

THE UNITED CHURCH OF CANADA
MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL
draft MINUTES
Thursday, September 25 to Sunday September 28, 2025

The 45th Executive of the General Council of The United Church of Canada met from Thursday September 25 to Sunday September 28, 2025. Moderator, Kimberly Heath, presided.

Voting Members: Nia Bentayen, Michael Blair, Katherine Brittain, Michael Caveney, M Chorney, Catherine Glover, Wilson Gonese, Luke Haisa, Kimberly Heath, Carmen Lansdowne, Alcris Limongi, David Leyton-Brown, Kathleen (Kit) Loewen, Thea Sheridan-Jonah, Hillary Van Spronsen, Deepak Nitesh Yohan,

Corresponding: Angelica Benalcazar, Marlene Britton, Sarah Charters, Treena Duncan, Cameron Fraser, Adele Haliday, Alan Hall, Eric Herbert-Daly, Springwater Hester-Meawassige, Faith March-MacCuish, Mark Laird, Harry Li, Lori-Ann Livingston, Tyler Lodge, Jennifer Janzen-Ball, Jennifer Henry, Shannon McCarthy, Japhet Ndhlovu, Luc Noubissi, Carol Owegi, Ronda Parkes, Cheryl-Ann Stadelbauer-Sampa, Nicole Treksler

Guests: Brian George

Regrets: Adele Haliday, Peter Hartmans

Welcome and Land Acknowledgement

The Moderator, Kimberly Heath, and General Secretary, Michael Blair, welcomed those gathered for this meeting of the Executive, and the Moderator invited David Leyton-Brown to give the land acknowledgement.

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-cinquième 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."

Worship

The Moderator Kimberly lead a time of worship, there was a time of prayer, and the Moderator read from Genesis 1, and Haggai.

Introduction to the Meeting

The Moderator invited the General Secretary, Michael Blair, to outline the agenda for the meeting, and invited the Executive into the work of this season of the church.

GS01 Opening Procedural and Consent

The Moderator invited the General Secretary to introduce GS01 Opening Procedural and Consent.

Motion: Michael Blair/ Thea Sheridan-Jonah

2025-09-25-006

The General Secretary proposes that the General Council Executive:

1. Approve the minutes of the General Council Executive meeting held March 7-9, June 9, and August 13, 2025.
2. Name Tyler Lodge as Recording Secretary.
3. 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).
4. 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.
5. Name as the Business Committee: the Moderator, General Secretary, Chair, Governance Committee, Senior Governance Support Lead and Administrative Assistant Governance Support.
6. Name as corresponding members to this meeting any General Council Officers, Executive Ministers, Executive Officers, and Regional Council Executive Ministers who are present; anyone else who may be named by the General Secretary to serve as resource persons to the General Council Executive.
7. Receive for information the following reports:
 - General Secretary's Accountability Report
 - Operational Plan Report – Second Quarter 2025
8. Approve the following proposals:
 - NOM02 Recommendations for Appointment
9. Affirm the recommendations in the following Way Forward proposals from General Council 45
 1. WF01: BNS01 Clergy Housing Assistance
 2. WF02: ECO04 Training on Conflict and Change
 3. WF04: ECO01 Making Sabbaticals Easier
 4. WF07: CW01 Mediation of COL Group Assignment Disputes
 5. WF09: ECO02 Reviewing M&P Committee's Role and Function for Summer 2025 and FSLDW02 Modernizing Human Resources Models within the United Church of Canada
 6. WF10: WOW02 Administration of Sacraments For Retired Diaconal Ministers

7. WF38: NAK02 Address Declining Membership by Expanding the United Church of Canada's Intercultural Ministry
8. WF40: HF02 Policy That Meets a Variety of Changes in Communities of Faith
9. WF45: COM09 A Call for Strengthening Camping Ministries as Central to Faith Formation within The United Church of Canada, and to Explore How This Vital Work is Structured and Resourced

These proposals are based on the notes from the Discussion Groups of the 45th General Council and were refined by the Way Forward Committee to reflect that input. These proposals were referred to the Executive as unfinished business. Only Way Forward proposals indicating widespread agreement are listed. Other unfinished business will come to the Executive at a later date.

