

THE UNITED CHURCH OF CANADA
MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL
MINUTES
October 28 - 31, 2005

The Executive of the General Council of The United Church of Canada met from 9:00 a.m. on Friday, October 28 to 3:30 p.m. on Monday, October 31, 2005 at the Toronto Marriott Airport Hotel, Toronto, Ontario. The Moderator, The Right Reverend Peter Short, presided.

ATTENDANCE

Voting Members

Marion Best, Jim Blanchard, Lynn Boothroyd, Anne-Marie Carmoy, Marion Carr, Cindy Désilets, Dwaine Dornan, Diane Dwarka, Doug Einarson, David Giuliano, Leah Halliday, Dorothy Hemingway, Fannie Hudson, Linsell Hurd, Jim Jackson, Don Koots, Heather Leffler, Stephen Mabee, Mary-Beth Moriarity, Marion Pardy, Scott Parsons, Barbara Rafuse, Paul Reed, Louise Rogers, Chuck Scott, Allan Seal, Dong-Chun Seo, Peter Short, Allan Sinclair, Jim Sinclair, Michelle Slater, Norma Soble, Walter Sowa, Paul Stott, George Takashima, Martha ter Kuile, Stephane Vermette, Donald Wachenschwanz, Kent Ward, Terrance Whiteye, Christine Williams, David Woodall.

Corresponding Members

David Allen, Reinerio Arce, Margaret Bain, Bill Bartlett, Michael Bourgeois, Debra Bowman, Warren Bruleigh, Wendy Bulloch, Bob Campbell, Bruce Faurschou, Ian Fraser, Catherine Gaw, Doug Goodwin, Bruce Gregersen, Carol Hancock, Cheryl Jourdain, Will Kunder, Rosemary Lambie, Sharon Larade, Lynn Maki, Reta Manuel, Janet McDonald, Wenh-In Ng, Peter Scott.

Regrets

Lois O'Neill, Wanda West.

FRIDAY, OCTOBER 28, 2005

CONSTITUTING OF THE EXECUTIVE

The Moderator opened the meeting, welcoming and thanking the members for their presence. He constituted the meeting with the following words:

"Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 38ième Conseil général, je déclare ouvert, par la présente, l'exécutif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

"In the Name of the Lord Jesus Christ the only Sovereign head of the Church, and by the authority vested in me by the 38th General Council, I hereby declare this meeting of the Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God."

After prayer, the Moderator acknowledged late arrivals: Allan Sinclair, Doug Einarson, and Sharon Larade and Warren Bruleigh who was leaving early.

The Moderator offered the solidarity and prayers of the Executive for the life of Betty, Cindy Désilets' mother.

New people and people in new roles were introduced:

- Dr. Reinerio Arce, Global Partner, Rector, Evangelical Seminary of Theology, Matanzas, Cuba
- Muriel Duncan, Editor, *The United Church Observer*
- Warren Bruleigh, member, Permanent Committee on Governance, Planning and Budgeting Processes

Approved
Executive of the General Council
April 28 – May 1, 2006

Elected Members:

- Leah Halliday, Member at Large
- Christine Williams, Member at Large
- Chuck Scott, Lay, London Conference
- Terrance Whiteye, Lay, All Native Circle Conference

Staff:

- Margaret Bain, Acting Conference Executive Secretary, Hamilton Conference
- Omega Bula, Executive Minister, Justice, Global and Ecumenical Relations
- Bruce Faurschou, Executive Secretary, Conference of Manitoba and Northwestern Ontario
- Rosemary Lambie, Executive Secretary, Montreal and Ottawa Conference
- Janet McDonald, General Council Minister, Planning Processes
- Harry Oussoren, Executive Minister, Support to Local Ministries
- Kim Uyede-Kai, General Council Minister, Racial and Gender Justice

Throughout the meeting, the Moderator introduced staff. Bob Campbell, the Friend in Court, was also introduced.

PROCEDURAL MOTIONS

Motion: Jim Sinclair/Kent Ward

2005-10-28-277

Corresponding Members

In addition to the corresponding members appointed by the 38th General Council: (Global Partner, Chairperson of the Committee on Theology and Faith, Chairperson of the Agenda and Planning Committee, Elected Officer of the National United Church Women, Chairperson of The Observer Board of Directors, Chief Archivist, Conference Executive Secretaries/Speaker, General Council Ministers),

That the additional corresponding members for this meeting are:

Reinerio Arce, Margaret Bain, Bruce Faurschou, and Rosemary Lambie.

Administrative Staff

That the administrative staff for this meeting be Terry Beaumont, Robin Chen, Sarah Cooper, Mary-Frances Denis, Merjean Enriquez, Bernie Granka, Joan MacGillivray, and Debbie Siertsema, and that the minute secretary for this meeting be Joan MacGillivray.

Reference and Counsel

That the following persons be the Reference and Counsel committee for this meeting of the Executive of the General Council: Jim Blanchard, Diane Dwarka, Doug Einarson, and Martha ter Kuile.

Agenda

That the Executive of the General Council adopt, as circulated, the agenda for this meeting of the Executive of the General Council and that changes to the agenda, which may be necessary as the meeting evolves, be made on the recommendation of the Business Committee.

Approval of Minutes of the Executive of the General Council

That the Executive of General Council approve the minutes of the Executive of the General Council meeting held on April 21 – 25, 2005.

Receiving Minutes of the Sub-Executive of the General Council

That the Executive of General Council receive, for information, the minutes of the meetings of the Sub-Executive of the General Council held June 7, July 22, September 1, and September 15, 2005.

Carried

Receiving Reports**Motion: Jim Sinclair/Kent Ward****2005-10-28-278**

That the Executive of the General Council amend the Moderator's Advisory Committee Report (Appendix B), at the direction of John Loughheed, Chair of the Moderator's Advisory Committee, by appending to the end of the second paragraph "upon the recommendation of the Nominations Committee".

There was discussion and concerns were raised. It was noted that the Nominations Committee did discern this request and that, from time to time, they do receive similar extraordinary requests.

Motion - Carried

The Moderator's Advisory Committee Report, as corrected, is attached as Appendix B.

Motion: Jim Sinclair/Kent Ward**2005-10-28-279**

That the Executive of the General Council receive the following reports for information:

1. Moderator's Report (Appendix A)
2. Moderator's Advisory Committee (Appendix B)
3. Pension Board (Appendix C)
4. Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS) (Appendix D)
5. Permanent Committee on Finance (PC-FIN) (Appendix E)
6. Permanent Committee on Programs for Mission and Ministry (PC-PMM) (Appendix F)
7. Residential Schools Steering Committee (Appendix G)
8. World Council of Churches Report (Appendix H)
9. Archives and History Committee (Appendix I)
10. Permanent Committee on Governance Planning and Budgeting Processes (PC-GPB Process) (Appendix J)
11. General Secretary's Report (Appendix K)
12. Report of The United Church of Canada Foundation (Appendix L)
13. Audit Committee (Appendix M)

Carried**NOMINATIONS COMMITTEE****Motion: Marion Pardy/Paul Stott****2005-10-28-280**

That the Executive of the General Council appoint Christine Williams as a member at large of the Executive (to GC39 2006) and

That Christine Williams be the representative of the Executive of the General Council to the Moderator's Advisory Committee.

Carried**WORSHIP**

David Hallman led the opening worship of "Living Waters". The Moderator and General Secretary led the Executive of the General Council in covenanting its new members – Leah Halliday, Christine Williams, Terrance Whiteye, and Chuck Scott and its new senior staff leaders – Harry Oussoren, Omega Bula, Bruce Fauschou, Rosemary Lambie, Kim Uyede-Kai, and Janet McDonald. Lloyd MacLean and Lynn Boothroyd provided music throughout the meeting.

Marion Pardy, Past Moderator, assumed the chair for the Moderator's Accountability Report.

MODERATOR'S ACCOUNTABILITY REPORT

The Moderator reported on his recent Conference visits to Bay of Quinte, Maritimes, Montreal and Ottawa, and All Native Circle. He also participated in Worship Matters in Halifax.

The Arnprior Assembly on Ministry is taking place next week, and the Moderator thanked the Past Moderators for their work in selecting the participants for this Assembly. He noted the challenge of the Assembly to provide focus without providing framework to respond to the question "What does God

require of The United Church of Canada in the next generation?" The Moderator asked that the Assembly be remembered in the prayers of the Executive and congregations.

The Moderator's report (Appendix A) was referred to the Faith and Order Sessional Committee and members were reminded to fill out the response forms with questions or comments.

The Moderator resumed the chair.

WORLD COUNCIL OF CHURCHES

Marion Best reported on behalf of the World Council of Churches with information on the 9th Assembly in Porto Alegre, Brazil in February 2006.

She talked about the challenges facing the World Council of Churches in coming years including relationships between churches as they work on a statement of ecclesiology. Other challenges include setting priorities as the World Council of Churches moves away from emergency and advocacy work.

Marion thanked the Executive for her last 15 years on the Central Committee and as a representative to the World Council of Churches at this her last Executive meeting. She noted that the United Church has three delegates to the World Council of Churches and hopes that one will be elected to the Central Committee.

