner Speaker Series	Urban
St. David's United Church	\$ 5,000.00	Innovation	Caring Hearts Outreach	Urban
Temperanceville United Church	\$ 5,000.00	Innovation	Temperanceville Common program	Urban
The Dale Ministries	\$ 5,000.00	Innovation	All Dried Up	Urban
Westminster United Church	\$ 5,000.00	Innovation	Conference	Urban
Greenwood United Church	\$ 12,000.00	Growth Grant	Bedford House	Urban
Trillium United Church	\$ 16,000.00	Growth Grant	Outreach Planning Project	Urban
Trinity United Church	\$ 18,000.00	Growth Grant	Performance Space	Urban
Eastside United Church	\$ 24,500.00	Growth Grant	Community Meal Program	Urban
Fred Victor	\$ 20,000.00	Growth Grant	After School Program	Urban
George Street United Church, St. John's	\$ 20,000.00	Growth Grant	Adult Day Care Services	Urban
Mississauga Chinese United Church	\$ 25,000.00	Growth Grant	Newcomer Network	Urban
Montreal City Mission	\$ 25,000.00	Growth Grant	Spiritual and Justice Hub	Urban
Windsor Park United Church	\$ 20,000.00	Growth Grant	Virtual Hub	Urban

Grantee	Grant Amount	ETS Grant Type	Project Name	Urban, Rural, or Indigenous project
First-St Andrew's United Church, London	\$ 4,000.00	Innovation	Cooking Classes	Urban
Grosvenor Park United Church	\$ 4,000.00	Innovation	Disability Consultant	Urban
Halifax Community Chaplaincy Society	\$ 4,000.00	Innovation	Post-incarceration support	Urban
InterChurch Health Ministries Canada	\$ 2,000.00	Innovation	Alive and Well Podcasts	Urban
Edith Rankin United Church	\$ 4,000.00	Innovation	Kingston Collaborative Co-op	Urban
Saint-Marc United Church	\$ 5,000.00	Innovation	Revitalization Project	Urban
St Andrew's United Church, Cochrane	\$ 788.00	Innovation	Meditation	Urban
Broad View United Church	\$ 5,000.00	Innovation	Intercultural Program Minister	Urban
Garneau United Church	\$ 4,000.00	Innovation	Seniors' Spiritual Support	Urban
St. Andrew's United Church, Chatham	\$ 3,500.00	Innovation	Ecumenical Event	Urban
Alpha Korean United Church	\$ 5,000.00	Innovation	Eco Community Spirit	Urban
Humber Valley United Church	\$ 2,000.00	Innovation	Ex-vangelical Event	Urban
Southwood United Church	\$ 5,000.00	Innovation	Performing Arts Program	Urban
Trinity United Church, Guelph	\$ 5,000.00	Innovation	Healing Centre	Urban

The members of the Joint Grants Committee are:

Royal Orr
Jane McDonald
Janet Sigurdson (term ended Aug. 2022)
The Very Rev. Dr. Marion Parady
Rev. Kathy Brett

Consent Proposals

GS 27 STEWARDSHIP OF EXTRAORDINARY BEQUEST – LLOYD HOPE

Origin: General Secretary

1. What is the issue?

The United Church of Canada has received a very generous bequest which will be reported as 2023 income and generate an accounting surplus for the year, which to some will mask the significant ongoing operating deficit that must be dealt with. The one-time nature of this gift demands special consideration on how it might be utilized. The General Council Executive has previously dealt with this issue by establishing a policy of endowing a portion of legacy gifts and transferring balances to the United Church of Canada Foundation. The 2014 policy has been intentionally put on hold for smaller annual bequests during the transition to a new funding model which began in 2019. On average, the church receives \$2 million in bequests to Mission and Service. The annual amounts can vary significantly, so a smoothing formula is used for budget purposes. Since 2019, we have budgeted for the expected \$2 million to be used to support the operating budget. We have put the 2014 policy “on hold” and explicitly state this each year in the budget assumptions.

The Lloyd Hope bequest is the second largest bequest ever received by the national church, and when coupled with the local portion of the bequest is comparable to the \$20 million Morrison bequest received in 2000. The sheer magnitude of this gift – five times the average annual bequest level – dictates special consideration, particularly in light of the strategic plan.

2. Why is this issue important?

The magnitude of this gift and our stewardship of it, will undoubtedly attract media and member scrutiny. There is a significant opportunity to not only deploy this generous gift effectively, but also demonstrate our commitment to long term stewardship and faithful use of resources. This gift does not “fix” our budget deficit problem.

3. How might the General Council Executive respond to the issue?

The General Secretary recommends

That the General Council Executive re-affirm its 2014 policy direction for extraordinary gifts and direct that 50% of the Hope Bequest be allocated to the Foundation and 50% be earmarked for support of the strategic plan and reconciliation initiatives as opposed to regular budget support.

It should be noted that for smaller bequests, we continue to allocate these fully to budget support, but with a commitment to revert to the 2014 policy if and when possible.

4. For the body transmitting this proposal to the General Council Executive:

Transmitted with Finance Advisory Committee recommendation for approval despite the magnitude of the current operating deficits.

As a reminder, the 2023 Operating Budget exhibits excluded the \$9 million Hope bequest as bequests of this magnitude would not normally be used for operating budget support.

Appendix I – Hope Bequest Background**Appendix II – 2014 Policy****Appendix I****United Church of Canada Foundation Report to Board
Donor Story
By Karen Seunarine**

My name is Karen Seunarine and I am the Mission Advancement Lead which means that I support individuals all across Canada in helping them bring their desires and dreams of what they would like to see changed with their philanthropy as well as support churches across Canada with any capital campaigns.

So today I would like to tell you about Lloyd Hope. He was born and raised in Ottawa. He grew up on the family farm and eventually bought it. He dabbled in numerous ventures such as real estate agent, taxi driver and car salesman. He loved being a business man but his passion was being a farmer. He had fond memories of operating his farm machinery and having his dog Herbie by his side. He did not attend a United Church or any other church for that matter, but Lloyd knew how devoted the UCC was when it came to social justice and doing what was right. He made gifts in his will to charities so that over 90% of his Estate will enable good work for decades to come. The United Church closest to his home, Fallowfield United, and The United Church of Canada are the recipients of more than 50% of Mr. Hope's estate and each will receive \$9M in the coming months. I am currently working with the church board and trustees at Fallowfield to encourage them to put half or more of the \$9M into an endowment with the Foundation so that they can support all of their ministry and mission well into the future. Thanks be to God for instilling such generosity and giving in Mr. Hope who loved this earth and wanted to know that his contributions would make a difference.

If you have any questions about this donor or any other donor please feel free to ask now or connect with me in the future.

Appendix II

*Executive of the General Council
May 3-4, 2014*

For Action

FIN 3 COMMENCE ENDOWING A PORTION OF LEGACY GIFTS

Origin: Permanent Committee on Finance

The Permanent Committee on Finance proposes:

That the Executive of the General Council approve a new policy whereby non-recurring gifts from the sale of properties and from bequests that are not specifically endowed by the donor or congregation will be split between operations or reserves and an endowment in the Foundation. The percentage will increase annually - 30% for 2014, 40% for 2015, 50% for 2016 and then review for possible continued annual increases.