10. Send the following proposals from General Council 45, which did not have sufficient input from Discussion Groups for the Way Forward Committee to develop a proposal, to the General Secretary for guidance, to report at the Executive meeting in November 2025.

- PM04 Facing Every Emotional Limit
- ECO03 Systematic Information Sharing by Pastoral Charge Supervisors
- COM05 Rescind and Review Manual Changes to "Voluntary Associate Minister" Requirements

11. Adopt the recommendation of Horseshoe Falls Regional Council and appoint Rev. Deborah Laforet as Chair of the Planning Committee for General Council 46.

Carried

Introductions

The Moderator invited Governance Chair, Kit Loewen, to lead the Executive in a time of introductions. Kit acknowledged her goals were to establish a foundational understanding for how the Executive works together as governors, and to get to know one another. After some time of sharing, the Executive closed the meeting for the day.

Friday, September 26, 2025

Worship

The Moderator began the meeting the morning of Friday September 26 and invited Sarah Charters to read from Acts 6.

Governance Roles and Responsibilities

The Moderator invited Cheryl-Ann Stadelbauer-Sampa, Senior Governance Support Lead, and Kit Loewen to introduce the Governance learning session for the morning. They led the Executive in a discussion of how to best govern together, keeping equity in mind. Kit outlined

various modes of governance, and Cheryl-Ann walked the Executive through the various corporations and boards the Executive is responsible for. The Executive looked at case studies to grasp an understanding of strong governing structure.

Fiduciary Duty

The Moderator invited Alan Hall to introduce the Benefits and Pension Plan. Alan made some introductory comments about contribution rates, who is included, and the history of the pension plan. He then introduced John Preziso, Principal at Prescient Compensation Law, to go over the pension plan presentation. John talked about the duties of the Executive, the fiduciary standard of care.

There was time for questions and comments, and the Moderator thanked John and Alan.

The Moderator closed the day with grace for dinner.

Saturday, September 27, 2025

Welcome and Toward 2035

The Moderator welcomed the Executive and Senior Staff to the day and introduced Jennifer Henry, Executive Minister, Organizational Development and Strategy, and Cameron Fraser, Director of Growth and Development to discuss Toward 2035. They outlined the proposed strategic direction, divisions of responsibility, and invited those present into three small groups focused on different strategic directions. After the breakout groups the Executive met to share what they talked about in their breakout groups. Jennifer Janzen-Ball said grace, and the Executive broke for lunch.

Strategic Plan and the GCE

With a quorum present, the Moderator reconvened the meeting at 1:15 p.m. noting that, as the General Secretary had earlier advised, Harry Li and Sarah Charters will be leading this afternoon session.

Recording Secretary, Tyler Lodge, was excused for the afternoon and Cheryl-Ann Stadelbauer-Sampa assumed this duty.

Harry noted that he would begin by discussing the broader church financial situation inviting the Executive to consider this from the 10,000 feet level.

Harry reviewed the financial responsibilities of each of the following bodies:

General Council, Audit Committee, General Council Executive, Finance Committee, Investment Committee.

Mission and Service

Despite a significant drop in 2019, the Mission and Service Fund has been largely stable in recent years. Gratitude for the work of the Philanthropy team was expressed.

Mission and Service stories were shared. Wilson shared that, on a visit to his family in Zimbabwe last year, his father expressed gratitude to the United Church for seeds that have benefitted many in their community. Thea shared about a pilgrimage experience with a transphobia workshop. She also spoke of the formative role youth internships with the General Council have played in her life and the life of other youth, sharing also news of the recent environmental award received by Matthew Tyhurst, another youth intern. M shared from her experience as a member of the pilgrimage to the Middle East, noting the level of trust that allows both for expressions of gratitude and encouragement to change. Many exciting Mission and Service projects were shared!

Budget Principles

When the meeting reconvened, after a break, the Moderator invited Harry Li to introduce the budget principles. Harry outlined the topics the principles cover and then invited the members of the Executive to consider questions and case studies in table groups.

Motion: Michael Blair/ Carmen Lansdowne**2025-09-25-007**

That the Executive of the General Council move to an *in camera* session to discuss a legal and employment matter. Executive Officer, Finance, Harry Li and Senior Governance Support Lead, Cheryl-Ann Stadelbauer-Sampa were invited to attend.

