

**THE UNITED CHURCH OF CANADA**  
**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL**  
**MINUTES**  
**Friday, November 22 to Saturday, November 23, 2024**

The 44th Executive of the General Council of The United Church of Canada met from Friday, November 22 to Saturday, November 23, 2024. The former Moderator, Richard Bott, presided due to the illness of Moderator Carmen Lansdowne.

**Attendance**

**Voting Members:** Mitchell Anderson, Michael Blair, Richard Bott, Katherine Brittain, Teresa Burnett-Cole, Michael Caveney, M Chorney, Samuel Vauvert Dansokho, Paul Douglas Walfall, Catherine Glover, Wilson Gonese, David Leyton-Brown, Kit Loewen, Jane McDonald, Arlyce Schiebout, Thea Sheridan-Jonah

**Corresponding:** Leeann Shimoda, Kimberly Roy

**Staff:** Sarah Charters, Treena Duncan, Cameron Fraser, Alan Hall, Adele Halliday, Éric Hébert-Daly, Jennifer Henry, Jennifer-Janzen Ball, Mark Laird, Harry Li, Lori-Ann Livingston, Tyler Lodge, Pater Hartmans, Shannon McCarthy, Japhet Ndhlovu, Cheryl-Ann Stadelbauer-Sampa

**Guests:** Diane Bosman, Ryan McNally, Shirley Cleave, Hoeun Lee, Anne Soh, Jim Simpson, Heather Keachie, Don Hunter, Miriam Bowlby, Lynella Reid-James, David Dawrant

**Regrets:** Alcris Limongi, Carmen Lansdowne, Faith March-MacCuish,

**Friday, November 22, 2024**

**Welcome**

Former Moderator, Richard Bott, and General Secretary, Michail Blair, welcomed those gathered for this meeting of the Executive.

**A Note from the General Secretary**

The General Secretary noted the Moderator, Carmen Lansdowne, is absent due to illness, and therefore immediate former moderator Richard Bott will be chairing this meeting and functioning in the Office of the Moderator.

**Theological Reflection and Worship**

The Moderator invited the General Secretary to introduce Houen Lee and the time of Theological Reflection. Houen invited the group to participate in singing in Korean and playing along with a Korean percussive rhythm. Hoeun led the group in a reading of Psalm 119, Ephesians 6, and John 6.

There was a time for small groups, guided by the questions: “Do we believe we are in a fight? Are we actively challenging the status quo or unknowingly reproducing it? How do we interpret ‘our struggle...against the rulers, against the authorities, against the cosmic powers of this present darkness, against the spiritual forces of evil in the heavenly places’? And what is *your* sword of the Spirit?” There was time for discussion and Houen ended the time with prayer. The Moderator thanked Hoeun for leading the Executive in worship.

### **Looking to 2035**

The Moderator invited the General Secretary to introduce Jennifer Janzen-Ball, Executive Minister Theology and Ministry Leadership, Jennifer Henry, Executive Minister Organizational Development and Strategy, and Cameron Fraser, Director Growth and Ministry Development, to engage in a discussion of current trends in the life of the church and their implications for the next 10 years.

### **Constituting the Meeting**

The Moderator constituted the meeting in French and English.

"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 Executive of the General Council to be in session for the work that may properly be brought before it, to the glory of God."

### **Territory Acknowledgement**

Katherine Brittain shared a territory acknowledgement as the Executive was meeting on the lands which constitute the present-day City of Mississauga as being part of the Treaty and Traditional Territory of the Mississaugas of the Credit First Nation, The Haudenosaunee Confederacy, and The Huron-Wendat and Wyandot Nations.

### **Equity Reminders**

M Chorney introduced the equity aspirations, sharing that at the last meeting of the Executive, the Equity Support Team spoke about equity and equality. She mentioned that the team is available throughout the meeting. M then read the Equity Aspirations for the benefit of the group.