Background:

The Church is receiving significant non-recurring income from the sales of properties and from large bequests that if they are not endowed by the donor or congregation are currently going to operations and reserves. These gifts may represent the proceeds from a property that was a long term asset supporting ministry or from a bequest that represents the long term assets of one or more generations. There is an opportunity to practice long term stewardship of these non-recurring assets/gifts by a partial endowment of a portion of these gifts. Ideally the bulk of these gifts might be endowed but under current financial circumstances we are recommending a phased in approach. Note that gifts that are already endowed by the donor or congregation when they arrive will go to the Foundation in any case. This proposal concerns gifts that are not endowed when they arrive and that we have historically used to support the operating budget.

If we do a quick review of the numbers, 2013 was an extremely good year for bequests with 222 gifts received making a total of \$6.1M. Of this \$3.4M was donated to M&S. If 30% of the bequests had been endowed last year it would have result in \$1.83M being added to endowments – with a gradually increasing adverse impact on our operating budget because we use a 4 year smoothing methodology.

Projection Based on M&S Annual Budget:

If as a projection we look at the M&S reserve and we use the current general forecast of \$2M annual bequests for the M&S reserve fund with changes averaged out over 4 years then the fund balances available for M&S each year would look like:

2014 - \$2.421M no change as we use average of prior 4 years

2015 - \$2.192M a decline of 256,000 (assuming 1.4 M net in 2014)

2016 - \$1.947M a reduction of 568,000 (assuming 1.2M net in 2015)

2017 - \$1.5M

2018 - \$1.1M

Total Endowed to M&S in Three years

Over those first 3 years we will have moved \$2.4 million into the M&S endowment that would otherwise have been rolled into the budget and spent over 4 years. Also \$300,000 from property sales (one-time M&S). Other reserves receive bequests too but are not reflected in the operating budget. The financial exhibit shows the impact of applying this methodology to the United Church of Canada Reserve as well (annual bequest/annuity income \$800,000).

*Executive of the General Council
May 3-4, 2014*

For Action

FIN 4 REAL ESTATE EVALUATION AND PLANNING CAPITAL ASSISTANCE

Origin: Permanent Committee on Finance

The Permanent Committee on Finance proposes:

That the Executive of the General Council approve in principle an allocation \$ 1 million of existing Capital Assistances funds to support congregational discernment of real estate strategies and possible redevelopment. The Real Estate Evaluation and Planning Fund will be designed to assist congregations and other ministries to create a real estate plan that explores the best use of the property in relation to the mission of the congregation.

Background:

Currently the EDGE Real Estate Planning Team has created a process to assist congregations in the sale or redevelopment of their property.

These projects are designed to be self-sustaining on a per project basis by leveraging a minimum fee from the congregation (\$300) plus the application of a CMHC (Canadian Mortgage and Housing Corporation) SEED fund of \$10,000 plus a \$10,000 forgivable loan. This \$20,000 is used to create a business plan, initial drawings, initial meetings with local planners, a feasible study, a round table discussion with the local stakeholders, and approximately \$5,000 of EDGE consulting work which focuses on mission alignment, conflict, and change management of any property decisions that are made.

Although this process has been well received by congregations, there is an over reliance on the CMHC funding. There are several challenges with this:

- CMHC funding is \$2,000,000 annually across the country. This equates to only 100 projects being approved annually across all provinces and organizations. There is a chance that this funding will run out based on the internal demand for this type of service and financing.
- CMHC funding is designed to promote affordable housing. Any projects which are not residential (commercial, retail, healthcare, community centre focused or otherwise) do not qualify. With the variety of real estate types across Canada, this limits the number of eligible congregations and other ministries. This also limits regions where residential options will not solve the real estate dilemma.

Congregations and other ministries unable to receive or apply for CMHC funding would be eligible to apply for the Real Estate Planning Fund. These funds would be used similarly to the CMHC funding where they would be used for mission work, congregation consulting or coaching, market research, initial planning, drawings, stakeholder round tables, and other upfront work that is required to determine redevelopment opportunities.

*Executive of the General Council
May 3-4, 2014*

For Action

In addition, these funds could be leveraged for rezoning, severing lots, and other work that would add value to the property in preparation of a sale.

The financial structure would be that these are a forgivable loan with the understanding that they would be repaid upon a project moving forward.

Objectives of Developing a Real Estate Planning Fund:

1. Create a fund which can support real estate planning for all types of property
2. To be built within the existing United Church or The Foundation's structures
3. To be self-sustaining within 3 years through repayable loans, donations and rezoning opportunities.

1. All Property Is Eligible

Unlike the CMHC framework, this allows the Real Estate Planning Team to support congregations and other ministries in their real estate planning process regardless of following the CMHC criteria.

2. Self-Sustaining

The Real Estate Planning Fund would disburse grants of up to \$50,000 per project with an average disbursement of \$20,000. There would be four main ways in order to ensure the growth and sustainability of this fund;

i. Redevelopment Donations

Over 50% of congregations and other ministries that approach the Real Estate Planning Team are exploring redevelopment opportunities. Redevelopment often includes leasing or selling of units which have a significant profit. 2% of all of these projects will be asked for as a donation or administration fee.

ii. Sales

A percentage of the congregations will elect to close or merge with another congregation. In these circumstances EDGE consultants will be able to assist the congregation in legacy or amalgamation work. In these instances The Foundation will be a primary support through this process making it eligible for either a donation or a percentage of the property.

iii. Re-Zoning

In each sales opportunity, the property will be assessed for addition value that could be realized through severing and/or rezoning the lot. When this process is supported the additional value can be shared between The Foundation and the congregation.

iv. Donations / Grants from Other Organizations

Congregations or other ministries that have benefitted from leveraging their property see the value in supporting others in this work. By creating a specific fund in which organizations can donate directly to this work, there could be expected to be an increase in donations.

GS 28 EMPLOYMENT EQUITY POLICY UPDATE

Origin: General Secretary

1. What is the issue?

This policy is a rewrite of the Human Resources (HR) existing Employment Equity policy to capture the General Council Office and Regional Council offices commitments to equity, diversity and anti-racism, by detailing the following sections:

- A. Definitions associated with Employment Equity;
- B. Explaining the procedures that are followed in recruiting, selecting and training new and existing staff;
- C. Providing a framework which allows the church to consistently improve upon its commitments to equity, diversity and anti-racism through its recruitment, selection, retention and training practices; and,
- D. The responsibilities associated with meeting our equity, diversity and anti-racism across Employing Units.

2. Why is this issue important?

The fundamental issue behind the update of this policy is for its procedures to be more robust and demonstrate our deepened commitment towards equity, diversity and anti-racism, along with maintaining our compliance with Federal legislation.

3. How might the General Council Executive respond to the issue?

The General Secretary recommends

That the General Council Executive adopt the proposed policy as appended, and direct the General Secretary to operationalize.