Kent Ward made announcements from the Business Committee before break and throughout the meeting.

GENERAL SECRETARY'S REPORT

The General Secretary presented his report (Appendix K) noting that we are moving closer to the intent of the restructuring. He also referred to enquiries received about the Supreme Court of Canada decision in the Barney (Blackwater) lawsuit and the implications for the United Church. He noted in light of the decision that the United Church will continue as it has been in its settlements. The primary concern of the United Church remains for the survivors and their welfare.

Other work has included the capacity of presbyteries to carry out their function effectively and faithfully. To assist presbyteries to be stronger in their mission, discussions have taken place at the Staff Leaders Group as well as in the Sexual Abuse Policy review, the Designated Lay Ministry conversations, the lay presidency at the sacraments, policies for interim ministry, police records check, and the Transfer And Settlement Committee Task Group.

Work is taking place on how staff and elected members can best be with one another. Gil Rendel, from the Alban Institute, gave assistance and noted that the transparent discussions taking place are healthy and similar to what other institutions experience when governance structures are changed. This concern, how staff and elected members work together, will be forwarded to the Permanent Committee on Governance, Budgeting and Planning Processes for further work. The General Secretary noted, with appreciation, the graciousness and patience of both staff and elected members as this concern is worked on.

The General Secretary noted his ruling on the status of General Council Ministers and Chairs of the Permanent Committees as General Council Commissioners to clarify 8.3 of the Basis of Union, and Sections 521 and 522 of *The Manual*, to be consistent with the direction of the General Council restructuring.

As a result of this ruling, the chairs of each of the Permanent Committees of the Executive of the General Council are full members of the Executive and Commissioners to the General Council. The General Council Ministers are corresponding members of the Executive. He also noted that there are no corresponding members of the General Council but that staff and resource persons may be called forward to provide information to the General Council. The General Secretary will bring a proposal to the

39th General Council (2006) to amend 8.3 of the Basis of Union to be consistent with the current terminology of the General Council office structure.

The General Secretary recognized the faithfulness of the people in the pews who share their gifts in so many different ways and the health of our congregations. We are blessed by the many individuals making their gifts available to the ministry of Jesus Christ.

The General Secretary's Report was referred to the Faith and Order Sessional Committee and the Executive was reminded to fill out the response sheets.

NOMINATIONS COMMITTEE

Marion Pardy reviewed the Nominations Committee Report (Appendix N). She recognized the members of the Nominations Committee and the staff who work with them. She noted the recognitions on the last page of the report and the Moderator will be sending a letter to those who have completed their term or resigned.

Janet McDonald talked about the many gifts that are shared by the members of the Executive as well as the many committees and task groups. As recognition of the service and work, every member received a 2006 calendar as an invitation to weave God's gifts.

The Moderator recognized the contributions and valued presence of Marion Best in both the United Church and beyond in the World Council of Churches. The Moderator noted Marion's remarkable record of contribution including her 17 years as a member of the Executive of the General Council and 15 years as a member of the Central Committee of the World Council of Churches. He expressed respect and thankfulness to God for the gifts that Marion has given and made a presentation.

The Nominations Committee Report was referred to the Faith and Order Sessional Committee.

GOVERNANCE EDUCATION AND SELF EVALUATION

Martha ter Kuile and Walter Sowa introduced the Performance Self Evaluation with background of the request from the January 2003 special meeting of the Executive for this evaluation. The April 2006 Executive will include a report on the results received.

In constituency groups (Conferences, Chairs, Members at Large, etc.), the hopes and expectations for the meeting were shared.

DIRECTIONS AND PLANNING

Debra Bowman, chair of Agenda and Planning Committee at GC39 (2006) in Thunder Bay reviewed the purpose of the General Council as stated by the Executive - to discern the future directions for the United Church. She noted that this General Council will not develop a strategic plan but will lay the ground work so that elected members and staff can move forward to develop a plan.

Deb introduced the Kerygma Café, based on the World Café, and its eight principles to clarify the purpose, dynamics, and parameters for discernment.

- Listen for the Spirit
- Set the context
- Create hospitable space
- Explore questions that matter
- Encourage everyone's contribution
- Connect diverse perspectives
- Listen together for patterns, insights, and deeper questions
- Share collective discoveries

In small "café" groups, each group remembered a significant baptismal moment and answered the following questions:

*Approved
Executive of the General Council
April 28 – May 1, 2006*

- What did/does that baptism experience mean for you?
- What does it mean for The United Church of Canada?

PERMANENT COMMITTEE ON GOVERNANCE, PLANNING AND BUDGETING PROCESSES

Martha ter Kuile, chair of the Permanent Committee on Governance, Planning and Budgeting Processes, reviewed the Permanent Committee report and noted the training session with Sharon Daloz Parks on authority and leadership. Martha welcomed the new members to the committee - Paul Reed, Warren Bruleigh, and Lynn Maki and Janet McDonald as the new staff resource.

In questions for clarification, minor editing changes were made to the report (Appendix J).

The proposal from this report was referred to the Faith and Order Sessional Committee.

PERMANENT COMMITTEE ON FINANCE

Doug Einarson, chair of the Permanent Committee on Finance, gave an overview of the work that will go to the Stewardship and Resources Sessional Committee (Appendix E).

Doug shared information on the financial health of the church which remains strong through 2006 with concerns for 2007 and 2008. He noted that the 2006 budget assumptions, approved at the April 2005 Executive, were used to finalize the 2006 budget.

Questions for clarification included that in the report the Sub-Executive is asked to provide feedback to assist in the development of the 2007 budget; however, there is no proposal.

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY

Diane Dwarka, chair of the Permanent Committee on Programs for Mission and Ministry, introduced their accountability report (Appendix F). Presentations from the Permanent Committee took place throughout the meeting. Diane noted the extent of the work that comes before the Permanent Committee and that the content of the work is the responsibility of the Unit Committees. The Permanent Committee determines whether or not the work is ready to proceed to the Executive.

Leadership Outcomes Task Group (LOTG)

Joan Wyatt gave an update on the work of the Leadership Outcomes Task Group as part of the work of the Faith Formation and Education Unit and the Education for Church Leadership Committee. The goal of the Task Group is to define the leadership needed and how the United Church will prepare these leaders in the 21st Century. This work will be presented to the April 2006 Executive for action.

Dollar for Dollar Matching Forgiveness

Harry Oussoren, Executive Minister, Support for Local Ministries presented the program for Dollar for Dollar Matching Forgiveness that was presented to the Permanent Committee on Programs for Mission and Ministry.

Questions were raised for clarification and the proposal was referred to the Sessional Committee for further discussion.

Appendix IV of *The Manual of The United Church of Canada*

Bruce Gregersen introduced the report on Appendix IV and outlined the next steps in the process. The proposal was referred to the Sessional Committee.

Beads of Hope Evaluation

Nelson Rosales and Christie Neufeldt highlighted some of the learnings from the Beads of Hope campaign final report and celebrated the achievements of the campaign. The Evaluation was referred to the Sessional Committee.

STATEMENT OF FAITH

Michael Bourgeois gave a brief outline and update from the Theology and Faith Committee on the Statement of Faith. He noted that the present draft Statement has been widely circulated and feedback is being reviewed. The Statement will be revised for discussion at the April 2006 Executive meeting before being presented to the 39th General Council (2006).

The Moderator remembered Mary-Beth Moriarity and her family in prayer as she travels home to be with her father.

PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES

Jim Blanchard, chair of the Permanent Committee on Ministry and Employment Policies and Services, reviewed the accountability report of the Permanent Committee (Appendix D). He noted that the Permanent Committee does monitor staff morale as part of their meetings.

Jim concluded his report by thanking the members of the Permanent Committee, staff in MEPS, and staff in all of the General Council Offices for their hard work.

Designated Ministry Task Group

Joe Ramsay and Peter McKellar reported on the work of the Task Group to develop a policy that is consistent with practice and honouring the whole people of God. Table groups worked on response forms for the Task Group.

THE UNITED CHURCH OF CANADA FOUNDATION

Roger Snelling, chair of the Board of Directors, gave an overview of the Foundation's report (Appendix L) and the proposal for operating funding support to the Foundation for 3 years (2006, 2007, 2008). Janet Gadeski introduced the Grant Allocation draft policy and the task for feedback in table groups.

THEOLOGICAL REFLECTION

Wenh-In Ng led theological reflection and reviewed the images that rose throughout the day. She reflected on Scripture from Genesis "am I my brother's keeper?" She invited table groups to reflect on the Scripture with the following questions -

- Are there still strangers and aliens within the United Church?
- What kind of household is the United Church?
- What leadership is exercised within that household?

Wenh-In concluded with reading from the Daodejing (Tao Te Ching).

The General Secretary offered thanks to Wenh-In for her 10 months with us as Acting General Council Minister and the many blessings she brought us.

The meeting concluded for the evening with benediction.

SATURDAY, OCTOBER 29, 2005**WORSHIP**

Debra Bowman and Marion Best led worship continuing the theme of water with a renewal of baptismal vows. The worship was planned with the assistance of the General Council Worship Planning Team.