### **GS 106 Procedural and Consent (Appendix II)**

The Moderator invited Michael Blair, General Secretary, to introduce the opening motion. The General Secretary briefly outlined the various items contained in GS 106 Procedural and Consent.

**Motion: Michael Blair/ Kit Loewen****2024-11-22-140****The General Secretary proposes that the General Council Executive:**

- a) Approve the [minutes](#) of the General Council Executive meeting held May 10-11, 2024, September 27-28, 2024, and November 08, 2024.
- b) Receive for information any [correspondence](#) to the General Council Executive received since the last meeting of the Executive (sent to the Executive by email and found online).
- c) Adopt the agenda for this meeting as circulated, with any changes which may be necessary as the meeting evolves, to be made on the recommendation of the Business Committee.
- d) Name as the Business Committee: The Moderator, General Secretary, Chair, Governance Committee, Senior Governance Support Lead and Administrative Assistant Governance Support.
- e) Name as corresponding members to this meeting any General Council Officers, Executive Ministers, Executive Officers, and Regional Council Executive Ministers who are present, Leean Shimoda and Kimberly Roy as representatives from the Indigenous church and anyone else who may be named by the General Secretary to serve as resource persons to the General Council Executive.
- f) Receive for information the following reports:
  - Moderator's Accountability Report
  - General Secretary's Accountability Report
  - Pension Board Annual Accountability Report
  - Operational Plan Report – Third Quarter 2024
  - Nomination Committee Report
- g) Approve the following proposals:
  - GS 108 Memorandum of Understanding with Mount Allison University
  - GS 109 Living into Our Call and Vision: Global & Ecumenical Participation to General Council 45
  - GS 110 Post-Pregnancy Parental Leave
  - GS 111 Updating Language to Section 1.2.3.I
  - GS 112 Amendments to Section B.5.4.2
  - GS 113 Amend Section B.7.8.5.
  - GS 114 Amendments to Section E.2.2
  - NOM 14 Recommendations for Appointment

## **Carried**

### **Welcome and Role Review**

Moderator Richard Bott welcomed guests joining the Executive over the course of the meeting; Ryan McNally, Shirley Cleave, Hoeun Lee, Anne Soh, Jim Simpson, Heather Keachie, Don Hunter, Miriam Bowlby, and Lynella Reid-James.

Cheryl-Ann Stadelbauer-Sampa gave a brief object lesson on the roles of the Executive in the different accountabilities they have, whether as the Executive, shareholders of the United Property Resource Corporation, in relation to The United Church of Canada Foundation, or Administrator of the of the Pension Plan.

### **Pension Board Accountability Report (Appendix I)**

The Moderator invited Alan Hall, Executive Officer, Shared Services, to introduce the Pension Board Accountability Report. He thanked members of the Executive who currently serve and have served on the Pension Advisory Committee. He then introduced Anne Soh, Chair of the Pension Board.

Anne Soh gave a comprehensive presentation on the overview of the Pension Plan. She highlighted the faithful stewardship of the plan and the fund, as well as ongoing asset liability and enterprise risk management studies. She also noted the November 5<sup>th</sup> go-live of the new Pension and Benefits Administration System (PABAS), a seven year project.

There was a time for question and comments. The Moderator thanked Anne, Alan, and those on the Pension Advisory Committee.

### **GS 115 Benefits Plan Governance Changes (Appendix III)**

The General Secretary invited Alan Hall to speak on the changes to the group benefits plan in 2025. Alan Hall introduced David Dawrant, Director, Pension and Benefits Administration and project manager of the Pension and Benefits Administration Stabilization (PABAS) Project , who then gave a presentation on the new Group Benefits and Premium Plan changes for 2025.

There was time for considerable conversation and questions after the presentation.