4. What will be the impact?

This revised policy aligns with the strategic plan's initiative to have HR policies in line with the current strategic objectives.

5. How does this proposal help us live into the commitments on equity?

This proposed version is an expansion on the current policy in order to deepen the operationalization of equity, diversity and anti-racism commitments, and offers a clearer picture of HR's role in actualizing this commitment across Employing units.

6. For the body transmitting this proposal to the General Council Executive:

Are there comments, affirmations, suggestions you would like to make with respect to this proposal?

Human Resources takes seriously the part it plays in policy formulation and implementation, and believes that the revised policy can assist in meeting departmental and wider organizational goals surrounding equity, diversity and anti-racism.

If this proposal is in response to assigned work – either from General Council or a previous GCE meeting, please list proposal / motion numbers.

N/A

Employment Equity

1. Purpose

The Employment Equity Act (1995) is a federal legislation that aims to provide equal workplace opportunities to people from four designated groups: “Women, Aboriginal peoples (for the purposes of the United Church of Canada’s policy, the church uses the term “*Indigenous Peoples*”), persons with disabilities and members of visible minorities (for the purposes of the United Church of Canada’s policy, the church uses the term “Racialized peoples”).

In keeping with the Act, The United Church of Canada’s Employment Equity policy documents the ways in which the United Church strives to address issues of systemic discrimination and inequity for these four federally designated groups, as well as people of all identities, so as to reduce barriers in our places of work for all.

2. Definitions

The following definitions are as used by the Government of Ontario:

2.1. Employment Equity: “encourages the establishment of working conditions that are free from barriers, seeks to correct conditions of disadvantage in employment, and promotes the principle that it requires special measures to accommodate differences for the four (4) designated groups in Canada.”

2.2. Reasonable Accommodation: “employers and unions, housing and service providers have a legal duty to accommodate the needs of people because of their gender identity or gender expression, unless it would cause undue hardship. The goal of accommodation is to help everyone have equal opportunities, access and benefits.”

2.3. Designated Groups: “refer to Women, Aboriginal peoples, persons with disabilities and members of visible minorities.”

2.4. Women: “the category of women includes people who identify as cisgender and trans.”

2.5. Aboriginal peoples: “persons who are Indians, Inuit or Métis” (For the purposes of the United Church of Canada’s policy, the church uses the term “*Indigenous Peoples*”;

peoples who have inhabited territories since before the arrival of colonizers — First Nations, Métis, and Inuit.).

2.6. *Persons with disabilities*: “persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment; and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.”

2.7. *Disability*:

- a) any degree of physical disability, infirmity, or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- b) a condition of mental retardation impairment or a developmental disability;
- c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- d) a mental disorder; or
- e) an injury or disability for which benefits are claimed or received under the workplace injury or illness insurance plan established by the applicable province.

2.8. *Members of visible minorities*: “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour” (For the purposes of the United Church of Canada’s policy, the church uses the term “*Racialized People*”; this term is commonly used instead of “racial minority,” “visible minority,” “person of colour,” or “non-White.”).

3. Policy

3.1. This policy applies only to the General Council Office and the Regional Councils offices. However, communities of faith are welcome to use this policy as applicable.

3.2. The United Church of Canada is committed to creating an equitable and just workplace in the calling, appointment, development, and advancement of staff. The church will use data-informed approaches, in keeping with its commitments to equity, inclusion, diversity and accessibility, to reduce employment barriers and discriminatory employment practices.

3.3. Recruitment, employment, development, promotion practices, succession planning and policies shall be as free as possible from both systemic and institutionalized barriers. Proactive and progressive measures for recruiting, employing, training, and promoting members of designated groups will be implemented.

3.4. The United Church of Canada will strive to incorporate strategies to increase the inclusion and participation of Indigenous peoples, racialized peoples, women, and

persons with disabilities, across all occupational categories and at all levels of employment, in keeping with the organization's strategic objectives.

4. Procedures

4.1. Posting

Each job posting shall contain a statement that references the United Church's policy commitments to equity and anti-oppression, as well as a welcoming message to encourage applications from members of the designated groups, and people from all identities to apply. There will be additional and concerted efforts to actively recruit diverse and minoritized candidates to further diversify the United Church's staff team.

4.2. Job Descriptions

Documentation listing of the requirements needed to perform the job satisfactorily must be developed and approved by Human Resources prior to the posting of a vacancy. Employing Units of the General Council Office and Regional Councils will ensure that the competencies and qualifications are bona fide requirements and do not preclude specific groups. These job descriptions will also include clear statements that reference the church's various commitments to equity, anti-racism and anti-oppression, as well as copyright/ownership clauses.

4.3. Reasonable Accommodation

In keeping with our duty to accommodate, Employing Units of the General Council Office and Regional Councils will provide reasonable accommodation to applicants, candidates and employees, when requested.

4.4. Selection Panel

Human Resources and the respective Hiring Manager will make every effort to have a balanced and fair representation of qualified diverse team members to participate in the panel which will review a candidate's suitability for an advertised position.

4.5. Selection Process

Selection will be based on the principles of merit, fairness and equity. Some staff positions, however, require membership in The United Church of Canada. The Ministry and Employment Unit shall ensure that extreme care is taken to justify this requirement before recruiting begins and will liaise with the regional Human Rights Commission as required. Additional efforts to create equitable interview processes and practices will also be put into place.

4.6. Compensation

Existing and new employees will be compensated in a systematic and fair manner as per the United Church's Salary Schedule for General Council Office & Regional Council Staff, updated and published annually. The salary schedule is developed in a way to ensure that employees receive a livable wage and competitive in comparison to industry (not for profit) standards. Where practical and sustainable, the salary schedule may be adjusted to take into account cost-of-living calculations.

4.7. New Hires

Demographic statistics on new hires, relevant to meeting Employment Equity standards, will be collected to assist the United Church in capturing data which will better inform the organization's commitments to meet workplace equity and diversity.

4.8. Retention and Workplace Change

Staff of the General Council Office and Regional Councils are invited to participate in surveys surrounding workplace equity, yearly. These surveys are utilized in working towards workplace change and creating a more equitable workplace year to year.

5. Responsibility

5.1. Human Resources will collect, house and analyze the individual and notational data on the representation of designated groups, and other minority groups, and provide aggregate data to the Anti-Racism and Equity Lead who will report same to the General Secretary. Analysis of said data will also be used to inform the administration of the Employment Equity Policy by Hiring Managers.

5.2. Staff of the General Council Office and Regional Councils will be invited to participate in Leadership Counts — the voluntary identity-based data collection for staff. Aggregate data on staff identities, so that no one individual may be identified, may also be shared and reported.

5.3. Human Resources will assist the General Council Office and Regional Councils in complying with this policy, including the evaluation and progress of its commitments.

5.4. Senior Leadership and Human Resources will:

- Establish and enable an environment that is supportive of diversity and employment equity; and
- Analyze and monitor employment systems to identify and remove barriers to employment, retention and advancement for members of the designated groups.