Worship continued with work and worship as one. The Executive moved back into "café" groups to continue the Kerygma Café conversations (from the Greek word for herald and proclamation) with the following suggested topics:

- At the end of the General Council, how will we know something has happened?
- How will we know we have heard God's yearning, that we have caught a glimpse of our direction?
- What will be the indicators, the evidence?
- What would it look like for us to know we have heard?

Approved
Executive of the General Council
April 28 – May 1, 2006

Café groups reported back and identified themes attached as Appendix S.

PENSION BOARD

Charlie Black and Jayne Casanova presented the Pension Board Report (Appendix C) and highlighted the role of the Executive for the oversight of the Pension Plan and its operations.

Jayne Casanova reviewed the Plan beliefs and guiding principles adopted at the last meeting and the Funding and Investment beliefs and guiding principles recommended to this meeting. She noted that these are tools to ensure there are no gaps and to identify general principles for all three segments.

This report was referred to the Stewardship and Resources Sessional Committee.

ABORIGINAL CONSULTATION

The Moderator, Wenh-In Ng, and Ha'eis Clare Hill joined Laverne Jacobs to view images and share how the Spirit touched them at the Aboriginal Consultation that gathered First Nations congregations from across the country with three main themes – Leadership, Right Relations, and Youth at Risk. Laverne concluded with the challenge from Jenny Te Paa to the leaders of the United Church.

EMERGING SPIRIT

Bruce Gregersen gave a brief history of the *Emerging Spirit* campaign and the authorization from the April 2005 Executive to proceed in an operational form. Keith Howard, Executive Director, gave a presentation to share the excitement across the church and the process used to engage the church. Lesley Harrison talked about congregational welcoming and gave an opportunity for table groups to experience what the first impact team meetings will be like.

The Executive also had an opportunity to look at the test motion that is proposed for GC39 (2006):

That the 39th General Council (2006) approve the goals and direction of phase II of *Emerging Spirit* and authorize the implementation of the project as outlined in the *Emerging Spirit* - Phase II proposal.

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY

Diane Dwarka introduced two reports and presentations from the Permanent Committee.

Youth Ministry Training Consultation: Called and Equipped

Rick Garland presented the report from the Youth Ministry Training Consultation that looked at how leaders are prepared to do youth ministry in this church. Questions for clarification were responded to and the report was referred to the Leadership for Ministry Sessional Committee.

Ethical Investment in Israel and Palestine

Omega Bula introduced the report on ethical investment in Israel and Palestine and reviewed the resolution approved at GC38 (2003) and the second part of the resolution that was defeated at General Council. Omega noted that since 2003 the violence in the Middle East has escalated and partners in both Israel and Palestine are asking for non violent ways, including ethical investment, to bring peace to the area.

Wendy Gichuru and Brian Perkins McIntosh talked about the history of Israel and Palestine and the need for action including a video from an Israeli Women's Group. Table groups had time for reflection and to identify questions for the Sessional Committee.

SESSIONAL COMMITTEES

The court moved into four Sessional Committees to consider the pieces of business referred to them.

Stewardship and Resources

Recommendation of the Pension Board for a Statement of Beliefs and Guiding Principles for Funding
Recommendation of the Pension Board for a Statement of Beliefs and Guiding Principles for Investment

Operating Funding for The United Church of Canada Foundation
 Audit Committee Charter Communication
 Financial Statements of the Accounts of The United Church of Canada
 2006 Budget
 Fund Policy
 The United Church of Canada Foundation

Faith and Order

Moderator's Accountability Report
 General Secretary's Accountability Report
 Revised Mandate of General Secretary Supervision Committee
 Appointments to Committees and Task Groups
 Dates for the Meeting of the 39th General Council in Thunder Bay
 Meetings of the Executive of the General Council for the next Triennium
 Principles for Committee Membership
 Role of the Moderator
 Role of the Sub-Executive of the General Council
 Principles of Cascading Membership for Members of the Executive of the General Council
 Members of the Executive of the General Council on Four Permanent Committees
 Amendments to Human Resource Policy 1.9 – Recruitment and Selection of the General Secretary

Congregational Mission and Justice

A Service of Apology to Women in Ministry affected by the Disjoining Rule
 Dollar for Dollar Matching Forgiveness
 Revision to Appendix IV of *The Manual*
 Ethical Investment in Israel and Palestine
 Beads of Hope Evaluation Report

Leadership for Ministry

Amendments to Human Resources Policy 4.1 – Maternity and Paternal Leave
 Adoption Leave Policy for Pastoral Relations
 Sabbatical Policy for Ministry Personnel in Pastoral Relationships
 Items referred to Ministry and Employment Policies and Services from GC38 (2003)
 Plan Design changes for the Active Employees Group Insurance Plan and Group Insurance Plan
 Premium Changes
 Police Records Check
 Travel Reimbursement Increase
 Called and Equipped: The Youth Ministry Training Consultation

Theological reflection took place in the Sessional Committees.

SUNDAY, OCTOBER 30, 2005

WORSHIP

Harry Oussoren and Reinerio Arce celebrated a trilingual communion worship with the assistance of Michael Burke and Lynn Boothroyd.

PERMANENT COMMITTEE ON PROGRAMS FOR MISSION AND MINISTRY

Omega Bula and Jim Hodgson introduced and welcomed Reinerio Arce, our global partner to this Executive of the General Council.

Diane Dwarka noted additional information from their written report including the Ministry Based Ordination Program update, the Ethnic Ministries Unit Report, and the Ministries in French Unit Report. Diane introduced members of the Justice, Global and Ecumenical Relations (JGER) Unit (Omega Bula, Gary Kenny, Jim Hodgson, and Richard Chambers) who gave a brief window into their work.

Approved
Executive of the General Council
April 28 – May 1, 2006

Marion Parry introduced a case study on Corporate Practices of Canadian companies working overseas to show one aspect of JGER's work. Marion talked about her visit to the Philippines and showed a short Spirit Connection video clip on the impact of TVI Pacific, a Canadian mining company working in the Philippines. Table groups reviewed the case study and considered the following questions:

- What Biblical passage or image comes to mind after viewing the video and reading the case?
- Identify the various types or lens for viewing systemic justice illustrated in the case i.e. economic justice, gender justice, etc.
- What are the implications of the United Church's commitment to addressing issues of systemic injustice for you in your role in the church as a member of the Executive?

SESSIONAL COMMITTEES

The court moved back into Sessional Committees.

PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES

Jim Blanchard introduced the rewritten theological statement and changes to the draft Sexual Abuse Policy. Table groups gave feedback with assistance from Joe Ramsay, Michael Burke, and Kathy McDonald who responded to questions.

Allan Hall and Jim King gave an update on the interim report from the Compensation Models Project and responded to questions for clarification. Table groups worked on the theological principles and the proposed directions with a report back on the information collected during New Business on Monday.

STEWARDSHIP AND RESOURCES SESSIONAL COMMITTEE

David Woodall thanked the Sessional Committee for their work and introduced the work of the Stewardship and Resources Sessional Committee.

PENSION BOARD

Statement of Beliefs and Guiding Principles for Funding

Whereas The United Church of Canada has established and maintains the Pension Plan of The United Church of Canada (the "Plan") for the benefit of eligible employees of the Employers; and
Whereas the Executive of the General Council (the "Executive") is the Administrator of the Plan; and
Whereas the Executive accepted the recommendation in the *Report Task Group on the General Council Executive as the Pension Plan Administrator* to establish a set of beliefs and principles;

Motion: David Woodall/Kent Ward

2005-10-28-281

That the Executive of the General Council approve the following **Statement of Beliefs and Guiding Principles for Funding**:

1. Funding levels must ensure a high level of certainty regarding the security of the pension benefits.
2. Contributions from the pastoral charges, other participating employers and members should be stable and predictable.
3. The funding mechanisms used by the Church for its retirement savings program must be tax effective.
4. The Church's pension-related activities will comply with legislation (e.g., Pension Benefits Act and Income Tax Act, etc.) and Church policies.
5. The Church's pension-related activities will be transparent and based on honesty, understanding and full disclosure.
6. Operation of the Plan, including actuarial assumptions and methods, should assume that the Plan will remain a going concern.
7. Plan documentation and the legislation enable surplus to be applied to meet contribution obligations of the pastoral charges, other participating employers and members but otherwise require surplus to be used for the exclusive benefit of the members, although members do not have any unilateral rights to access surplus while the Plan is ongoing or to force a Plan wind-up.
8. Cost effectiveness in spending and efficiency in operations will guide utilization of Fund assets and Church resources in Plan-related activities.

Approved
Executive of the General Council
April 28 – May 1, 2006

9. Equity among the membership generations is desirable in terms of contribution levels and allocation of surplus to fund future benefit upgrades.