### **Motion: Michael Blair/ Teresa Burnett-Cole**

**2024-11-22-141**

That the Executive of the General Council:

- Approve the Benefits Funding Policy
- Approve/Incorporate Statement of Investment Policies and Procedures(SIPP) to Account for Separate Benefits Assets
- Leverage Current Providers
- Segregate the Benefit Assets from the General Church assets
- Establish a Benefits Committee

The Working Group makes the following five recommendations:

**1. Approve the Benefits Funding Policy**

The Working Group has developed a benefits plan Funding Policy for GCE approval (see Appendix A). The adoption of a Funding Policy is a key part of formalizing the governance of the benefits plan. The document outlines the nature and purpose of the plan, underwriting arrangement, rate setting approach, use and funding of reserves, and what options may be available when the plan is in either a surplus or deficit position.

The Working Group views this version of the Funding Policy as a first step. Through its discussions, the Working Group has identified a number of items that should be further considered or refined in the future. These items include the role of a Benefits Committee (as per recommendation 5), the process for the long term disability cost of living adjustments, options/requirements in the event of either a funding surplus or deficit, and the process for accounting for the plan's assets and transactions. This document is intended to be reviewed and revised on a regular basis as well as in response to major changes or events affecting the benefits plan.

**2. Approve/Incorporate SIPP to Account for Separate Benefits Assets**

While it has been determined that the benefits plan making use of a "stand-alone" SIPP is not feasible at this time, the Working Group has developed a SIPP document suitable for this purpose (see Appendix B). The Working Group understands and acknowledges the role of the Investment Committee and its Investment Policy. To avoid redundancy and ensure compliance with relevant guidelines, the Working Group recommends that the benefits SIPP be reviewed by the Investment Committee and integrated into the Investment Policy to better recognize the interests of the benefits plan.

**3. Leverage Current Providers**

Tasked with the selection of various providers relating to benefits fund management, the Working Group opted to explore leveraging the Church's existing relationships with providers to benefit from reduced fee structures and avoid duplication in various documentation and service provider relationships.

The current investment manager, Fiera Capital, confirmed that the benefits assets can be managed separately and take advantage of the preferred fee arrangement as long as pooled funds are used. Fiera Capital suggested an asset mix that they project to yield higher returns with lower volatility compared to the asset mix currently in place. The Working Group believes this should be investigated further and that leveraging the existing relationship with Fiera Capital would be best for the benefit plan investment manager role at this time.

The Working Group also confirmed that the current custodian, RBC Investor Services, can continue to manage the benefits assets and do so in a separate division under the current fee arrangement. RBC is also the banking service provider to the Church and the Working Group recommends that this relationship be maintained for the benefits plan.

#### **4. Segregate the Benefit Assets from the General Church assets**

Historically, the benefits assets and reserves have been intermingled with general Church assets. It is important to recognize and appreciate that the assets of the benefits plan are those of participating employers and employees/pensioners, rather than of the Church. To enable proper oversight and monitoring of reserves and funding, the Working Group recommends the segregation of benefits assets from the current arrangement. This would include separating benefits plan assets into a new division with the investment manager and custodian. In the future, the Church may wish to consider separate financial statements for the benefits plan.

#### **5. Establish a Benefits Committee**

Given the complexity of the benefits plan, the Working Group recommends the Church delegate oversight of the benefits plan to a dedicated “Benefits Committee”. A Benefits Committee would be a key component of a more robust governance structure for the benefits plan and those involved with the Benefits Committee would have more specific knowledge, understanding and accountability for the obligations and liabilities of the benefits plan. Forming a Benefits Committee and determining their terms of reference should be expedited given the complexity and importance of some of the other issues concerning the benefits plan. The Working Group also emphasizes the need for a comprehensive education initiative to ensure that members fully understand the plan's complexities.