Carried**Motion: Katherine Brittain/ Luke Haisa****2025-09-25-008**

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

Carried

In closing the Moderator noted that the question of whether the Executive should seek broader input concerning the strategic objective was raised today and she is encouraging the Executive to consider if that is needed and, if so, how should it be conducted?

Sunday, September 28, 2025**Welcome**

The Moderator welcomed the Executive and Senior Staff to the day. They led a time of worship, read from Mark 4, the parable of the Sower, and prayed for the meeting.

Motion: Wilson Gonese/ Katherine Brittain

2025-09-25-009

That, concerning the anticipated move to 300 Bloor St. W., the Executive of the General Council:

- 1) Remains committed to its agreement with Bloor St. United Church and the move to 300 Bloor St. W.;
- 2) Directs the General Secretary to pursue legal options involving any proposed change to the ecumenical agreement;
- 3) Authorizes the General Secretary to maintain the Archives in their current location at 40 Oak Street if the ecumenical agreement changes and this would better serve the church's financial position.

Carried

Motion: Catherine Glover/ Kit Loewen

2025-09-25-010

That, in light of the decision of the 45th General Council and the Executive's desire to animate the strategic plan, the Executive of General Council authorizes the General Secretary to realign staffing as necessary.

Carried

GS05 Relationship with The United Church of Canada Foundation

The Moderator invited the General Secretary to present GS05 Relationship with The United Church of Canada Foundation. The General Secretary noted that in March of this year, the previous Executive had authorized the General Secretary to begin negotiations with regard to moving the fundraising process for Mission and Service to the Foundation. As part of that it is important to ensure that there is a mechanism for accountabilities between the United Church and The United church of Canada Foundation. Therefore, the request is to establish two corresponding member roles, one for either the chair or vice Chair of the Board of the Foundation and one for the President of the Foundation to this body.

Motion: Michael Blair/ David Leyton-Brown

2025-09-25-011

The Executive of the General Council

- a. Approves two corresponding member roles on the Executive for the chair or vice-chair of The United Church of Canada Foundation and its President,
- b. Require an annual report of the work of The United Church of Canada Foundation to the Executive

Carried

It was raised by Cheryl-Ann Stadelbauer-Sampa that we capture the need to amend the terms of reference in the governance handbook.

GS06 Approval of 2026-2028 Operating Budget Principles and Assumptions

The Moderator invited Harry Li to walk the Executive through this proposal.

Motion: Michael Blair/ Michael Caveney

2025-09-25-012

The General Secretary recommends that the General Council Executive approve the following principles, assumptions and target for the 2026-2028 triennial budget cycle:

Budget Target:

- 1) The operating budget must ensure that average **annual funding shortfalls** before investment income **do not exceed \$2 million** over the triennium, or \$6 million in total. A portion of investment income (disposable investment income) from the operating reserve may be used to support operating budget, provided an **adequate reserve balance** is maintained and following conditions are met:
 - a. The **adequate reserve level** is defined as 50% of the average annual budgeted expenditures from the previous triennium. This differs from the minimum reserve threshold of 30% of the operating budget, as previously approved by the Executive. The average total budgeted expenditure from 2023 to 2025 was \$38.22 million, and 50% of that amount is **\$19.11 million**.
 - b. A minimum of 2% of investment income must be retained in the operating reserve to offset the annual inflation and ensure the adequate reserve level is inflated adjusted.
 - c. **Disposable investment income** shall be calculated as the rolling average of the three-year period preceding the budgeting cycle. For the 2026-2028 budgeting cycle, the applicable rate is based on the July 2025 Treasury Fund Investment Report, which stands at 11.35%. After allocating 2% to the reserve to offset inflation, the remaining **9.35%** may be applied to support the operating budget.

Budget Principles

- 2) All financial and investment decisions must be evaluated through the lens of affordability and sustainability.
- 3) All financial resource allocation decisions must be evaluated through the lens of alignment with and linkage to strategic plan objectives.
- 4) Budget and programming decisions must be linked to proactive communication planning and delivery.
- 5) Transparent and proactive communication about future spending directions and potential changes is encouraged. When possible, advance notice, ideally two or more years, is provided for any phased adjustments, supporting thoughtful planning and continuity.
- 6) A triennial approach to budgeting is adopted to support long-term financial planning, strategic resource allocation, and sustained stability across programme and operational

priorities. The budget is reviewed annually to ensure continued alignment with evolving strategic directions and prevailing economic conditions.