Carried

Statement of Beliefs and Guiding Principles for Investment

Whereas The United Church of Canada has established and maintains the Pension Plan of The United Church of Canada (the “Plan”) for the benefit of eligible employees of the Employers; and
Whereas the Executive of the General Council (the “Executive”) is the Administrator of the Plan; and
Whereas the Executive accepted the recommendation in the Report Task Group on the General Council Executive as the Pension Plan Administrator to establish a set of beliefs and principles;

Motion: David Woodall/Kent Ward

2005-10-28-282

That the Executive of the General Council approve the following **Statement of Beliefs and Guiding Principles for Investment**:

1. The Administrator and all its delegates must be guided by what is in the best interest of the members.
2. Plan design, funding and investment beliefs, principles and policies should be consistent with, and mutually supportive of each other, and be balanced and reasonable.
3. Investment markets provide opportunities to produce real rates of return and an inflation component.
4. Investment-grade conventional bonds and conventional mortgages provide a measure of certainty for the fund's ability to pay future pension benefits, since these securities have guaranteed annual investment income and guaranteed principal values at their maturity
5. Asset classes like equities, real estate and real return bonds and real return mortgages are likely to offer better inflation protection than conventional bonds and conventional mortgages.
6. A. Investment in equities over the long term offers the potential for higher fund total investment returns than would be the case if the fund invested solely in conventional bonds and conventional mortgages, enabling lower contributions to fund the Plan's anticipated benefits.
B. The risk of equities not having a guaranteed annual investment income and guaranteed maturity value is adequately compensated for by a higher expected return over the long-term.
7. Foreign investment in established capital markets over the long term offers the potential for higher fund total investment return than if the fund were invested solely in Canadian investment vehicles, since the Canadian market capitalization is approximately 2% of world market capitalization in public companies and Canada does not provide access to many high quality industries and companies.
8. Diversification reduces volatility.
9. Non-traditional investments may improve the long term investment return but should be used only if fully understood, are well proven in the market place and priced appropriately.
10. It is important to avoid, whenever possible, having to sell a significant part of the portfolio in a bear market to meet the benefit payment obligation.
11. Socially responsible investment procedures can be employed provided there is reasonable assurance that the best long term interests of the members are being served.
12. Investment processes should be cost-effective, prudent and provide value-added return.
13. Active management adds value in most asset classes over the long term. It is possible to manage a portfolio with considerably fewer holdings and different industry weightings than the benchmark index with the objective of adding value.
14. Indexed products can add value in certain assets classes and geographies by lowering costs, enhancing transactional ease and/or increasing market exposure.
15. Derivatives and short-selling can add value by reducing various risks such as market risk, interest rate risk, credit risk, liquidity risk and currency risk. Derivatives and short selling should never be used for speculative purposes.
16. The Church believes in taking a best practices approach to investment governance, including
 - (1) clear and documented allocation of investment responsibilities
 - (2) development and documentation of all key investment beliefs, principles and policies
 - (3) proper reporting, oversight and performance evaluation
 - (4) reviewing peer pension fund practices, and
 - (5) obtaining advice from experts or delegating, as needed.

Carried

Approved
Executive of the General Council
April 28 – May 1, 2006

THE UNITED CHURCH OF CANADA FOUNDATION**Operating Funding**

David Woodall reviewed the work and concerns that were discussed in the Sessional Committee including that Proposals 8 and 13 had been combined into a new proposal.

Motion: David Woodall/Kent Ward**2005-10-28-283**

That the Executive of the General Council approve up to \$1,000,000 in support of funding The United Church of Canada Foundation for the period 2006 – 2008.

That the source of funding be The United Church of Canada Reserve.

and

In conjunction with the Foundation, that the Permanent Committee on Finance establish financial benchmarks to measure progress in achieving the Foundation's goals and report back to the Executive of the General Council annually.

Carried

The Sessional Committee was concerned that approving grants and receiving applications is beyond the scope of the Executive and presented a new proposal.

Motion: David Woodall/Kent Ward**2005-10-28-284**

That the Executive of the General Council request a report from The United Church of Canada Foundation for the April 2006 meeting of the Executive of the General Council which would outline the principles, criteria, and process for approval of grants giving consideration to the role of and concerns about work load of the Executive of the General Council and

That consultation be undertaken in the further development of these principles, criteria, and process with the General Secretary.

Carried

AUDIT COMMITTEE**Charter Communication**

Whereas the charter for the Audit Committee has communication as one of its operating principles.

Whereas the Audit Committee, at its meeting of September 29, 2005, approved a communication policy appendix to its charter and a memo on "whistle blowing" to be sent to all employees. (Appendix M)

Motion: David Woodall/Kent Ward**2005-10-28-285**

That the Executive of the General Council approve the employee memorandum and direct that it be sent to all General Council employees.

Carried

Financial Statements of the Accounts of The United Church of Canada

Whereas the Audit Committee reviewed the Financial Statements as at December 31, 2004 with its auditors, Deloitte & Touche LLP, at the meeting of May 18, 2005.

Whereas a motion was carried recommending the financial statements be forwarded to the Executive of the General Council for approval.

Motion: David Woodall/Kent Ward**2005-10-28-286**

That the Executive of the General Council approve the financial statements that present the financial position of the Accounts of The United Church of Canada as at December 31, 2004, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Carried

2006 Budget

David Woodall reviewed the budget assumptions and noted that the Sessional Committee tracked the assumptions to assure that, though changed, were the same approved by the Executive at its April 2005 meeting.

Motion: David Woodall/Kent Ward**2005-10-28-287**

That the Executive of the General Council approve the 2006 budget as submitted (below) with the following change

- An additional \$65,000 to be found in expenses to balance the step increase for Conference Salary Grants and the All Native Circle Conference Salary Grants.

Carried

The United Church of Canada - Operating Budgets 2006 to 2008**Summary of Revenues and Expenses**

	Proposed 2008	Proposed 2007	Proposed 2006	Revised 2005	Actual 2004
"General Operating Revenues"					
Mission & Service	29,750,000	29,750,000	29,750,000	30,200,000	29,491,702
Sales, S/H, Tax Rebate, Commission & Royalties (RPD)	2,800,000	2,800,000	2,800,000	2,800,000	3,159,217
M & S Operating Fund	2,200,000	3,200,000	3,700,000	2,600,000	2,100,000
UCC Reserve Fund	2,000,000	2,000,000	2,000,000	1,500,000	378,144
UCC Reserve Fund Draw per Fund Policy	885,000	0	0	0	0
Morrison Bequest	900,000	900,000	900,000	900,000	1,550,000
Trusts & Endowments	976,000	861,000	746,000	946,000	738,721
Reserve and Other Transfers	505,000	495,000	485,000	485,000	412,812
Annuities	330,000	330,000	330,000	330,000	330,000
PAR Commissions	230,000	220,000	210,000	200,000	211,122
Property Tax Rebate	190,000	180,000	170,000	150,000	151,149
Sub-Lease Rent	125,000	125,000	125,000	125,000	117,987
VIP Commissions	50,000	40,000	30,000	17,000	0
CIDA Grants	66,000	66,000	66,000	66,000	99,761
KAIROS/Foundation	55,000	55,000	55,000	60,000	60,000
Other (Donations & Chaplaincy)	16,000	16,000	16,000	16,000	42,353
Total "General Operating Revenues"	41,078,000	41,038,000	41,383,000	40,395,000	38,842,968
Special Programs/Projects Revenues					
Group Insurance	13,892,000	13,892,000	13,892,000	13,892,000	14,713,121
Pension and Benefits Administration	3,195,000	3,152,000	3,107,000	3,058,000	4,256,362
Residential School	377,000	366,000	355,000	287,000	1,286,936
Emerging Spirit	0	0	2,000,000	1,000,000	0
Total Special Programs/Projects Revenues	17,464,000	17,410,000	19,354,000	18,237,000	20,256,419
Total Revenues	58,542,000	58,448,000	60,737,000	58,632,000	59,099,387
"General Operating Expenses"					
Audio-Visual Production	379,000	370,000	361,000	311,000	304,265
Mission Education	38,000	38,000	38,000	38,000	32,406
Print Production	744,000	725,000	704,000	689,000	639,561