The Benefits Committee may be tasked with:

- Regular monitoring and reporting: This includes financial tracking, reconciliation, and frequent reviews of plan performance, as outlined in the Funding Policy.
- Summary reporting to the GCE: Provide regular updates on plan performance.
- Increased communication to plan members: Increase understanding and appreciation of the benefits plan by increasing transparency and frequency of communication. This may include an “annual report” outlining the plan’s finances and key decisions and changes.
- Reviewing and finalizing Funding Policy: As noted in section 4.1, the Funding Policy is recognized as a living document, with certain areas identified by the Working Group for further review by the Benefits Committee once established.

**Carried**

**United Property Resource Corporation (UPRC)**

The General Secretary welcomed Miram Bowlby, Executive Director and Don Hunter, the Board Chair. He then invited Miriam Bowlby to provide an update on the work of the United Property Resource Corporation.

Miriam gave a presentation on some of the work the United Property Resource Corporation has done over the past year. Miriam also highlighted the relationship between the United Property Resource Corporation and its subsidiary Kindred Works.

Following the presentation, the Executive moved into an *in camera* session.

**Motion: Michael Blair / Jane MacDonald****2024-11-22-142**

That the General Council Executive move into an *in camera* session for legal advice with the following corresponding members and guests: External Legal Counsel Heather Keachie, Chief Financial Officer Harry Li, Regional Council Executive Ministers, Senior Governance Support Cheryl-Ann Stadelbauer-Sampa, and Nicole Treksler, United Church of Canada Internal Legal Counsel.

**Carried****Motion: David Leyton-Brown / Wilson Gonese****2024-11-22-143**

That the Executive of the General Council moves out of the *in camera* session.

**Carried****Motion: Catherine Glover / Kit Loewen****2024-11-22-144**

That the Executive of the General Council directs the General Secretary to:

- 1) secure external legal counsel to engage with United Property Resource Corporation's legal counsel to review all documentation relating to the formation and relationships between The United Church of Canada, United Property Resource Corporation, and Kindred Works and their proposed investors, and to advise on the impact of this information on the two governance proposals presented by Kindred Works; and
- 2) engage external legal counsel with real estate expertise to review the property development trust structure.

**Carried****Motion: Mitchell Anderson/ Teresa Burnett-Cole****2024-11-22-145**

That the General Secretary names a working group to work with the General Secretary and Executive Officer Finance to receive the above legal advice and to provide counsel to the Executive of General Council.

**Carried**

Paul Walfall raised a Point of Order that we did not invite those who had left the room for the *in camera* session to rejoin the meeting again. The Moderator agreed with Paul, and this will be noted in the minutes. The General Secretary noted that those absent during the *in camera* session were General Council staff.

### **Thriving with Equity**

The Moderator invited Adele Haliday, Diversity and Equity lead, and Jennifer Janzen-Ball, Executive Minister, Theology and Ministry Leadership, to speak to the Workplan for the Pastoral Relations Equity Research Project.

Adele highlighted the background on the research project and the report findings. It was noted that by no later than February 2025, the plan would give an update.

There was time for the Executive to discuss the report in small groups.

The Moderator thanked Adele and Jennifer for the work they and their team is doing.

### **Equity Reflections**

Wilson Gonese reflected on the Executive's adherence to the Equity Aspirations throughout the first day of the meeting. He noted the Executive is working to be the church that thrives with equity.

The Moderator thanked Wilson for his reflections.

### **Time with the General Secretary**

The Moderator invited the General Secretary to speak.

The General Secretary acknowledged how grateful he is to the staff team that he gets to work with. He remarked that one of the themes that is becoming more and clear to him is that we are in it together.

He expressed his gratitude to the Executive as they wrestled and struggled with his decision around the National Indigenous Council.

He mentioned that God has called us to ministry and if we do not pay attention, we can become distracted and de-energized. We live in a complex time, and the issues before us are complex. He noted that God is nudging us to do new things, and that will require us to hold things lightly.

He remarked that the National Indigenous Spiritual Gathering is scheduled to meet next weekend and invited the Executive to continue to be in prayer for the meeting. There was time for questions and conversation.