- 7) The operating budget covers all expected expenses, while unexpected costs are managed with the operating reserve. This reserve is routinely monitored to make sure it stays above a predetermined minimum level.
- 8) As approved by GC45 WF33: GCE04 Funding Strategic Growth Initiatives, 10% of Mission & Service contributions over the course of the 2025-2028 triennium as follows - 5% in 2026, 7.5% in 2027 and 10% by 2028 - be earmarked for new, renewing and emerging ministries.
- 9) The GCO continues under a hiring freeze in which financial sustainability and the priorities of the strategic plan are employed by the General Secretary as key factors in consideration of any replacement in the context of attrition.

Revenue Assumptions:

- 10) Adopt a neutral view that Mission and Service contributions will remain at a level similar to the past triennium with a moderate decline, which was \$19.5 million.
- 11) The budgeted Bequest income for 2026-2028 is set at \$1.8 million, which will be directed in its entirety towards the operating budget, continuing the practice established from 2019 to 2025. Any Bequest income exceeding \$1.8 million will be added to the operating reserve to support the church's future endeavors.
- 12) The Denominational Assessment Rate will be revised in accordance with the rate and formula approved by [GC45 in WF24b](#): GCE05 Assessment Funding Rate for 2026–2028. The details are listed below for greater details:
 - a. The assessment rate be increased by 0.5% annually over the next triennial budget cycle, starting from the current rate of 4.5%, as follows:
 - i. 5.0% of adjusted revenues in 2026
 - ii. 5.5% of adjusted revenues in 2027
 - b. The investment related portion of assessment be adjusted as follows:
 - i. 0.25% of invested assets in 2026
 - ii. 0.30% of invested assets in 2027
- 13) Other revenues generated by the General Council Office, such as fees, bank account interest, and bookstore sales, etc. are to be designated to support governance and Mission and Ministry.

Expense Assumptions/Cost Containment Measures:

- 14) Inflation is expected to continue moderating and is anticipated to return to Bank of Canada's target inflation rate of 2%; the current inflation rate as of July 2026 stands at 2.6%.
- 15) Annually adjust minimum salaries by the annualized Consumer Price Index (CPI) if 3% or less; when the CPI exceeds 3%, staff gather data on wage predictions, collective agreements in not-for-profit and social service sectors, adjustments being offered by other denominations, to support the Executive of the General Council, considering

issues of affordability, to set an adjustment. **The 2026 General Council Staff salary schedule will include a 2.6% COLA, based on July 2025 CPI data. Adjustments for 2027 and 2028 will be made when future CPI figures are released.**

- 16) To ensure strategic alignment and financial sustainability, total salary and Mission & Service Grants shall be reduced by \$2 million beginning in 2026, guided by the strategic plan framework.
- 17) Assessment allotments to regional council offices will be maintained at the same level as the prior year for 2026. The Denominational Assessment Task Review Group, as directed by GC 45 in Calgary, will review and update the allocation for the subsequent years.
- 18) Funding for the Indigenous Church will be maintained at the same level as the prior year, pending further discernment on sustainable funding and the use of the Indigenous Church's financial reserves.
- 19) The programmatic budget will be held at \$2 million, consistent with the 2024 funding level. The management team believes that safeguarding this level of program funding is essential.
- 20) Continue to tighten control over travel and meeting expenditures, using the strategic plan to prioritise planning; total budgeted spending shall not exceed the prior year's amount by more than inflation or 3%, whichever is lower.
- 21) Starting January 2026, the Mission and Service fundraising will be managed by the United Church of Canada Foundation. Despite declining revenues, this partnership aims to improve efficiency through collaboration. The General Council Office will coordinate budgeting with the Foundation to align financial plans and achieve operational savings. Annual fundraising costs shall not exceed 5%, based on the 2025 budget baseline.

