

THE UNITED CHURCH OF CANADA
MEETING OF THE GENERAL COUNCIL SUB-EXECUTIVE
MINUTES
Wednesday, October 11, 2023 (video conference call)

The Sub-Executive of the General Council of The United Church of Canada held a meeting by video conference call on Wednesday, October 11, 2023, beginning at 12 noon (Eastern).

Attendance

Voting Members: Michael Blair, Richard Bott, Teresa Burnett-Cole, Carmen Lansdowne, Arlyce Schiebout

Resource: Diane Bosman, Alan Hall, Nicole Treksler

Constituting the Meeting

The Moderator, Carmen Lansdowne, constituted the meeting of the Sub-Executive: " Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le quarante-quatrième Conseil général, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

Procedural Motions

Motion: Teresa Burnett-Cole/Arlyce Schiebout **2023-10-11-068**

That Shirley Welch be appointed recording secretary, and that Diane Bosman, Alan Hall, and Nicole Treksler be named as resource persons for this meeting of the Sub-Executive of the General Council.

Carried

Minutes of the Sub-Executive of the General Council

Motion: Richard Bott/Teresa Burnett-Cole **2023-10-11-069**

That the minutes of the last Sub-Executive meeting, held on August 29, 2023, be approved.

Carried

GS 58 Sexual Misconduct Policy and Procedures Update

The General Secretary noted that this was an update to an existing policy. This policy is under continuous review and revisions are done annually. Additional changes made as the result of questions by members of the Sub-Executive (after the initial proposal was shared) were explained in detail. It was noted that it would be helpful to have consultation with the National Indigenous Council prior to the next update of this policy.

Motion: Michael Blair/Teresa Burnett-Cole **2023-10-11-070**

That the Sub-Executive approve changes to the Sexual Misconduct Policy, which is attached. The changes to the policy, include:

Usability

- Use of headings and section numbers (See Heading I and II)
- Shorter sections (See Heading I, II and III)
- More concise information under each heading (See Heading I, V and VI)
- Expanded definitions for procedures to Respond to Complaints (See Heading IX)
- Section on Appendices (Starting on pg. 25 of the Policy)
 - Complaint form (Appendix E)
 - Checklist for receiving a complaint of sexual misconduct (Appendix I)
- Use of links and hyperlinks--identified in blue writing (See Section 13 and 23)

Substantive and Material

- Identification of criteria that must be met for the policy to apply (See Heading III)
- Expanding those who can lodge a complaint (See Heading IV)
- Practice regarding dealing with anonymous complaints (See section 9)
- Policy is required by law (See Heading V)
- Options for making a complaint outside of this Policy (See Heading VI)
- Individual shall not fear retaliation from the Church (See Heading VII)
- Changes to cases involving children (See Heading X)
- The policy applies to international complaints (See Heading XI)
- Considerations for Indigenous communities (See Heading XII)
- Change to Procedures to Respond to Complaints: Regional and General Council Offices (See pg. 18)
- Use of Responsible Bodies (Appendix A: Responsible Bodies)

Carried**GS 59 Workplace Discrimination, Harassment and Violence Policy Update**

This proposal is also to update an existing policy, and is under constant review. The suggested changes are to enhance usability.

Motion: Michael Blair/Arlyce Schiebout**2023-10-11-071**

That the Sub-Executive approve changes to the Workplace Discrimination, Harassment and Violence Policy, which is attached. The changes to the policy, include:

Usability

- Expanded definitions for procedures to respond to complaints (See Heading VIII)

Substantive and Material

- Expanding those who can lodge a complaint (See Heading III)
- Practice regarding dealing with anonymous complaints (See section 6)
- Considerations for Indigenous communities (See Heading XI)
- Change to Procedures to Respond to Complaints: Regional and General Council Offices (See pg. 17)

Carried

NOM 07 Recommendations for Appointment

Diane Bosman, resource staff to the Nominations Committee, introduced this proposal, briefly noting the various pieces of work undertaken by the committee at their recent meeting.

Motion: Teresa Burnett-Cole/Richard Bott

2023-10-11-072

That the General Council Sub-Executive appoint the following members with terms as noted:

Total Compensation Review Task Group (March 2025)

- *TBD, chair to be named from the General Council Executive members.*
- Elizabeth Brown (Ordained Minister, Prairie to Pine)
- Oliver Dingwell (Ordained Minister, First Dawn Eastern Edge)
- Beth Martin (Lay Person, Pacific Mountain)
- Bri-anne Swan (Diaconal Minister, Shining Waters)
- Janice Sydney (Lay Person, Horseshoe Falls)

As named by the National Indigenous Council (for information):

- William Harasymow (Lay Person, Pacific Mountain)
- Ashley Keeping (Lay Person, First Dawn Eastern Edge)

Task Group on Apology to Two Spirit and LGBTQIA+ Communities (December 2025)

- Michiko Bown-Kai (Ordained Minister, Western Ontario Waterways)
- Christine Dolson (Lay Person, Pacific Mountain)
- Tricia Gerhard (Ordained Minister, Prairie to Pine)
- Fred Monteith (Ordained Minister, Western Ontario Waterways)
- Steven Shales (Lay Person, Antler River Watershed)

Carried

The Moderator thanked members and staff for their presence and input at the meeting.

Carmen Lansdowne, Moderator

Michael Blair, General Secretary