5.5. The General Secretary will report on its progress in employment equity yearly to the Executive of the General Council (GCE), including recommendations to address gaps.

6. Education

Integral to successfully administering and practicing the principles of this policy is ongoing training. The Anti-Racism and Equity Lead, in collaboration with the Learning and Development Lead, will utilize the following methods to inform and prepare training on equity, diversity, accessibility and inclusion:

6.1. *Equity Arc* - Consists of staff training material to assist in recognizing and responding to issues surrounding, but not limited to:

- Anti-Racism and Racial Justice
- Disabilities

- Indigenous Church
- Workplace Discrimination, Harassment, Violence Response
- Mental Health Equity
- Sexual Orientation and Gender Identity

6.2. *Review the United Church's Equity Commitments:* The United Church's [Commitments to Equity](#) are published and accessible by the general public. These commitments are lived out in ways that influence staff annual goal reviews and training materials, as well as influence other ongoing operational and administrative processes of the General Council Office and respective Regional Council Offices.

7. Confidentiality

7.1. All information gathered for the purposes of employment equity is kept confidential, accessible only by appropriate Ministry & Employment team members, with aggregate data being provided to the Anti-Racism and Equity Lead to inform required reporting by the General Secretary.

8. Retention and Use of Equity Information

8.1. Specific demographical data is collected to ensure compliance with employment equity standards regarding The United Church of Canada's hiring and staff compliment. This information is kept confidential and used for the purposes of yearly reporting.

9. Additional Notes to the Policy

This policy should be read along with the following:

- Employment Equity Act (1995)
- Accessible Canada Act (2019)
- Accessibility and Customer Service
- Workplace Accommodation: Disability

Appendix - Previous Version

Employment Equity - Policy 1.1 Revised April 2019

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Employment Equity

Purpose

The United Church of Canada is committed to maintaining a fair and just workplace in the calling, appointment, development, and advancement of staff. As much as it is in its power to do so, the church will eliminate discriminatory employment barriers and practices and work to increase the participation of women, Indigenous people, people with disabilities, and members of visible minorities, in all occupational categories and at all levels of employment.

Policy

Women, Indigenous people, people with disabilities, and members of visible minorities are entitled to be considered for employment, hired, treated, trained, and promoted in a way that is free of barriers, including systemic and deliberate practices and policies that discriminate against them.

Procedures

1. Recruitment, employment, development, and promotion practices and policies shall be as free as possible from both systemic and deliberate barriers.
2. Positive measures for recruiting, employing, training, and promoting members of defined groups shall be implemented.
3. The General Secretary will report on its progress in employment equity regularly to the Executive of the General Council.
4. Job descriptions will list the requirements needed to perform the job satisfactorily. Employing units/Regional Councils will ensure that the competencies and qualifications are bona fide requirements and do not preclude specific groups.
5. Some staff positions require membership in The United Church of Canada. The Ministry and Employment Unit shall ensure that extreme care is taken to justify this requirement before recruiting begins and will liaise with the regional Human Rights Commission as required.

GS 29 CHANGES TO *THE MANUAL* – LA TABLE DES MINISTÈRES EN FRANÇAIS (FRENCH MINISTRY)

Origin: General Secretary, General Council

1. What is the issue?

The 44th General Council 2022 referred the following proposal to the General Secretary:

Way Forward 33: N:ka03 Recognition of La Table des ministères en français:

That the 44th General Council, 2022, in response to *N:ka03 Recognition of La Table des ministères en français*, refers this proposal to the General Secretary for further review of the discussion group comments to determine a way forward.

The original proposal request was to include La Table as an official body of the church, which would require a remit because it would require a change in the Basis of Union of *The Manual*. Further, recognizing La Table as an official body may create inequities for other clusters and networks in the church that could also be deserving of the same or similar status.

To respect the spirit of the proposal, the General Secretary in consultation with La Table and the Manual Committee, has made recommendations which require changes to *The Manual*.

As you will see below, the suggested change to section D.2.3 of *The Manual* articulates the responsibility of the General Council to enable the church to engage in ministry in both official languages, with a note that reiterates the role of La Table in supporting French ministry in the church.

2. Why is this issue important?

With the General Council now meeting annually rather than triennially, *The Manual* needs to be updated annually to keep current with General Council decisions.

The General Council Executive has the responsibility for approving changes to *The Manual* to implement decisions from the General Council.

3. How might the General Council Executive respond to the issue?

The General Secretary recommends:

That the General Council Executive approve the following changes to *The Manual* D.2.3 The Purpose of the General Council, by editing section (b) as follows:

D.2.3 Purpose

The General Council is responsible for the following:

- a) joining our collective hearts, voices, and resources to witness to the gospel and vision of Jesus for a compassionate and just society, both in Canada and around the world;
- b) engaging denominational-level ministry and mission, ~~including resource development,~~ enabling the church to do ministry in both of Canada's official languages, and being a resource to regional councils and communities of faith;

And add the *fyi* notation to read:

La Table des ministères en français supports The United Church of Canada in fulfilling its commitment to do ministry in the French language. To find out more about La Table and its covenants with Regional Councils, see <https://egliseunie.ca/contact/la-table-des-ministeres-en-francais/>.

GS 30 TRUST STRUCTURE FOR HOLDING REAL PROPERTY

Origin: General Secretary

1. What is the issue?

There is an opportunity to use church properties that are either surplus, or in need of redevelopment, to create housing (including affordable housing), serve the wider community and support the future ministry of the United Church. The United Church has recognized that through land development it can contribute non-monetary enhancements to the overall mission of the church.

Communities of Faith and Regional Councils are increasingly facing decisions about church properties that are no longer fully utilized, particularly when the congregation is disbanding. Historically, the only solution was sale of the assets as a final act by local trustees. It is now apparent that mechanisms are now needed at the regional council and national level where it may be desirable to forego immediate sale.

External professional legal and accounting advice has been sought, and a business trust structure is proposed. The proposed structure would protect the charitable status of each council but also allow for professional real estate management of the properties.

The United Church of Canada (“United Church”) incorporated United Property Resource Corporation (“UPRC”) in 2019 in recognition of the fact that the United Church is emerging into a new shape as a result of shifts in church membership and attendance over recent decades.

UPRC agrees that, in carrying out its mandate and conducting its operations, it will support and comply with, as fully as possible, the values, applicable policies and priorities of the United Church. This includes, without limitation:

- ensuring continued availability of space for worship and Christian faith formation for United Church communities of faith;
- providing housing in Canada, including affordable housing;
- tailoring facilities and space in the development and redevelopment of church properties to meet community needs, especially the needs of community members who face structural barriers to full inclusion; and
- creating environments that are accessible for all people.

In achieving these goals, the United Church recognizes the need to hold or develop properties when missionally appropriate and financially viable. To achieve these objectives, UPRC, through Kindred Works, has created a professional real estate team to identify, evaluate and institutionally manage and/or develop these properties in cooperation with the Denominational Council and Regional Councils in a streamlined portfolio approach that can support the above objectives.