Inter-Fund Transfers:

- 22) Use surplus in the annuity fund to support the operating budget, contingent upon a satisfactory actuarial review and thorough understanding of the fund's financial status and obligations. A funding policy should be established and approved by the Executive of General Council to ensure the long-term sustainability and responsible stewardship of the gift annuity program.
- 23) Consider using the Property Fund to support the build-out of the future home of the General Council Office at 300 Bloor Street West, subject to Executive approval and a thorough analysis of existing financial obligations, such as the projected demands from the captive insurance program, to ensure alignment with the funds' mandate (The capital in the Property Fund originates from Ventures in Mission, a successful fundraising campaign launched in the 1980s. This campaign was guided by three key mandates: (1) redevelopment of communities of faith, (2) development of new communities of faith, and (3) increased mission and ministry support through funding the Old Pension Plan.)
- 24) Suspend the annual \$300,000 transfer from the Operating Reserve to the Healing Fund until the existing funds have been fully utilised, and reallocate the \$300,000 to the

operating budget to support the Indigenous Ministry and Justice Unit's operating operations.

- 25) Continue supporting the Indigenous Ministries and Justice Unit's operations through an annual allocation of \$396,000 from the Morrison Fund, in addition to the funding through the current year's Mission and Service revenues.

Carried

GS07 Post-Pregnancy and Parental Leave Top-Up and Adoption Leave Policy

The Moderator invited the General Secretary to introduce GS07 Post-Pregnancy and Parental Leave Top-Up and Adoption Leave Policy. The General Secretary invited Alan Hall to speak to this proposal and provide some context. Alan noted that the previous Executive authorized the General Secretary to revise resource policies for administrative or compliance reasons, and this policy would fall in that category. There were also some legislative changes, and this policy is being revised to comply with the new component of that legislation. Alan noted most of the changes in the policy were changes in language.

There was time for discussion.

Motion: Michael Blair/ Hillary Van Spronsen

2025-09-25-013

The General Council Executive could approve the following three changes:

1. Post-Pregnancy leave

Current language:

The top-up payment will consist of the following:

- a. income continuation of 95 percent of their weekly salary, if they are subject to a qualifying period of one week before receiving government insurance plan benefits;
- b. a payment of 40 percent of their weekly salary for a period of 15 weeks; and
- c. an income supplement in the form of an automobile allowance, calculated at 40 percent of the monthly average of the last six months of travel reimbursement paid to the ministry personnel, immediately preceding the commencement of the post-pregnancy leave. This allowance is paid monthly to the ministry personnel on post-pregnancy leave.

Proposed language in blue:

The top-up payment will consist of the following:

- a. income continuation of 95 percent of their weekly salary, if they are subject to a qualifying period of one week before receiving government insurance plan benefits;
- b. a payment equal to the difference between government insurance plan benefits and the ministry personnel's weekly salary, for a total of 95% of the weekly rate for a period of 15 weeks.

- c. an income supplement in the form of an automobile allowance, calculated at 40 percent of the monthly average of the last six months of travel reimbursement paid to the ministry personnel, immediately preceding the commencement of the post-pregnancy leave. This allowance is paid monthly to the ministry personnel on post-pregnancy leave.

2. Parental leave

Current language:

The top-up payment will consist of the following:

- a. income continuation of 95 percent of the ministry personnel's weekly salary, if the ministry personnel is subject to a qualifying period of one week before receiving government insurance plan benefits;
- b. a payment of 40 percent of their weekly salary for a period of 9 weeks (10 weeks, if no qualifying period is required) from the commencement of the parental leave; and
- c. an income supplement in the form of an automobile allowance, calculated at 40 percent of the monthly average of the last six months of travel reimbursement paid to the ministry personnel immediately preceding the commencement of the parental leave or, where applicable, the ministry personnel's immediately preceding post-pregnancy leave. This allowance is paid monthly to the ministry personnel on parental leave while the ministry personnel is receiving payments under paragraphs a) or b) above.

Proposed language in blue:

The top-up payment will consist of the following:

- a. income continuation of 95 percent of their weekly salary, if they are subject to a qualifying period of one week before receiving government insurance plan benefits;
- b. a payment equal to the difference between government insurance plan benefits and the ministry personnel's weekly salary, for a total of 95% of the weekly rate for a period of 9 weeks (10 weeks, if no qualifying period is required) from the commencement of the parental leave.
- c. an income supplement in the form of an automobile allowance, calculated at 40 percent of the monthly average of the last six months of travel reimbursement paid to the ministry personnel immediately preceding the commencement of the parental leave or, where applicable, the ministry personnel's immediately preceding post-pregnancy leave. This allowance is paid monthly to the ministry personnel on parental leave while the ministry personnel is receiving payments under paragraphs a) or b) above.