The Moderator prayed for the General Secretary and thanked him for his time and his work.

### **General Secretary's Supervisory Committee**

There was a motion for the Executive to move into an *in camera* session.

#### **Motion: Thea Sheridan-Jonah / Mitchell Anderson**

**2024-11-22-146**

That the General Council Executive move into an *in camera* session for the General Secretary Supervision Committee Report. The General Secretary will not attend.

**Carried**

### **Saturday, November 23, 2024**

To begin the day there was a motion that the Executive move out of an *in camera* session, as the previous day ended during an *in camera* session.

#### **Motion: Teresa Burnett-Cole / Katherine Brittain**

**2024-11-22-147**

That the General Council Executive move out of an *in camera* session.

**Carried**

### **Worship and Covenanting**

The Moderator began the second day of the meeting with worship. As the Executive and leadership gathered, it was a time of in memoriam, a time to stop and remember the saints of the church, and of singing hymns. Samuel Vauvert Dansokho opened in prayer, calling for unity and solidarity, and affirming our belonging to God.

The Moderator closed the time of worship by reading from 2 Timothy 4:1-9.

### **Point of Privilege**

Paul Douglas Walfall raised a personal point of privilege to be in prayer intentionally and let the National Indigenous Spiritual Gathering know the Executive and senior staff will be in prayer for that meeting. Cheryl-Ann Stadelbauer-Sampa noted that we were committed to prayer when the Executive passed GOV04 at the November 8 meeting.

### **Equity Reminder**

Arlyce Schiebout brought forward the days Equity Reminders. She again reminded us of the difference between equity and equality and reminded us of Wilson's remarks the previous night; that when we work from a place of equity, we remind ourselves of the people who God would want us to be. Arlyce pointed toward the aspirations and had us reflect on which ones we've engaged with already.

### **UCC Foundation**

The Moderator invited the General Secretary to introduce Sarah Charters and Jim Simpson to speak on The United Church of Canada Foundation. The General Secretary noted the relationship and agreement between The United Church of Canada and The United Church of Canada Foundation. The church has established a joint committee made up of the Chair and vice-Chair of the foundation, along with the General Secretary of The United Church of Canada. The General Secretary framed the presentation as the Executive listens to the concerns, framework, and direction of the foundation.

Sarah Charters presented on the historical context of the relationship between the General Council Office and The United Church of Canada Foundation. She highlighted there can be confusion on the donor side but noted that the Foundation can be nimbler and take more risks. Sarah invited Jim Simpson, Chair of the Foundation Board. Jim brought some highlights and concerns from The United Church of Canada Foundation.

There was a time for conversation and questions. Many voices raised the fact that Mission and Service has a lot of brand visibility in the United Church.

The Moderator thanked Sarah Charters and Jim Simpson for their time and hard work.

### **Total Compensation Review Task Group (Appendix IV)**

The Moderator invited The General Secretary to introduce the update from the Total Compensation Review Task Group. The General Secretary gave some background information and then invited Jane McDonald, chairperson, and Alan Hall, staff, to present the updates and questions for discernment from the Task Group.

There was time for questions and comments, before the Executive turned to smaller discussion groups. Let it be noted for the minutes that the Task Group will be looking at the Indigenous payroll in January. Jane McDonald thanked everyone for the good discussion. The Moderator thanked Jane, Alan, and the rest of the Task Group for their hard work.

### **NOM 14 Recommendations for Appointment (Appendix II)**

The Moderator invited the General Secretary to introduce Diane Bosman, Program Coordinator, Member Engagement, and Lynella Reid-James, Chair of the Nominations Committee. The General Secretary also noted the members of the committee present in the room Samuel Vauvert Dansokho, Katherine Brittain, and Moderator Richard Bott. Lynella Reid-James gave a report from the nominations committee. She noted that the Nominations Committee is guided by the practice of spiritual discernment, they strive to highlight the needed gifts for the work of the church, and emphasized the United Church commitments to equity, diversity and anti-oppression.