In recognition of the need to hold property for future ministry, development of housing and/or to support development through a balance sheet, there is a need to establish a professional

and systematic portfolio approach to holding property that follows the polity of property of the United Church.

Note that this proposal does not address the structure of properties held by active congregations to be developed. It is proposed that a trust be formed (the “Regional Trust”) for the benefit of each of the Regional Councils and a Denominational Trust to hold selected properties owned nationally. The beneficiary of each Regional Trust will be the Regional Council and a wholly-owned affiliate UPRC will be the corporate trustee of each of the Regional Trusts. Similarly, the beneficiary of the Denominational Trust will be the Denominational Council (General Council).

The Regional Trust structure allows for one consolidated entity to be managed by Kindred Works on behalf and in cooperation with each Regional Council. In cases in which properties are currently held by the General Council Office on behalf of a Regional Council, the beneficial interest in the properties will be transferred from the Regional Council to the Regional Trust.

In addition, properties of disbanding congregations will also be transferred to the Regional Trust, after consultation between UPRC and the Regional Council with respect to each such property. Where title is still held by the disbanding congregation, title will be transferred to UCC or another nominee designated by UCC from time to time.

2. Why is this issue important?

This structure is intended to facilitate retention of church properties where a Regional Council or the Denominational Council deems this to be strategically important and financially feasible. This structure facilitates a systematic and professional portfolio approach to holding property while following the polity of property of the United Church.

At the national level, this would only involve 2 or 3 properties within the real property portfolio. Regional trusts, however, could potentially hold many more based on trends to date.

3. How might the General Council Executive respond to the issue?

The General Secretary recommends

That the General Council Executive authorize the General Secretary to transfer national properties to new holding structure when deemed operationally advantageous and within existing approval amount thresholds.

4. For the body transmitting this proposal to the General Council Executive:

Transmitted with Finance Advisory Committee recommendation for approval based on the external legal and accounting advice received that this approach will meet future needs while maintaining charitable status.

NIC 01 RECOMMENDATION FROM THE NATIONAL INDIGENOUS COUNCIL FOR THE TASK GROUP TO REVIEW THE ROLES OF THE MODERATOR AND GENERAL SECRETARY

Origin: National Indigenous Council

1. What is the issue?

Recommendation 1 – The National Indigenous Council is recommending a significant presence on the task group responsible for reviewing the guidelines of the Moderator and General Secretary. The NIC is requesting two NIC Board Members and two Elders. (April 16, 2023- NIC meeting Edmonton, AB). This requires a change to size of the task group and the terms of reference that the Executive had approved in November 2022.

2. Why is this issue important?

The National Indigenous Council has offered the following as their recommendation for the inclusion of the Indigenous Church within that membership:

The National Indigenous Council is recommending a significant presence in the task group responsible for reviewing the guidelines of the Moderator and General Secretary. The NIC is requesting two NIC Board Members and two Elders. This gives some strength to the Indigenous presence within the United Church and relation building. It gives support to an Indigenous individual, who may feel alienated within a given non-Indigenous dynamic and committee work, with the understanding that an Indigenous representative has other Indigenous Nation peers to consult with on given Indigenous perspective and dialogue.

Further reason to the 2 NIC and 2 Elders presence on the Task Group entails that 2 appointed NIC representatives will be the active bodies in the Task Group. As well, the 2 appointed Elders will act as Advisors and Vision Keepers to the Task Group, acknowledging the given practices and protocol within the Indigenous church and our many Nations' way of acknowledging the needed Wisdom from our Elders.

The shift to an autonomous Indigenous Church would be a significant part of what would need to be considered in understanding the current and expected future needs of the United Church in terms of the roles of Moderator and General Secretary.

3. How might the General Council Executive respond to the issue?

The National Indigenous Council proposes that the General Council Executive act on the issue by applying the General Secretary's proposal: *GS32 Change to the Terms of Reference for the Task Group to Review the Roles of the Moderator and General Secretary*, that gives understanding of the practices from our Indigenous ways of decision making and autonomy as an Indigenous Church and peoples. This applies a significant grace of Wisdom to understanding the current and expected future needs of the United Church in terms of the roles of Moderator and General Secretary.

4. What will be the impact?

Approving this change will increase participation of Indigenous members, who have been affirmed by the Indigenous Church, would better equip the task group to consider the significant impact that the shift to an autonomous Indigenous Church. And applies a significant grace of Wisdom to understanding the current and expected future needs of the United Church in terms of the roles of Moderator and General Secretary. This implies a parallel path between the Settler church and the Indigenous church.

5. How does this proposal help us live into the commitments on equity?

The United Church of Canada has adopted the UN Declaration on the Rights of Indigenous Peoples. The Declaration identifies six key principles:

- the right to self-determination
- the right to participate in decision-making
- the right to cultural and spiritual identity
- the right to lands and resources
- the right to free, prior, and informed consent
- the right to be free from discrimination

The United Church, at General Council 43, also adopted the Calls to the Church from the Caretakers of our Indigenous Circle as the basis for a new relationship between the Indigenous and Settler churches.

6. For the body transmitting this proposal to the General Council Executive:

Relationship with General Council

- The National Indigenous Council will function within the United Church as an equal partner with the General Council.
- Open lines of communication will be established as defined through relationship development between the General Council Executive and the National Indigenous Council Executive with support of the National Indigenous Elders Council.

GS32 CHANGE TO THE TERMS OF REFERENCE FOR THE TASK GROUP TO REVIEW THE ROLES OF THE MODERATOR AND GENERAL SECRETARY

Origin: General Secretary

1. What is the issue?

The National Indigenous Council is recommending appointing two members and two Elders to the Task Group to Review the Roles of the Moderator and General Secretary. This requires a change to size of the task group and the terms of reference that the Executive had approved in November 2022.

2. Why is this issue important?

The Executive had included in the membership structure of the task group, “at least one member from the Indigenous church, chosen in collaboration with the National Indigenous Council.” The National Indigenous Council has offered the following as their recommendation for the inclusion of the Indigenous Church within that membership:

The National Indigenous Council is recommending a significant presence in the task group responsible for reviewing the guidelines of the Moderator and General Secretary. The NIC is requesting two NIC Board Members and two Elders. (NIC 01)

The shift to an autonomous Indigenous Church would be a significant part of what would need to be considered in understanding the current and expected future needs of the United Church in terms of the roles of Moderator and General Secretary.

3. How might the General Council Executive respond to the issue?

The General Secretary recommends

That the General Council Executive amend the membership of the Task Group to Review the Roles of the Moderator and General Secretary as noted below to include two National Indigenous Council Members and two Elders:

The task group will be made up of ~~five~~ six members, ~~two Elders~~ and one chair who reflect some of the diversity of the United Church, with particular attention to its equity commitments and the presence of both lay people and ministry personnel from across the geography of the church. ~~At least one~~ Two of the members ~~and two Elders~~ will be from the Indigenous Church, ~~selected in collaboration with the~~ appointed by the National Indigenous Council or the National Indigenous Elder’s Council. The chair will be appointed from among the members of the General Council Executive.