3. Adoption Leave Policy:

Proposed new policy wording:

Adoption leave benefits are available to ministry personnel in communities of faith operated by the United Church of Canada. The United Church of Canada is committed to supporting its ministry personnel in their work and family life. The church recognizes the unique circumstances related to new parenthood and provides leave for ministry personnel who become parents through adoption or surrogacy.

For the purposes of this policy, the definition of “child” is a person who has not yet reached the age of majority in the province/territory in which the ministry personnel reside.

Policy

1. Adoption leave benefits are available to parents while caring for a newborn (born through surrogacy) or newly adopted child. Adoption leave benefits are payable either from the date of the child’s birth or from the date of the child’s placement in the home.
2. The ministry personnel shall inform the community of faith in writing of their request for adoption leave at least four weeks in advance of the date of the commencement of the leave, unless there is a valid reason why such notice cannot be given.
3. The ministry personnel will be granted adoption leave without pay for a single period according to the applicable government insurance plan limits. The period of adoption leave will be subject to the maximums set out by the applicable government insurance plan.
4. The community of faith may require the ministry personnel to provide evidence of the ministry personnel's entitlement to leave.
5. If the child of the ministry personnel is hospitalized within the period of adoption leave defined above and the ministry personnel have either not yet proceeded on adoption leave or have begun adoption leave and then have returned to work, the period of adoption leave specified in the original leave request may be extended. This extension will be equal to that portion of the period of the child’s hospitalization during which the ministry personnel was not on adoption leave and will end not later than 104 weeks after the day on which the child was born or on which the child came into the ministry personnel’s care.
6. Adoption leave granted under this policy shall be counted as “service” for purposes of salary and benefits calculations.
7. The ministry personnel may elect to continue pension contributions and group insurance plan membership during the period of the adoption leave. If they elect to continue, the community of faith will pay its share of the benefits contributions during the period of the adoption leave. If the ministry personnel choose to suspend making these contributions, coverage will be suspended until the ministry personnel returns to work and contributions recommence.

8. For ministry personnel whose appointment has a fixed end date, the adoption leave will end on the date the ministry personnel's appointment is completed, if the end date is prior to the conclusion of the period set out by the applicable government insurance plan.
9. If both parents are ministry personnel within The United Church of Canada, both parents may take a period of adoption leave provided that the total period of the leave taken by both parents does not exceed the maximum leave period provided under the applicable government insurance plan.
10. The ministry personnel shall provide a minimum of four weeks' notice in writing to the community of faith before their return to work.
11. This policy does not apply to newly blended families, where the child is the biological or adoptive child of one of the partners of the new union.
12. Ministry personnel residing in a manse retain their right of occupancy of the manse during the adoption leave.

Procedures: Adoption Leave Top-Up Payments

Ministry personnel on adoption leave will receive top-up payments, payable by the community of faith monthly, for a portion of the leave period. These top-up payments will be provided regardless of the choices that are made in connection with receiving benefits from a government insurance plan until the coming into force of the new EI benefits. The community of faith will be reimbursed from The United Church of Canada Benefits Centre at the General Council Office for the costs of the top-up payments. Two months after the beginning of the leave, the Benefits Centre will contact the community of faith with the reimbursement forms. For a faster reimbursement process, the community of faith can notify the Benefits Centre about an upcoming leave by reaching out to benefits@united-church.ca.

Once the government adoption leave benefits are implemented, the top-up payment will consist of the following:

- a. income continuation of 95 percent of the ministry personnel's weekly salary for one week, if the ministry personnel is subject to a qualifying period of one week before receiving government insurance plan benefits;
- b. a payment equal to the difference between government insurance plan benefits and the ministry personnel's weekly salary, for a total of 95% of the weekly rate for a period of 15 weeks; and
- c. an income supplement in the form of an automobile allowance, calculated at 40 percent of the monthly average of the last six months of travel reimbursement paid to the ministry personnel immediately preceding the commencement of the adoption leave. This allowance is paid monthly to the ministry personnel on adoption leave while the ministry personnel is receiving payments under paragraphs a) or b) above.