The members of the Executive present who are on the Nominations Committee had time to share. They spoke on the presence of the Holy Spirit within the workings of the team, the stories of the church the committee gets to hear, and that this is work that is done in prayer and with joy.

There was time for questions and comments.

The Moderator thanked Lynella Reid-James for the work of the Nominations Committee. There was time for honouring Diane Bosman's work of supporting the ministry of the Executive over the past number of years. Diane will no longer be supporting the Executive; she was presented with flowers.

Let it be noted for the minutes that Teresa Burnett-Cole has left the meeting.

### **Presentation on the Report of the Special Interlocutor**

The Moderator invited the General Secretary to introduce Sara Stratton and the presentation on the Report of the Special Interlocutor. Sara offered a few thoughts on reparations, highlighting the work of the American ethicist Margaret Urban Walker. Sara reminded the Executive this is not just words and data, but real stories of families and children.

There was time for comments and questions. Sara provided helpful resources for the Executive as they continue to remain committed to reconciliation.

The General Secretary and Moderator expressed thanks to Sara for the work she has done, and the work we will continue to do.

### **Consultation with Office of the Moderator and General Secretary Task Group**

The Moderator invited Catherine Glover to introduce the Task Group to Review the Roles of Moderator and General Secretary and to offer an update. She outlined what they had heard over multiple interviews with former Moderators, General Secretaries, and members of various committees and councils in the Church and with ecumenical partners.

There was a time for the Executive to discuss the update before turning to the recommendations in GCE04 proposal.

Given an order of the day with guest that were invited the Executive postponed its discussion and turned to the Structural Change Evaluation update.

### **Structural Change Evaluation Update**

The Moderator introduced Ryan McNally and Shirley Cleave who joined the meeting virtually to present an update on the work of the Structural Change Evaluation Group. They presented the

mandate of the structural change group, gave an overview of the work done so far, the initial observations, and looking to General Council 45.

There was time for discussion and questions for Ryan and Shirley. The Moderator thanked them for their time and hard work.

Let it be noted for the minutes Mitchell Anderson has left the meeting.

#### **GCE 04 Review of The Roles of Moderator and General Secretary** (*Appendix IV*)

After the Structural Change Evaluation Update, the Executive came together to further discuss the GCE04 Review of the Roles of the Moderator and General Secretary.

Let it be noted for the minutes that Samuel Vauvert Dansokho will be limiting his role in this discussion as he has been nominated by his Regional Council for Moderator and will be abstaining from voting on this proposal.

The General Secretary introduced the proposal as follows.

It is proposed that the Executive of the General Council:

- direct the General Secretary to revise the “Nominees for Moderator Information Sheet Issued by the General Secretary under The Manual 2021, D.4.1.1:
  - the second provision allowing two Commissioners to nominate a member be replaced with twelve Commissioners, from at least six regional councils;
  - the General Council Office undertake background checks of nominees, including but not limited to police records check, Office of Vocation for ministry personnel, and social media presence, before their nomination is finalized and made public;
  - where a matter of concern is identified, it be discussed with the nominee- designate and the nominating council or Commissioners;
  - nominees be invited in their presentations to the Council to articulate their understandings of the Call and Vision of the denomination;
  - in the event that the General Council adopts these recommendations we recommend these be implemented in this next term.
- direct the General Secretary to provide:
  - intentional and strategic three-year deployment plan of the Moderator by the General Council Office, in consultation with regional councils, to maximize exposure to members of the church and to ministry personnel leadership;
  - intentional and strategic deployment of the Moderator to global and ecumenical partners;
  - that these deployments be laid out, as much as possible, in advance of a term in an intentional and strategic manner;