4. What will be the impact?

Approving this change to the membership in accordance with the recommendation of the National Indigenous Church would affirm the value of respecting Indigenous self-determination and the benefits noted within proposal NIC 01.

The increased participation of Indigenous members, who have been affirmed by the Indigenous Church, would better equip the task group to consider the significant impact that the shift to an autonomous Indigenous Church will play in understanding the current and expected future needs of the United Church in terms of the roles of Moderator and General Secretary.

The membership increase may require an increase to the task group's budget. Depending on the required timeline for the National Indigenous Church to name these four members, there may be a delay to the planned start date for the task group.

5. How does this proposal help us live into the commitments on equity?

This proposal honours the United Church's commitments to the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation between Indigenous and non-Indigenous peoples, and the Calls to the Church by the Caretakers of our Indigenous Circle as the basis for a new relationship.

6. For the body transmitting this proposal to the General Council Executive:

Are there comments, affirmations, suggestions you would like to make with respect to this proposal?

If this proposal is in response to assigned work – either from General Council or a previous GCE meeting, please list proposal / motion numbers.

NIC 01 - Recommendation from the National Indigenous Council for the Task Group to Review the Roles of the Moderator and General Secretary

GS 08 - Terms of Reference for the Task Group to Review the Roles of the Moderator and General Secretary

GS 35 FINANCE ADVISORY COMMITTEE - UPDATE TO TERMS OF REFERENCE

Origin: General Secretary

1. What is the issue?

This is a routine task to ensure the mandate and terms of reference for this committee are up to date.

2. Why is this issue important?

This is an update to the previous terms of reference to include the following:

Revisions:

Purpose Statement

- addition to the end of the last sentence “and the impact on the Regions and Communities of Faith.

Terms of Reference, Responsibilities

- 2.2. changed “to the General Council” to “for the General Council”
- 2.5. added “and sustainable” before the word strategies.

3. How might the General Council Executive respond to the issue?

The General Secretary recommends

That the Executive of the General Council approve the updated Finance Advisory Committee Terms of Reference as appended.

3.03 – General Council Executive Finance Advisory Committee

VISION:

Remember this: The person who sows sparingly will also reap sparingly, and the person who sows generously will also reap generously. Each person should do as he has decided in his heart—not reluctantly or out of necessity, for God loves a cheerful giver. – 2 Corinthians 9:6-

Based on the gift each one has received, use it to serve others, as good managers of the varied grace of God. – 1 Peter 4:10

Purpose Statement

The GCE Finance Advisory Committee will provide support, leadership and advice on the finances of the General Council Office, the General Council and its Executive.

Policy

Governed by This Policy

1. The policy applies to the members of the GCE Finance Advisory Committee.

Terms of Reference

Responsibilities

2. The GCE Finance Advisory Committee is responsible to
 - (1) oversee and monitor the finances and policies of the General Council including assets, liabilities, income, expenditures, considerations of its short and long-term financial issues, risk management and investment and fund management
 - (2) oversee the long-term financial planning of the General Council
 - (3) work with the Executive recommending the assumptions on which the annual budget is prepared
 - (4) recommend the overall expenditure and income budget to the Executive
 - (5) monitor income, expenditures, assets, liabilities, and capital initiatives and report them regularly to the Executive
 - (6) recommend financial strategies
 - (7) ensure accountability for delegated tasks
 - (8) ensure that the Executive briefs the General Council on a regular basis on its finances.

Membership

3. The Committee will be composed of six to eight members including:
 - (1) two voting members of the Executive appointed by the Executive of whom one will be chair. This person will have good communication, facilitation and process skills, as well as a broad vision of the financial health and program work of The United Church of Canada.
 - (2) up to six other members who will be able to contribute some or all of the following gifts: a passion for and sound understanding of the United Church of Canada, financial experience and skills, theological reflection skills and experience, or stewardship knowledge and experience.
 - (3) Ideally the make-up of the committee will include an accountant with a professional designation such as CPA, CGA, and persons with real estate and philanthropy expertise.
4. The Executive Officer, Finance and Executive Officer Philanthropy are Resource Staff for the Committee.

Meetings

5. The Committee meets throughout the year as necessary at the General Council Office or by conference call, depending on agenda items. Additional committee and task group meetings will be used for items specific to agenda projects where warranted.

The Manual, 2016, Sections E.4.5.6, E.4.9

Established 2001-11-02-0247 by the Executive of the General Council

Revision History

Date	Resolution or Minute Number	Description of Modification	Modification Authorized by
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2007-11-16	214	New Format	Executive of the General Council

Review History

Date	Have modifications been made (Yes/No?)	Review conducted by	Review Approved by
2007-05-04- 122	Yes	Executive of the General Council	Executive of the General Council

NOM 05 RECOMMENDATIONS FOR APPOINTMENT**Originating Body: The Nominations Committee****1. What is the issue?**

We believe that the Holy Spirit calls us to use our God-given gifts. Our gifts differ, but all are needed. The practices of Christian spiritual formation call on us to practice individual and group discernment in selecting and affirming leaders for the church.

2. Why is this issue important?

The Executive of the General Council needs to appoint and authorize members to serve on committees and task groups which conduct work on its behalf and as delegates to represent The United Church of Canada.

3. How might the General Council Sub Executive respond to the issue?

The Nominations Committee proposes that the General Council Executive Appoint or reappoint the following members with terms as noted:

Anti-Racism Common Table (45th General Council, July 2025)

- Jennifer Hompoth (Lay Person, Horseshoe Falls)
- Ryan Tristin Chapman (Ordained, Pacific Mountain)

Task Group to Review the Roles of Moderator and General Secretary (December 2024)

- Catherine Glover, chair (Lay Person, Antler River Watershed), *Chair, Executive member (as previously reported by the General Secretary)*
- Bruce Gregersen (Ordained Minister, Western Ontario Waterways)
- Colin Phillips (Lay Person, Pacific Mountain)
- Mary Royal-Duczek (Ordained Minister, Eastern Ontario Outaouais)
- Miranda Crabtree (Lay Person, Shining Waters)

Additional members to be named by the Indigenous Church

4. What will be the impact?

These appointments are offered with a view to the strategic objective of Invigorate Leadership: Adapting and Innovating for Bold Discipleship. The work that these roles will advance varies and includes the strategic objectives of Embolden Justice, and Nurture the Common Good.

5. How does this proposal help us live into the commitments on equity?

In its discernment, the Nominations Committee considers diversity with regards to geography, gender identity and ministry stream, as well as the myriad ways that our lives, cultures and lived experiences make each of us unique. In addition, the committee upholds the church's

commitments to the full participation of people with disabilities; youth and young adults; those who identify as Two Spirit or LGBTQIA+; Indigenous; racialized; Francophone or active in French ministries; those who speak a primary language other than English or French; and people from marginalized communities not named here.