Approved
Executive of the General Council
April 28 – May 1, 2006

Resource Distribution	3,314,000	3,280,000	3,243,000	3,544,000	3,185,288
Television Programming	447,000	438,000	428,000	415,000	401,224
Web Delivery	185,000	179,000	173,000	147,000	144,028
RPD Total	5,107,000	5,030,000	4,947,000	5,144,000	4,706,772
Continuing Education	373,000	372,000	371,000	277,000	248,853
Education for Church Leadership	2,390,000	2,386,000	2,381,000	2,383,000	2,355,938
Faith Formation through Life Cycle	1,022,000	1,005,000	988,000	1,019,000	820,343
Ministry Vocations & Admissions	776,000	771,000	765,000	747,000	771,614
Theology & Faith	95,000	93,000	91,000	87,000	96,498
FFE Total	4,656,000	4,627,000	4,596,000	4,513,000	4,293,246
Global Ecumenical Partnerships	1,736,000	1,731,000	1,725,000	1,703,000	2,074,110
Global Partnership	5,024,000	5,000,000	4,975,000	5,013,000	4,568,618
Interchurch/Interfaith	410,000	405,000	400,000	331,000	345,379
Justice, Peace & Creation	777,000	759,000	741,000	731,000	722,772
People in Partnership	533,000	526,000	519,000	443,000	402,996
JGER Total	8,480,000	8,421,000	8,360,000	8,221,000	8,113,875
Financial Support for Local Ministries	6,635,000	6,526,000	6,417,000	6,135,000	5,855,634
Program Support of Local Ministry Leaders	1,338,000	1,318,000	1,298,000	1,418,000	836,139
Regulatory Issues Program	255,000	251,000	245,000	229,000	240,655
SLM Total	8,228,000	8,095,000	7,960,000	7,782,000	6,932,428
Regional Operations-Conferences & Observer	4,502,000	4,413,000	4,327,000	4,244,000	4,185,033
Governance	599,000	593,000	588,000	566,000	700,241
Program Oversight	2,203,000	2,161,000	2,117,000	1,923,000	2,017,970
OMGS Total	7,304,000	7,167,000	7,032,000	6,733,000	6,903,244
Annual Giving	738,000	730,000	722,000	707,000	676,024
Planned Giving	1,101,000	1,030,000	957,000	847,000	651,896
FSTWD Total	1,839,000	1,760,000	1,679,000	1,554,000	1,327,920
Pastoral Relations	513,000	504,000	494,000	521,000	511,113
Human Resources	509,000	498,000	486,000	379,000	428,499
MEPS Total	1,022,000	1,002,000	980,000	900,000	939,612
Financial Services	1,845,000	1,751,000	1,660,000	1,672,000	1,916,787
Facilities	2,236,000	2,223,000	2,209,000	2,058,000	2,015,583
FS Total	4,081,000	3,974,000	3,869,000	3,730,000	3,932,370
Information Technology	852,000	836,000	820,000	723,000	788,758
ITS Total	852,000	836,000	820,000	723,000	788,758
Supporting French Ministries	507,000	494,000	482,000	441,000	401,622
SFM Total	507,000	494,000	482,000	441,000	401,622
Ethnic Ministries	687,000	673,000	658,000	654,000	604,062
EM Total	687,000	673,000	658,000	654,000	604,062
Total "General Operating Expenses"	42,763,000	42,079,000	41,383,000	40,395,000	38,943,909
Special Programs/Projects Expenses					
Investments	120,000	120,000	120,000	98,000	138,836

Pension & Benefits	16,967,000	16,924,000	16,879,000	16,852,000	18,830,647
Residential Schools	377,000	366,000	355,000	287,000	1,286,936
Emerging Spirit	0	0	2,000,000	1,000,000	0
Total Special Programs/ Projects Expenses	17,464,000	17,410,000	19,354,000	18,237,000	20,256,419
Total Expenses	60,227,000	59,489,000	60,737,000	58,632,000	59,200,328
Deficit	-1,685,000	-1,041,000	0	0	-100,941

FUND POLICY

The Sessional Committee raised concerns and there was discussion on the floor about this proposal.

Motion: David Woodall/Kent Ward

2005-10-28-288

That the Executive of the General Council refer the Fund Policy back to the Permanent Committee on Finance for additional clarification addressing the following concerns:

- Criteria of Morrison Bequest reflects a change of understanding (GCE 2001?)
- Strategic initiatives and how they impact operational funding
- Consequences if adopt policy
- Doesn't provide for growth of the reserves

Including definition of the terms that are not understood

- operational requirements
- guiding principles – reserves viewed in aggregate
- implications and scenarios
- what does it mean to be a deliberate and not defensive policy

Carried

CONGREGATIONAL MISSION AND JUSTICE SESSIONAL COMMITTEE

Michelle Slater reviewed the work of the Sessional Committee.

APOLOGY TO WOMEN IN MINISTRY AFFECTED BY THE DISJOINING RULE

Michelle Slater noted the concerns of the Sessional Committee and it was suggested that in the Service of Apology (Appendix Q) that the Woman's Creed (Option 2) by Miriam Therese Winters be listed first. It was also noted that in any such service, deceased women should be remembered and their families invited to the services.

Motion: Michelle Slater/Kent Ward

2005-10-28-289

That the Executive of the General Council

Receive and approve the document "A service of Apology to United Church women affected by the disjoining rule."

Enact the service of Apology at its April 2006 meeting;

Request that Conferences seek to identify women affected by the disjoining rule within their bounds; and

Enact the Service of Apology at some time within the next year and, as far as possible, invite and enable the women who have been affected to be present at the service;

Forward the names of all women so identified to the General Council Office;

Invite the Moderator to write to all women or their families so identified indicating the General Council's sincere regret over the policy and its implications.

Carried

BEADS OF HOPE EVALUATION REPORT

Motion: Michelle Slater/Kent Ward

2005-10-28-290

That the Executive of the General Council receive the Beads of Hope Evaluation Report, with joy and gratitude for the faithfulness of the whole church.

Carried

Approved
Executive of the General Council
April 28 – May 1, 2006

APPENDIX IV OF THE *MANUAL*

The Sessional Committee reviewed the table group comments.

Motion: Michelle Slater/Kent Ward

2005-10-28-291

That the Executive of the General Council endorse the directions of recommendations 1, 2 and 3, as presented in the Report and Recommendations to Revise Appendix IV of *The Manual* of The United Church of Canada (below).

Recommendation 1

Appendix IV shall be revised to provide for three categories of defined relationships with incorporated bodies. These categories will be defined along the following lines:

Category 1: United Church Incorporated Ministries

This category affirms the close and vital relationship of the church to the corporation.

- These corporations shall comply with the requirements of Appendix IV as now written or as they may be amended following this consultation and policy setting process.
- A majority of corporation members and Board members shall be from the United Church.
- There will be annual reporting of financial statements and acceptable levels of insurance coverage.
- Permission will be sought from the supervising court and higher courts, as needed, for changes to corporate by-laws and for defined forms of fundraising.
- Indebtedness will be subject to prescribed limits unless exceptions are approved.
- Pastoral care and oversight visits as prescribed by *The Manual* shall take place.
- These ministries will be committed to participation in the sector-appropriate duty of care program and accreditation process that is being developed in the United Church.
- Category 1 will be the default designation for all current and future incorporated bodies associated with the United Church unless it is an incorporated partnership.
- The assets of these corporations will be vested in The United Church of Canada and subject to the real property policies of the General Council as they are amended and updated from time-to-time.
- Corporations spawned by Category 1 corporations will be organized and supervised according to Appendix IV.

Category 2: Incorporated Partnership Ministries

This category acknowledges the United Church as one of two or more partners in a corporation.

- The level of representation of corporation members and Board of Directors will normally be in proportion to the agreed level of participation of the United Church. For example, if the United Church is one of three equal partners, then one-third of the members and board members will be drawn from the United Church.
- Responsibilities and potential risks will be similarly divided to reflect the partnership make-up and defined in the corporation's by-laws.
- Reporting of financial statements and confirmation of insurance coverage will be required.
- Pastoral care and oversight visits as prescribed by *The Manual* shall take place in conjunction with comparable requirements of the other partners.
- These corporations may have their own self-defined duty of care program, participate in the United Church's Duty of Care Program, or participate in the duty of care program of one of the other partners, as long as the standards are comparable with the United Church's or higher.
- The assets will be vested in The United Church of Canada in proportion to the United Church's participation in the partnership and will be subject to the real property policies of the General Council as they are amended and updated from time-to-time, or subject to comparable policies of one of the other partners.
- Corporations spawned by Category 2 corporations will function according to the ownership and shared liability rules governing the original corporation.

Category 3: Legacy Incorporated Ministries

Approved
Executive of the General Council
April 28 – May 1, 2006

This category will explicitly acknowledge the historical origins of the corporation's ministry with the United Church and the distance from the church that has evolved, for whatever reason.

- The legal tie of the corporation to the church will be severed following appropriate consultation and agreement with the supervising court and all higher church courts.
- Appropriate consultation and approval processes that are recognized by the United Church and the people the corporation serves, including clients or participants, will take place to guard against precipitous action resulting in irrevocably severing the corporation's link with the United Church.
- The United Church will cease to have any liability or indebtedness for the corporation.
- The disposition of capital assets, including lands and buildings, will be negotiated according to the real property policies of the General Council as they are amended and updated from time-to-time.

Recommendation 2

With respect to the supervisory apparatus for Appendix IV corporations, Presbyteries and Congregations shall no longer have primary supervision for corporations. The Conferences shall supervise all United Church corporations within their geographic bounds. Conferences may phase in the transfer of supervisory responsibility from Presbyteries/Congregations to the Conference within the implementation period. Exceptions are the two corporations, the United Church Observer and the United Church Foundation, that are directly supervised by the General Council. Conference offices shall inform the General Council on an annual basis of the compliance of United Church corporations with the provisions of Appendix IV. The General Council shall provide the required support for uniform reporting on compliance from Conferences.

Recommendation 3

The implementation process for the revised Appendix IV shall receive adequate funding to ensure that appropriate reporting systems for compliance are put in place and that corporations currently associated with the United Church are identified and assigned to Category 1, 2 or 3. For those corporations moving to Category 3, appropriate processes will be developed and funded to ensure that the interests of the corporation and the United Church - including ownership of capital assets - are protected.