- intentional coordination of engagements and commitments by the Moderator's Advisory Committee, the General Secretary's Supervision Committee, and the appropriate General Council Office units;
  - develop an intentional orientation/transition program focused exclusively on meeting senior staff and regional council executive ministers, time with former Moderators, formation of and time with the Advisory Committee, all for discerning how best and strategically the newly elected Moderator can advance the Call and Vision of the church.
- be the primary agent of the Moderator's Advisory Committee, appointing the chair and two of its members, based on their competencies with strategic deployment of the Call and Vision, a former Moderator and one member nominated by the Moderator;
  - direct the General Secretary to:
    - develop a position description for the role of Moderator;
    - base performance evaluations for both senior officers on clearly articulated outcomes;
    - provide executive coaching, spiritual and emotional counseling, and rigid time management through the terms of Office;
    - establish a practice of exit interviews by appointees of the Executive upon completion of terms of Office;
    - provide coaching and spiritual and emotional counseling during a transition period after completion of terms of Office.
  - consider establishing a Deputy/Associate General Secretary role to be responsible for most operational matters, allowing the General Secretary to focus on strategic delivery of the Call and Vision.

After much discussion and discernment, a motion was brought forward to defer this conversation and decision indefinitely.

**Motion: Paul Douglas Walfall/ Jane McDonald**

**2024-11-22-148**

That the General Council Executive defers the proposal indefinitely.

**Failed**

After further discussion there was a motion to extend the order of the day.

**Motion: Katherin Brittan/ Jane McDonald**

**2024-11-22-149**

That the General Council Executive extend the order of the day 15 minutes.

**Carried**

After further discussion there was a motion to refer the proposal to the Sub-Executive of the General Council.

**Motion: Paul Douglas Walfall/ Jane McDonald**

**2024-11-22-150**

That the General Council Executive refer the proposal to the Sub-Executive of the General Council.

**Withdrawn**

Let it be noted for the minutes that Kit Loewen and Michael Caveney left the meeting.

After much discussion and amendments GCE 04 Review of The Roles of Moderator and General Secretary was carried as presented below.

It is proposed that the Executive of the General Council:

**Motion: Catherine Glover/ Wilson Gonese**

**2024-11-22-151**

- direct the General Secretary to revise the “Nominees for Moderator Information Sheet Issued by the General Secretary under The Manual 2024, D.4.1.1:
  - the second provision allowing two Commissioners to nominate a member be replaced with five Commissioners;
  - nominees be invited in their presentations to the Council to articulate their understandings of the Call and Vision of the denomination;

**Carried**

Let it be noted for the minutes that Paul Douglas Walfall voted against the motion.

After further discussion there was a motion to refer the following sub-Executive for finalization and implementation.

**Motion: Thea Sheridan-Jonah/ Katherine Brittain**

**2024-11-22-152**

- the General Council Office to undertake background checks of nominees, including but not limited to police records check, Office of Vocation for ministry personnel, and social media presence as it pertains to the commitments of the United Church as stated by the General Council, before their nomination is finalized and made public;
- where a matter of concern is identified, it be discussed with the nominee- designate and the nominating council or Commissioners;

**Carried**

**Motion: Wilson Gonese/ Arlyce Schiebout**

**2024-11-22-153**

- direct the General Secretary to provide:
  - intentional and strategic three-year deployment plan of the Moderator by the General Council Office, in consultation with regional councils, to maximize exposure to members of the church and to ministry personnel leadership;

- intentional and strategic deployment of the Moderator to global and ecumenical partners;
- that these key deployments be laid out, as much as possible, in advance of a term in an intentional and strategic manner;
- intentional coordination of engagements and commitments by the Moderator's Advisory Committee, the General Secretary's Supervision Committee, and the appropriate General Council Office units; develop an intentional orientation/transition program focused exclusively on meeting senior staff and regional council executive ministers, time with former Moderators, formation of and time with the Advisory Committee, all for discerning how best and strategically the newly elected Moderator can advance the Call and Vision of the church.
- Name the general council executive as the primary agent of the Moderator's Advisory Committee, appointing the chair and two of its members, based on their competencies with strategic deployment of the Call and Vision, a former Moderator and one member nominated by the Moderator;