Percentage of 490 appointments filled by members declaring equity identities (March 2023):

- Indigenous 46 (9.4%)
- Racialized 124 (24.9%)
- Francophone / French Ministries 40 (8.2%)
- Primary Language not Eng. or Fr. 73 (14.8%)
- Two Spirit or LGBTQ+ 83 (16.9%)
- Young Adults 11 (2.2%)
- People with Disabilities 55 (11.2%)

One or more of the equity identities 222 (45%)

Those recommended for appointment have verified their commitment to the United Church's commitments to equity, diversity and anti-oppression and personally bring identities related to six of the seven named equity identities. Of the seven people named above, along with nine people being recommended separately to the Board of Vocation, nine self-identified with one or more of the equity commitment identities. Collectively they name six of the United Church's seven equity-commitments identities listed above.

6. For the body transmitting this proposal to the General Council Executive:

The Nominations Committee met by video-conference on May 3, to discern recommendations for appointment to the Anti-Racism Common Table, as well as nine appointment recommendations that will be brought to the Board of Vocation. Discernment for the Task Group occurred at an earlier meeting on April 20.

The Nominations Committee offers gratitude to all who expressed interest and prays for faith and joy in their appointments or in the other ways that they may serve.

Kathy Brett (GCE, acting chair), YongSeok Baek, Katherine Brittain, Samuel Dansokho (GCE), Jessica Stevenson, Regrets: Pat Tooley, Lynella Reid-James. Diane Bosman & Jamie Wilder (staff)

All information in this proposal is to be held in confidence until decisions are made by the Executive and until all who expressed interest are notified of these decisions.

Appendix III

BP 02 GOVERNANCE COMMITTEE

Origin: Business Planning Committee

1. What is the issue?

We believe that governance exists to enable the church to live out God's call and vision for the church. As the structural changes to the Executive have evolved in the recent past, it is important to consider the ways in which exemplary governance can be realized within the new structure.

2. Why is this issue important?

To facilitate such exemplary governance, the Work Flow working group has advanced a number of recommendations that have been presented to and approved by the General Council Executive. As the term of the working group has concluded, ongoing deliberations on the Governance Renewal Action Plan has been ongoing and some structural and procedural changes are being contemplated. A body is needed to oversee and coordinate this continuing work.

3. How might the General Council Executive respond to the issue?

The Business Planning Committee recommends

That the General Council Executive:

1. Transform the Business Planning Committee to a Governance Committee of the Executive which would focus more deliberately on governance goals and supports.

2. Undertake a policy renewal process focusing on two key policy banks:

a) The Governance Handbook

In keeping with the directives of Policy 1.01 (Governance Policy Development), that a regular review of governance policies be undertaken.

b) Role of the Executive section of The Manual

Review of The Manual section on the role of the Executive and General Secretary to note and offer recommendations on any Manual changes as part of the review process on the new structure, and the role of the Moderator and General Secretary, that would better align with the governance renewal vision and recommendations.

4. What will be the impact?

The purpose of the Governance Committee would be to discern ongoing governance goals for the Executive, as informed by the approved Work Flow Recommendations and the needs of the Executive, including but not limited to:

- clarifying learning needs/strategic set of learning objectives for the GCE for the duration of the strategic plan; in order to carry out our responsibilities/roles in realizing the strategic plan
- providing ongoing support for rigorous self-regulation/self-monitoring and evaluation of Executive performance
- ensuring ongoing reflection on the delegation of decision-making (eg policy review/renewal, policy development)
- accessing guidance when external expertise is needed
- advancing a risk management process - provide leadership on the identification and mitigation of risk and evaluation of mitigation approaches.
- providing guidance and support on information management (ie agenda setting, supporting documentation)
- ensuring ongoing engagement in relationship with the General Council
- continuation of current responsibilities

The membership would include:

- The Moderator
- The General Secretary
- Two-three members of the General Council Executive (potentially drawing from the current Business Planning Committee membership)
- Two-three additional members of the United Church appointed for their governance expertise. Initially to be drawn from the members of the Workflow Group.

This would require that some of the responsibilities of the Business Planning Committee be delegated more explicitly to staff. For example, agenda development could be done in consultation with the Moderator and the Chair of the newly formed committee.

This may also require that the composition of the newly formed committee be reconsidered, given the gifts of the members and the work required.

5. How does this proposal help us live into the commitments on equity?

The Executive grounds its understanding of governance in the principle that the purpose of governance is to enable the church to live out God's call and vision for the church. Equity is a part of that call and vision.

The Governance Committee would be a support to ensuring that the GCE is animating and propelling the strategic Call and Vision, and the objectives of the strategic plan, exercises

governance practices that ensure relentless attention to the strategy, and its embedded commitments to equity.

This is articulated in governance renewal recommendation 2:

As the Executive engages in a more strategic and visionary role, it does so in ways that are

- Supporting the church to live into its equity aspirations, including within the Executive's own practices, including working to decolonize governance;

6. For the body transmitting this proposal to the General Council Executive:

Are there comments, affirmations, suggestions you would like to make with respect to this proposal?

If this proposal is in response to assigned work – either from General Council or a previous GCE meeting, please list proposal / motion numbers.

GCE 01 Governance Renewal Action Plan – November 2022

Appendix IV

GS 33 IRIDESCE: THE LIVING APOLOGY

Origin: General Secretary, General Council

1. What is the issue?

In 2018, the General Council Executive approved a motion (GCE 13 - PMM 15) to extend The Living Apology Project, to report to the spring 2020 meeting of the Executive of the General Council. Due to COVID-19 this was extended to the fall of 2020.

The motion requested that the Executive / General Secretary appoint a group to work with the outcomes of The Living Apology Project, to offer an apology to the LGBTQ+ and Two-Spirit community at the Denominational Council in 2021 (rescheduled to 2022). The approved motion also reaffirmed the church's endorsement of the Affirming Ministries Program and invited all communities of faith to participate; and directed the General Secretary, General Council to develop resources for ministers, church leadership, and the wider church in their ministry with LGBTQ+ and Two-Spirit communities that: offer pastoral care, create opportunities for healing and reconciliation, and demonstrate respectful engagement in conflict/disagreement.

One of the questions the working group was asked to address was the 'how of an apology.' The working group submitted its final report to the General Secretary with a number of recommendations. The final report suggested a framework for the apology.

2. Why is this issue important?

The United Church of Canada was the first denomination to mandate full inclusion of LGBTQ+ persons, and yet we are aware of many painful stories from both before and after the significant decisions of 1988. The Iridesce Project gathered extensive research and has reported to the General Secretary with a range of possible next steps.

3. How might the General Council Executive respond?

The General Secretary recommends that the General Council Executive

- a. Receive the Report, *Living Apology into Action* and the accompanying *workplan* for information; share the Report with regional councils and communities of faith for their consideration;**
- b. Commit to offering an apology to the 2SLGBTQIA community at an appropriate time to be determined;**
- c. Appoint a small working group of up to four (4) persons to draft the words of an apology, and request the Nominations Committee to recruit the members to serve on the working group; and**
- d. Direct the General Secretary to develop a *Memorandum of Understanding with Affirm United/S'affirmer Ensemble* to outline the relationship and responsibilities of the shared ministry.**

4. What will be the impact?

Responding to this work will contribute to the strategic objective of growth. It will require some staff capacity and an articulation of the relationship between Affirm United/S'affirmer Ensemble and The United Church of Canada.