Carried

DOLLAR FOR DOLLAR MATCHING FORGIVENESS

Motion: Michelle Slater/Kent Ward

2005-10-28-292

That the Executive of the General Council approve the program as developed in the Dollar for Dollar Matching Forgiveness report (below).

The following debt reduction and new loans will be offered by Support to Local Ministries on the recommendation of the relevant Conference and/or presbytery/district:

- That the amount raised by a Conference/presbytery/district by a capital campaign through this incentive program, may be lent to new church development/redevelopment applicants in their area and that any loan offered from these funds will fall within the terms of the national loan programme in effect at the time that the loan is offered.
- That a Conference or a presbytery/district may apply to reduce the principal balance in Congregational Development Fund (CDF) and Ventures in Mission (VIM) loans owed by current debtor congregations in their area written down in individual congregational accounts provided that the presbytery/district raises one "new dollar"¹ designated for new church development/redevelopment loans for each dollar so written down in congregational accounts. The percentage of the "write down" will be negotiable with the aim to ensure that congregational debt would be discharged within a fifteen year period. The "write down" would not exceed the new capital raised by the presbytery/district/Conference capital campaign.
- For example, if a presbytery/district were to raise \$6 million, then the presbytery/district might apply to have e.g. half of the current \$4 million congregational loan portfolio written down and that same amount (\$2 million) made available for new national loans in the presbytery/district. The

¹ "New dollars" are those which were not previously in the asset or income stream of any United Church organization.

additional \$4 million raised would be available for the presbytery/district grants or loans at its discretion.

- That in the event that more than one congregation in the presbytery/district/Conference conducting the capital campaign has a loan eligible to be written down, then an equitable formula will be applied that will reduce (if possible) outstanding loans to a repayment schedule for any single congregation seeking to achieve repayment over 15 years at a 10% Mission Tithe.
- That loans recommended to Support to Local Ministries (SLM) by Conferences and presbyteries/districts under this proposal would require congregations to enter the SLM approval process, to sign SLM documents, and to make payments to SLM so that revolving funds would continue to be available for use in new church development and redevelopment projects elsewhere in the country.
- Permanent Committee on Programs for Mission and Ministry (PC PMM) has asked SLM to develop additional criteria by which new CDF loans would be assessed, including criteria related to the development or strengthening of possible Ethnic Ministries, Ministries in French, Aboriginal Ministries, and/or Outreach Ministries.
- That any “new dollars” raised surpassing amounts written down to congregations and available for new SLM CDF loans, may be used for grants or loans as the Conference/presbytery/district so decides.
- That the partner presbytery/district/Conference will endeavour to approve loans after diligently inquiring about the mission, financial and architectural suitability of the project.
- That any agreement reached with a Conference or a presbytery/district or designated development agency for this fund-raising proposal covers a period of 15 years.
- That present loan holders (VIM and CDF) continue to make payments in accordance with existing agreements until such time as the loan is fully repaid.

Carried

THEOLOGICAL REFLECTION

Reinerio Arce thanked the Executive for the opportunity to share the experience of our churches and learn about and from one another. Reinerio brought the story of the church in Cuba through a film on life in the Seminary.

IN MEMORIAM GIFTS

Let us gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues and insurance proceeds to The United Church of Canada from:

Mission & Service

John Bentley Alexander
 Anna Bernice Allen
 Laura Birce
 Garland Brooks
 Muriel Mary Burwash
 Elsie Gertrude Carlberg
 Mildred Cascadden
 Edith Clare
 Jean Crowley
 Margaret Elizabeth Cummings
 Katharine Wilson English
 Ruth Floor
 Alixe Elizabeth Hambleton
 David Robert Harper
 Winnifred Hilda Henderson
 Dorothy Elizabeth Holt
 Charles Judd
 Kenneth P. Jull
 David Gordon Kilpatrick

The United Church of Canada

William Gilbert Bingham
 Agnes Blokland
 Margaret Brierley
 James Buck
 Gordon Bulter
 Joan Mary Clement
 Helen Cram
 Alexandra Corbett
 Bellva Crowell
 Ada Grace Couling
 Joyce Cunningham
 Albert Daw
 Marjorie Dobson
 Marion Charlotte Dewar
 Dora Di Stasi
 Anna Edmondson
 Marion Iola Francis
 Jean Hillier Gammon
 Jedidah Gorham

Division of World Outreach

Helen Caroline Clint
 Hope Jackson
 Clarence Stuart MacKinnon
 Alfreda Skenfield

Ministry Personnel & Education

Frank Hay
 Roswell Gordon O'Neil

Division of Mission in Canada

Emily Laura Ashton
 Clara B. Sanderson
 John A. Sanderson
 Kathleen Mary Sloan

Hazel V. Knox	David Robert Harper
Lawrence T. Langley	Edna Laird
Jean Lovelace	McAuley Trust
G. Irene Lund	Luella McCleary
Muriel McCuaig	Margaret Winnifred McCullough
Donald Beattie McLeod	Marion E. Moodle
Arthur B.B. Moore	Florence Gloria Partridge
Isabel Corinne Scott	Russell Pyear
Alice Jean Simpson	Ruth Eleanor Reid
Kathleen Mary Sloan	Ella Rondeau
Irene Smeltzer	Beatrice Adele Russell
Lyla A. Smith	Corinne Van Loon
Edith Marion Teasdale	Audrey Letitia Ward
Dorothy Willmot	Reginald Watkins
	Florence K. Wilson

IN CAMERA**Motion: Jim Sinclair/Stephen Mabee****2005-10-28-293**

That the Executive of the General Council move into an in camera session with the following membership: voting members, and resource persons Cynthia Gunn and Kathy McDonald (Church Legal Counsel), Scott Thompson (outside Legal Counsel), Ian Fraser (General Council Minister: Resources for Mission and Ministry), Michael Burke (Executive Minister, MEPS), Mary-Frances Denis (Communications Officer), and Joan MacGillivray (Administrative Staff).

Carried**Motion: Jim Blanchard/Leah Halliday****2005-10-28-296**

That the Executive of the General Council rise from the in camera session.

Carried

The Moderator met with the Elected Members at the end of the day.

MONDAY, OCTOBER 31, 2005**WORSHIP**

Christie Neufeldt and Richard Chambers continued the water theme in a celebration of "Waters of Creation".

Bob Campbell led prayer for the people who lost their lives, were injured, and lost their homes in the fire at the Fred Victor Mission.

The Moderator read, for the record, decisions made at the in camera session.

Motion: Agreed By Consensus**2005-10-28-294**

That the Executive of the General Council authorize its Sub-Executive to approve a response to an application for certification of a union if and when it is required.

Motion: Walter Sowa/Jim Jackson**2005-10-28-295**

That the Executive of the General Council accept the resignation of Jim Sinclair as General Secretary, General Council effective May 13, 2006 at the normal retirement age.

The Executive of the General Council invites Jim Sinclair to remain in the position of General Secretary, General Council on a contract basis until such time as a replacement can be appointed by the 39th General Council (2006) and assume the duties.

That the Executive of the General Council authorize a search process to begin for a person for the position of General Secretary, General Council.

Carried

CONGREGATIONAL MISSION AND JUSTICE SESSIONAL COMMITTEE ETHICAL INVESTMENT IN ISRAEL AND PALESTINE

Motion: Michelle Slater/Jim Jackson

2005-10-28-297

That the Executive of the General Council

Reaffirms the commitment of The United Church of Canada to support and encourage the continued existence of the State of Israel as a secure and safe homeland for all peoples residing there, recognizing its uniquely Jewish character,

Laments the failure to move forward in the creation of a Palestinian state (fully sovereign, with secure borders and territorial contiguity encompassing the West Bank and Gaza), and therefore denounces: the policies and actions of the Israeli government in the continued expansion of the illegal settlements and in particular the transfer of Gaza settlers to settlements in the West Bank, and the continued construction of the Separation Wall within Palestinian territory restricting the development of a Palestinian State and significantly disrupting Palestinian life,

Condemns the statement of the President of Iran calling for the destruction of Israel, all actions or policies that seek to deny the rightful and secure existence of the State of Israel, and in particular acts of violence aimed at Israeli citizens,

Carried

Motion: Michelle Slater/Allan Seal

2005-10-28-298

Requests the General Secretary to forward to the 39th General Council (2006) for consideration, the proposal on an "ethical investment policy in Israel and Palestine" with increased emphasis on reinvestment,

Encourages the General Secretary to strengthen the research necessary to support such a policy, and to continue to seek ecumenical and interfaith collaboration on ethical investment initiatives.

Carried

It was noted that the Sessional Committee did receive Response Sheets with comments, concerns, and questions on the Accountability Report of the Permanent Committee on Programs for Mission and Ministry. Responses received are attached in Appendix R.

Barbara Rafuse gave thanks for the work of the Sessional Committee.

FAITH AND ORDER SESSIONAL COMMITTEE

David Giuliano reported on the work of the Sessional Committee.