**Carried**

After further discussion a motion was brought forward to refer the following to the task group of the offices of the moderator and general Secretary

**Motion: Jane McDonald/ Thea Sheridan-Jonah**

**2024-11-22-154**

- develop a position description for the role of Moderator;
- develop a performance evaluation tool based on clearly articulated outcomes for the role of Moderator;
- provide executive coaching, spiritual and emotional counseling, and rigid time management through the terms of Office;
- establish a practice of exit interviews by appointees of the Executive upon completion of terms of Office;
- provide coaching and spiritual and emotional counseling during a transition period after completion of terms of Office.

**Carried**

It is proposed that the Executive of the General Council:

**Motion: Wilson Gonese/ Thea Sheridan-Jonah**

**2024-11-22-155**

- consider establishing a Deputy/Associate General Secretary role to be responsible for most operational matters, allowing the General Secretary to focus on strategic delivery of the Call and Vision.

**Carried**

### **GS 107 Authorization to Relocate to Interim Location Prior to 300 Bloor Move (*Appendix V*)**

The Moderator invited the General Secretary to introduce Harry Li and GS 107 Authorization to Relocate to Interim Location Prior to 300 Bloor Move. Harry Li gave background information on the proposal and expressed the urgency of the need.

There was time for discussion and questions.

### **Motion: Michael Blair/ Jane McDonald**

**2024-11-22-156**

The General Council Executive could

- a) Direct the General Secretary to explore and assess interim office location options and develop a project plan that is operationally and financially viable, and
- b) Provided that an operational and financially viable space is found, direct the General Secretary to terminate the current office lease at the end of its term on February 28, 2026.

**Carried**

### **Mission and Service**

The Moderator invited Sarah Charters to present from Mission and Service. Sarah thanked those who were participants at the Centennial Celebration training workshops. She gave a brief update about the plans to fundraise at the end of the year amid the Canada Post strike. She concluded by sharing a campaign video that was significantly different from the last couple of years. The Executive and the Moderator thanked her for time and hard work.

### **Final Reflections**

The Executive took a moment to reflect on the work they had done this weekend. Many people sensed a renewed hope for the future of the United Church. Some noted the hard work ahead of the Church over the next few years, however they affirmed the United Church call of *Deep Spirituality, Bold Discipleship, Daring Justice*.

### **Reflections – Equity Aspirations**

Paul Douglas Walfall reflected on the Executive's adherence to the Equity Aspirations throughout the meeting. Paul noted we have aspirations, but questioned if they are only words, spoken and forgotten as soon as they leave our lips? Are our spaces really safe? Have we presumed on the intentions of others when they speak? He invited the Executive to consider and reflect how to make our admirable aspirations move beyond rhetoric and into concrete actions.

Let it be noted for the minutes that Thea Sheridan-Jonah has left the meeting.

### **Final Announcements**

The Moderator invited the General Secretary to bring forward final announcements. The General Secretary thanked everyone for their participation in the meeting. He noted the next



meeting would take place in-person from March 7-9, and it will start on the Friday morning. The United Church Centennial Commemoration Service will be held in St. John's on June 8; members of the Executive will have the opportunity to come to that event. General Council is scheduled from August 7 to 11, and it was noted that on August 12 there will be a meeting of the Executive of the General Council.

**Motion: Michael Blair/ David Leyton-Brown****2024-11-22-157**

That the General Council Executive authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the next meeting of the General Council Executive.

**Carried****Closing**

In closing, the Moderator recognized and thanked the Executive for their hard work, and the respectful ways they engaged with material and one another. The Moderator then closed the meeting in prayer.

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Moderator, Carmen Lansdowne

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General Secretary, Michael Blair