5. How does this proposal help us live into the commitments on equity?

This proposal is consistent with the church's intercultural and equity commitment and furthers the church's affirmation as reflected in the words of Song of Faith:

*We sing of God's good news lived out, a church with purpose:
faith nurtured and hearts comforted, gifts shared for the good of all,
resistance to the forces that exploit and marginalize, fierce love in the face of violence,
human dignity defended, members of a community held and inspired by God,
corrected and comforted, instrument of the loving Spirit of Christ,
creation's mending.*

6. For the body transmitting this proposal to the General Council Executive

In 2009, the 40th General Council, in response to a perceived lack of movement on the 1999 consultation with LGBTQ+ ministry personnel and the continued emergence of challenges related to the inclusion of LGBTQ+ and Two-Spirit members, mandated a National Consultation on Homophobia and Heterosexism in the Church. The final report from this consultation was

presented to the General Council Executive in January of 2012. This final report speaks to the work undertaken in the following way, “The participants in this consultation believed that the goal of creating an inclusive church is a broad agenda that is critical to the future development and soul of the United Church. Ultimately, the participants reminded us that inclusion is not about providing some members of the Church with special treatment, but rather recognizing all people, including people in the sexual orientation and gender identity continuums, as vital members of the family of God.”¹ Iridesce: The Living Apology Project (Iridesce) grew out of the 2012 consultation as a way for the church to examine, through the sharing of stories, lament, education, and prayer, what next steps were needed and how the Church might best move forward.

Appendix V

GS 34 AUTHORIZATION TO PROCEED WITH OFFICE RELOCATION

Origin: General Secretary

1. What is the issue?

The timing has finally firmed up related to the redevelopment of Bloor Street United Church and the planned new home for General Council Office. Additionally, both the Presbyterian and Anglican national offices have committed to participating – including capital costs. A lease needs to be signed in order to bind all parties and being formal planning for occupancy.

The decision to move our offices to 300 Bloor was made in 2012 with a contemplated move in date of 2016. Various circumstances derailed the original timing, but also created the opportunity to share costs ecumenically.

Although there are no formal documents binding the national church to this deal, there have been multi year discussions with Bloor Street United and with ecumenical partners. It would be very difficult – but not impossible to back out of the deal now. Bloor Street United has relied on the national church’s ongoing assurances for over a decade.

That said, much has changed and the Finance team feels it is only good stewardship to review the economics of the deal in light of how much has changed over the last decade – including a much more hybrid working model. In particular, we reviewed the capital investment now required in light of other budget pressures and the long-term sustainability of the General Council Office.

¹ Brian Mitchell-Walker, GLBTT National Consultation (United Church of Canada, 2012) 12.

Timeline

2010-2012 National office relocation study and deliberations. North Bay and Winnipeg strong candidates. Ultimately Toronto chosen for business continuity reasons and finalists were Bloor Street and Metropolitan.

2012 MOU with Bloor Street United. Sub-market base rent and space sharing key elements.

2014 Existing lease at 3250 extended.

2017 GCO downsized existing offices from 2 ½ floors to one floor (44,000 to 17,700 sq ft).
Lease extensions to 2019.

2019 Lease extension to 2023.

2022 Lease extension to Q1 2026.

Ten years ago, the tenant improvement allowance of \$60/sq ft was felt to be sufficient – if not to fully complete the building – perhaps close. Today, multiple estimates suggest a fit-out cost of \$150/sq ft will be needed.

All the original reasons for choosing to move and choosing to move to Bloor Street United are still in place. Sub-market rent, paying ourselves rather than corporate interests, optimal public transit, proximity to university and amenities, etc.

The current hybrid model of workforce deployment will continue much more than in the past, but there will still be a need for a “home” for the denomination. The GCE has repeatedly affirmed our ongoing commitment to actively pursuing this option as the new long-term home for a national office. Frankly, this would almost be a routine decision were it not for COVID-related uncertainty around the “future of work”. Even with that uncertainty, compelling long-term rent savings, coupled with operational flexibility around downsizing the space and leveraging ecumenical cost savings opportunities still makes for a compelling business case.

Positive Developments since 2012

- Partnership with other denominations and potential to share infrastructure costs
- Long term solution for national archives
- Greater flexibility in workforce planning and space utilization
- New furniture on hand for re-use by all three denominations for workstations

Negative Development since 2012

- Capital cost injection significantly greater

Incremental capital cost is estimated to be \$3.6 - 4.0 million (\$90 - 100/sq foot on top of the tenant allowances of \$60.00 originally agreed in 2012) with the denominations agreed in principle to cost sharing in proportion to agreed “share” of space. United Church share would be \$2.0 - 2.2 million.

Base rents for 15 years beginning in 2026 will be the same levels agreed to in 2012 and would be roughly 2/3 to 3/4 of market at the outset.

If we use a discount rate of 5% over the 2026-2041 lease period, the present value of the 300 Bloor Street option is the cheapest. If we use a discount rate of 9%, the present value of the 300 Bloor Street option is slightly more than staying at the current location. None of the scenario testing done reflects potential savings and synergies from shared services amongst the three denominations. Finance staff from each denomination believe there is considerable potential for cost savings in areas such as Human Resources, information technology infrastructure – and potentially even missional programming.

The primary alternative would be to abort the Bloor Street United deal and potentially stay on at the existing space, paying to downsize it (avoiding move costs) but paying significantly higher rent. Another option would be to fully commit to a completely distributed workforce with no office at all. However, this is viewed as high risk from a workforce management perspective. Reopening a countrywide office location search is not recommended, as we have bigger issues to deal with.

2. Why is this issue important?

A final decision is needed now as it impacts not only the General Council Office but also Bloor Street United, the Anglican Church and the Presbyterian Church. Lease and sub-leases are substantially final after months of drafting and review. With a move date just under three years from now, we need to move to the next phase of detailed planning or terminate the plan.

3. How might the General Council Executive respond to the issue?

It is recommended

- a. That the General Secretary be authorized to sign a 15-year lease committing The United Church of Canada to moving its offices to 300 Bloor Street West, effective Q1 2026; and to sign sub-leases with the Presbyterian Church in Canada and the national arm of the Anglican Church of Canada.**

Incremental Capital Cost is estimated to be \$3.6 - 4.0 million (\$90 - \$100/sq foot on top of the tenant allowances of \$60.00 originally agreed in 2012) with the denominations agreed in principle to cost sharing in proportion to agreed “share” of space. The United Church share would be \$2.0 - 2.2 million.

- b. That the General Secretary be authorized to proceed subject to final Finance Advisory Committee review and sign-off.**

4. For the body transmitting this proposal to the General Council Executive:

The Committee has previously flagged the potential risk of higher sustained inflation and the importance of cashflow management and expense reduction in implementing the strategic plan and resultant operating budgets for 2024 onwards.