MODERATOR'S ACCOUNTABILITY REPORT

The Sessional Committee affirmed the work of the Moderator and the Executive of the General Council to organize its governance work thematically and encouraged further work to organize work according to principles, priorities, and policies.

ROLE OF THE MODERATOR

Motion: David Giuliano/Linsell Hurd

2005-10-28-299

That the Executive of the General Council recommends to the 39th General Council (2006) that Section 8.5 of the Basis of Union be modified to remove "chief executive officer" and replace it with "Moderator".

Basis of Union Section 8.5

Its regular meeting shall be held every third year, except that the General Council or its Executive shall have the power, in circumstances that it deems exceptional, to defer the date of the regular meeting to the fourth year or to advance the date of the regular meeting to the second year. Its presiding officer shall

be the ~~chief executive officer~~ Moderator of the Church, and for the term of office may be relieved of pastoral or other duties.

And that it is further recommended that Section 510 (a) of *The Manual* remain unchanged:

(a) Appointment. The General Council shall elect from among its members the Moderator, who shall be its presiding officer as well as the senior elected officer of the United Church.

And that the Executive of the General Council ask the *Manual* Committee to review the Basis of Union and *The United Church Manual* for consistency in this matter and forward any recommendations to General Council 39 (2006) for action.

Carried

GENERAL SECRETARY'S ACCOUNTABILITY REPORT

The Sessional Committee noted that the General Secretary in his verbal report to the Court, removed the following statement from his report: "and report to the Sub-Executive before the April 2006 meeting of the GCE" (Appendix K).

The Sessional Committee recognized and referred to the Permanent Committee on Governance, Planning and Budgeting Processes the need to develop criteria for assessing accountability reports and asked the following questions:

- Does the Executive have the information it needs?
- What are the policies and processes for dealing with accountability reports?

RECRUITMENT AND SELECTION OF THE GENERAL SECRETARY

Amendments to Human Resource Policy 1.9

Questions were responded to and discussion took place on the Search and Selection Committee for the General Secretary.

Motion: David Giuliano/Allan Seal

2005-10-28-300

That the Executive of the General Council adopt Human Resource Policy 1.9 as follows:

Purpose

This policy helps to ensure a fair and consistent recruitment and hiring process for the General Secretary of the General Council of The United Church of Canada.

Policy

The hiring authority for the office of General Secretary is the General Council. When the Executive of the General Council (GCE) declares a vacancy in the office of the General Secretary, there shall be a review and update of the job description by the General Secretary's Supervisory Committee for recommendation to GCE.

Procedures

1. Search and Selection Committee

When notice of a vacancy occurs in the office of General Secretary, the General Council Nominations Committee will submit a slate of three members of the Executive of the General Council and one member-at-large from the United Church to serve on a Search and Selection Committee. The committee members will be appointed by the Executive of the General Council or Sub-Executive to the Search and Selection Committee for the General Secretary, joining the Moderator of the United Church and the chair of the Supervisory Committee of the General Secretary who are standing members of the committee. The Search and Selection Committee will be made up of at least six, but not more than eight, members.

The Search and Selection Committee for the General Secretary will be:

- the Moderator (who will act as chair)

Approved
Executive of the General Council
April 28 – May 1, 2006

- the chair of the Supervisory Committee of the General Secretary
- three members of GCE, nominated from its membership
- one member-at-large from the United Church
- if required, may make two additional appointments from within The United Church of Canada to provide a balance of age, gender, regions, lay/ordered, and experience (for example Aboriginal, race, ethnicity, language).

The Search and Selection Committee will also include an executive search professional provided by MEPS Unit who will participate as a non-voting consultant in the process.

In the appointment of the General Secretary of the General Council, the Search and Selection Committee will place one name before the General Council for consideration. The name of the candidate will be kept confidential pending the General Council's approval.

2. Role of MEPS Unit

MEPS is responsible for ensuring that the appropriate procedures are followed in all recruitment and selection processes. The MEPS Executive Minister will be available to provide support and advice as requested by the Search and Selection Committee at their discretion.

3. Additional Procedures

Advertising

- Every effort will be made to advertise and post the notice of a vacancy in the office of General Secretary as widely as possible throughout the church. This includes advertising and posting notice of the vacancy in the General Council Offices, Conferences and presbytery offices, the National Vacancy listings, and on the General Council website. MEPS Unit will advertise the vacancy in *The Observer* and *Aujourd'hui Credo* for a minimum of one month.
- MEPS Unit will also advertise the search for a General Secretary nationally through job websites, newspapers, journals, trade magazines, and other means as considered appropriate.
- The Search and Selection Committee is expected to be pro-active in taking steps to ensure that vacancies are advertised throughout the constituencies and networks where possible candidates may be found.

Screening

- The Search and Selection Committee will undertake the short-listing of candidates and have final interviews with a minimum of two candidates.

Independent Professional Assessment

- An independent professional assessment will be done with the leading candidates or candidate to ensure compatibility with the leadership expectations and culture of the United Church. The assessment will be facilitated by the executive search consultant and the findings will be made available to the Search and Selection Committee in its discernment process.

References

- In-depth reference checks are required for the position of General Secretary. The executive search consultant will recommend a third-party reference validation firm to undertake these reference checks, with input from the Search and Selection Committee. The timing and number of references required for either short-listed or final candidate(s) will be determined by the Search and Selection Committee.

Appointment

- Following the appointment of the General Secretary by the General Council, MEPS Unit will draw up the terms of appointment for this position, consistent with the policies of The United Church of Canada.

Re-appointment of the Search and Selection Committee

- If an incumbent leaves a position within six months of having been hired the original Search and Selection Committee will be reconvened to determine the future strategy and timelines for a new appointment.

Carried

GENERAL SECRETARY SUPERVISION COMMITTEE - REVISED MANDATE

Discussion took place on whether reports from the General Secretary Supervision Committee on the Annual Performance review of the General Secretary should go to the Executive of the General Council or to its Sub-Executive.

After a few minutes for meditation and discernment the Sessional Committee and Executive agreed to return to this proposal later in the agenda.

ROLE OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL

Motion: David Giuliano/Cindy Desilets

2005-10-28-301

That the Executive of the General Council adopt the following terms of reference for the Sub-Executive of the General Council:

Membership:

The Sub-Executive of the General Council shall consist of 13 voting members: The Moderator, the immediate past moderator and the General Secretary of the General Council; 10 members of the Executive of the General Council (seven conference representatives; a representative from the Ethnic constituency, a representative from the French constituency, the Chair of the Business Table).

Composition:

1. There will be a balance of members of the Order of Ministry and lay members
2. There will be a balance of males and females
3. There will be conference representation on a triennium basis – every conference, every second triennium
4. There will be no more than one conference representative per conference per triennium
5. Normally, the members will be second triennium members
6. Normally, the term of appointment is one triennium
7. The Nominations Committee will recommend appointments of the following members of the Sub-Executive of the General Council: (Ethnic Constituency (1), French Constituency (1), Conference Representatives to the Executive of the General Council (7)).

Duties and Powers: The Sub-Executive, which will report its proceedings to the Executive of the General Council, shall have the following duties and powers:

1. Act on the unfinished business of the Executive of the General Council that requires action before the next meeting of the Executive of the General Council
2. Act on items delegated by the Executive of the General Council that require action before the next meeting of the Executive of the General Council
3. Act on items from the General Secretary that require action before the next meeting of the Executive of the General Council
4. Act on items from the General Secretary Supervision Committee that require action before the next meeting of the Executive of the General Council.

Items that should not go to the Sub-Executive:

1. Items of a denomination-shaping nature
2. Policy decisions

Communication:

Minutes of the Sub-Executive be distributed to members of the Executive of the General Council. The Agendas of the Sub-Executive meetings be circulated prior to the meetings to allow for input from members of the Executive of the General Council.

Meetings:

The primary style of meeting will be by telephone conference calls. The number of meeting may vary between two and twelve per year.

Carried

Approved
Executive of the General Council
April 28 – May 1, 2006

NOMINATIONS COMMITTEE**APPOINTMENTS TO COMMITTEES AND TASK GROUPS**

The Sessional Committee noted that the wisdom of the General Secretary was that the Joint Unit-Wide Committee – Support to Local Ministries and Faith Formation and Education not be established at this time because of changing circumstances and further thinking. The General Secretary requested that the recommendations for appointment be withdrawn.