Until the implementation of the new government adoption leave benefits, the top-up payment will consist of the following:

- a. income continuation of 95 percent of the ministry personnel's weekly salary for 16 weeks which accounts for the one-week EI qualifying period and the 15 weeks adoption leave.
- b. an income supplement in the form of an automobile allowance, calculated at 40 percent of the monthly average of the last six months of travel reimbursement paid to the ministry personnel immediately preceding the commencement of the adoption leave. This allowance is paid monthly to the ministry personnel on adoption leave while the ministry personnel is receiving payments under paragraphs a) or b) above.

The community of faith will continue to provide the ministry personnel with basic telephone service during the period of adoption leave.

Carried

Benefits Proposal Presentation

The Moderator invited Alan Hall and Kit Loewen to present the Group Insurance Renewal and Design Considerations proposal. They introduced key points, management updates, update assessment rates, and plan design considerations.

There were considerable questions and comments. The Executive took a short break.

GS03 Group Benefits Plans 2026 Premiums

After the break, the Moderator invited the General Secretary to introduce GS03 Group Benefits Plans 2026 Premiums.

Motion: Michael Blair/ Carmen Lansdowne

2025-09-25The

Executive of the General Council:

1. Sets 2026 active member premiums for:
 - a. core health, dental and life insurance at 8.71% of pensionable earnings (an increase from 8.33%) paid by the employer;
 - this includes the employer indemnity (EI) replacement enhancement via an increase in the core life and matching accidental death and dismemberment (AD&D) to 150% of Pensionable Earnings
 - b. restorative care at 1.53% of pensionable earnings (an increase from 1.35%) paid by the employer;
 - c. long term disability at 2.82% of pensionable earnings (no increase) paid by the employee.
2. Directs the General Secretary to develop a plan to make available immediate bridge financial assistance if necessary in case of the death of a plan member.

Carried

GS04 Pensioner Group Benefits Plan 2026 - 2030 Premiums

The Moderator invited Alan Hall to introduce GS04 Pensioner Group Benefits Plan 2026 - 2030 Premiums.

Motion: Kit Loewen/ Wilson Gonese

2025-09-25-015

It is recommended that the Executive of the General Council:

- affirm the importance of the continuance of the retiree group health and dental plans for retired employees who elect to join it at retirement;
- affirm a commitment to maintain the plan's self-funding through premiums over the next five years (by 2030);
- set monthly 2026 premiums for the Retiree plans at \$121.56 (single) and \$243.12 (family), a 5.9% increase, with continued 5.9% increases in each of the subsequent four years.

Carried

GS02 Compassionate Assistance Fund Transfer

The Moderator invited the General Secretary to introduce GS02 Compassionate Assistance Fund Transfer. The General Secretary invited Jennifer Janzen-Ball to go over the items in this proposal.

Motion: Michael Blair/ Carmen Lansdowne

2025-09-25-016

The General Secretary recommends

That the Executive of the General Council authorize the General Secretary to request the transfer of assets in the Compassionate Assistance Fund, currently held by The United Church of Canada Foundation, to The United Church of Canada.

Carried

Cascading Appointments

The Moderator invited the General Secretary to introduce Kit Loewen who presented the motion on cascading appointments. Kit noted that at the meeting in Calgary following the General Council, there were some cascading appointments affirmed at that time and there were some that were incurred but not reported. The motion before the Executive was the appointments to committees.

Motion: Kit Loewen/ Thea Sheridan-Jonah

2025-09-25-017

That the Executive of the General Council

1. appoint Michael Caveney and Catherine Glover to the Finance Advisory Committee
2. appoint Nia Bentayen and Jane McDonald to the Joint Grants Advisory Committee
3. appoint Hillary Van Spronsen to the Governance Committee

Carried

Time with Elder Brian George

Brian shared with the Executive some of his own story. He talked about dreams of Christ and his time in the church, and his worries for the future. He encouraged the Executive to walk in faith and hope as they make difficult decisions about the United Church.

Authorizing the General Council Sub-Executive

Motion: Michael Blair/ Hillary Van Spronsen

2025-09-25-018

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 Prayer

The Moderator closed the meeting in prayer, thanking God for the United Church, the call on each of our lives, asking for a blessing on the world, and for joy and strength to serve God and to bring reconciliation, life, and healing.

Moderator, Kimberly Heath

General Secretary, Michael Blair