Motion: David Giuliano/Paul Stott**2005-10-28-302**

That the Executive of the General Council appoint the following people to the committees and task groups or as representatives of the United Church (with the stated terms):

Redesign Evaluation Task Group (December 2008)

- Jean Brown (Lay N&L)
- Heather Leffler (OM Ham)
- Joan Wyatt (OM BC)

Funding the Work of the Church Task Group (December 2007)

- No Appointments; Extended Recruitment

Financial Assistance Committee (MEPS) (December 2008)

- Garland Baker (Lay N&L)

Stewardship Studies Task Group (SLM) (December 2008)

- Catherine MacDonald (OM BQ)
- Andrew Richardson (OM Mar)

Education for Church Leadership Coordinating Committee (FFE) (December 2008)

- George Hermanson (OM BQ)

Ministry Vocations Committee (FFE) (December 2008)

- Beth Bourke (Lay BC)
- Linda Lee Henriksen (Lay BC)

Global Partnership Advisory Committee – Africa (JGER) (December 2008)

- Des Hemingway (Lay Mtu)

Representative to the World Methodist Council (December 2008)

- Maureen Scott Kabwe (LPM ANCC)

Representative to the World Religions Canada Board (December 2008)

- No Appointment; seek mandate clarification

Representative to the Canadian Churches Global Forum (December 2008)

- No Appointment; seek mandate clarification

Representative to the Canadian Centre for Ecumenism (December 2008)

- No Appointment

Representative to the Church Council on Justice & Corrections (December 2008)

- Andrew Jensen (OM M&O)

Other Appointments -

And that the Executive of the General Council receive for information the appointment of the following people to the committees and task groups (with the stated terms):

Executive of the General Council - Conference Representatives (to GC40, 2009)

- Chuck Scott (Lay Lon)
- Terrance Whiteye (Lay ANCC)

Global Partnership Advisory Committee (JGER) (December 2008)

- Wendy Evans (Lay Tor)
- Megumi Saunders (DM BC)

Financial Assistance Committee (MEPS) (December 2006)

- barb janes (OM MNWO)
- Don Linkletter (OM Lon)
- Karen Smart (Lay BQ)

Foundation for Theological Education in South East Asia (December 2008)

Approved
Executive of the General Council
April 28 – May 1, 2006

- Wenh-In Ng (OM Tor)

Gender, Justice and Partnership Monitoring Committee (JGER) (December 2008)

- Joanne McFadden (OM Mar)

Gender Justice Advisory Committee (to GC39 2006)

- Maureen Finlayson (Lay Mar)
- Moses Kanhai (Lay Sask)

Residential Schools Steering Committee (December 2008)

- Alvin Dixon (Lay BC)

Carried

Motion: Marion Pardy/Heather Leffler

2005-10-28-303

That the Executive of the General Council appoint to the following committee (with the stated term):

Ministry Vocations Committee (FFE) (December 2008)

- Heather Davies (OM Ham)

Carried

PRINCIPLES OF CASCADING MEMBERSHIP

Motion: David Giuliano/Jim Blanchard

2005-10-28-304

That the Executive of the General Council adopt the following principles for cascading appointments of voting members of the Executive of the General Council:

All voting members of the Executive are expected to accept at least ONE additional appointment and not more than two additional appointments (except: the Moderator, the past Moderator, the General Secretary, Representative to the World Council of Churches, Chair of the Business Table, the four Permanent Committee Chairs)

To the following list of committees and task groups:

Permanent Committee on Finance	3
Permanent Committee on GPB Processes	5
Permanent Committee on MEPS	3
Permanent Committee on PMM	3
Nominations	13
Moderator's Advisory	1
General Secretary's Supervision	3
Racial Justice Advisory	1
Gender Justice Advisory Committee	1
Pension Board	1
Funding the Work of the Church Task Group	1
Redesign Evaluation Task Group	1

In addition, ten members of the Executive of the General Council are appointed to the Sub-Executive.

Carried

LEADERSHIP FOR MINISTRY SESSIONAL COMMITTEE

MATERNITY AND PARENTAL LEAVE

Motion: Heather Leffler/Stephane Vermette

2005-10-28-305

That the Executive of the General Council expand the Human Resource Policy 4.1, Maternity and Parental Leave, to include adoptive parents. The changes to the Parental Leave section be as follows and that the policy be renamed Human Resource Policy 4.1, Maternity, Adoption and Parental Leave:

Parental Leave

Parental leave entitles all natural or adoptive* new mothers and fathers, who have worked for the United Church for 13 weeks or more to a leave of:

- up to 35 weeks if they also took maternity leave
- up to 37 weeks if they did not take maternity leave

Adoptive* parents are entitled to the same 17 weeks of “top-up” benefits as mothers receive (see above). This 17 week period of “top-up” pay is included within their 37 weeks of parental leave.

For other employees on parental leave, supplementary employment insurance salary “top-up” benefits are not available.

*This policy applies to United Church employees who newly adopt children from infancy to preschool age (grade 1). It does not apply to newly blended families where the child is the natural offspring of one of the partners.

Carried

ADOPTION LEAVE POLICY FOR PASTORAL RELATIONS

Motion: Heather Leffler/Stephen Mabee

2005-10-28-306

That the Pastoral Relations Policy be amended to include adoptive parents as provided for in Human Resources Policy 4.1

Carried

SABBATICAL POLICY FOR MINISTRY PERSONNEL IN PASTORAL RELATIONS

Motion: Heather Leffler/Diane Dwarka

2005-10-28-307

That the following Sabbatical Policy be adopted:

Purpose

The essence of sabbatical is rooted in the Biblical practice of the Sabbath day described in the creation story. Jesus kept this practice when he took time in his ministry for renewal. He often went away to pray and reflect in silence and meditation ‘on mountaintops and by lakesides.’

The daily practice of ministry may involve the pressure of many tasks compressed into too few hours leaving little opportunity for reflective, prayerful time. In the context of ministry, sabbatical time is for learning through reflection, revitalization and recreation. It is, therefore, personal and individual in nature. It may include study, spiritual retreat and rest and will probably be a blend of all of these.

When ministry personnel take a sabbatical, the congregation(s) will benefit from the opportunity to reflect on its mission and ministry and experience different gifts of lay leadership. The sabbatical offers the congregation(s) a minister who returns with new energy and clarity about the tasks at hand.

Policy

It is the policy of The United Church of Canada that every pastoral charge shall provide a paid sabbatical of at least three consecutive months to those in paid accountable ministry who have completed at least five years of service in one call or appointment. (General Council 2003, Petition 131)

The sabbatical is in addition to the minister’s vacation time and regular study leave for the year in which the sabbatical is taken. Sabbatical leave may be taken in conjunction with the vacation time, continuing education and additional unpaid leave of absence.

The provision for a sabbatical shall be included in the terms of the call or appointment.

Procedures

The ministry personnel must submit notice of their intent to take a sabbatical to the Ministry and Personnel Committee of the pastoral charge at least twelve (12) months prior to the projected commencement of the sabbatical. The timing of the sabbatical shall be developed in consultation with the Ministry and Personnel Committee and approved by the Official Board, Church Board or Council. The Presbytery must be notified by the pastoral charge of the ministry personnel’s intent to take sabbatical time no later than six (6) months prior to the commencement of the sabbatical. The Presbytery will determine whether a pastoral charge supervisor should be appointed.

*Approved
Executive of the General Council
April 28 – May 1, 2006*

The ministry personnel must submit a detailed proposal to the Ministry and Personnel Committee at least three months prior to the start of the sabbatical. This proposal should outline the ministry personnel's plans during the period of renewal including the nature of the study or experience being proposed and the goals of the sabbatical, which must be related to the practice of ministry. While a plan is essential, the sabbatical should not be so tightly structured that the Spirit has no freedom to lead and reveal. This plan must be approved by the Ministry and Personnel Committee and reported to the Official Board, Church Board, or Council for information.

After the sabbatical the ministry personnel will provide a brief written and oral report to the Ministry and Personnel Committee and to the Official Board, Church Board, or Council.

Ministry personnel taking a sabbatical and the pastoral charge will normally be expected to continue their pastoral relationship for at least one year following the conclusion of the sabbatical.

During the sabbatical time the pastoral charge will pay the ministry personnel's regular salary and housing allowance (or provide the use of a manse), and make the regular payments to The United Church of Canada for health and pension plans, and the Employee Assistance Program as well as Canada Pension Plan and Employment Insurance, as of the day prior to the commencement of the sabbatical.

Ministry personnel working less than 40 hours per week are entitled to all the terms of the three month sabbatical policy. During the sabbatical time the pastoral charge will pay the ministry personnel who is working less than 40 hours their salary and housing allowance at the rate as of the day prior to the commencement of the sabbatical.

In those cases where the ministry personnel normally receives travel expense reimbursement for the use of a vehicle on church business, the ministry personnel while on sabbatical will receive an income supplement of 40 per cent of their average monthly travel claim based on the six (6) months prior to the sabbatical. It shall be paid monthly and declared by the pastoral charge as taxable income.

Carried

Motion: Heather Leffler/Leah Halliday

2005-10-28-308

That the Executive of the General Council implement the Sabbatical policy for Ministry Personnel in Pastoral Relationships, effective January 1, 2006.

That the Executive request the PC-MEPS to review and make recommendations with respect to the application of the Sabbatical Leave Policy for those in paid accountable ministry outside of the pastoral charge relationships and the General Council Offices, including Interim Ministers, and report to the April 2006 meeting of the Executive of the General Council.

That the Executive of the General Council include in the budget an annual amount to be administered by the General Secretary, to be granted to pastoral charges that would be subject to undue financial difficulty in funding Sunday supply ministry during the sabbatical time.

That the General Secretary

- develop appropriate resources to support the implementation of the sabbatical policy,
- advise 'Education for Church Leadership' of the need to develop a program to assist ministry personnel and pastoral charges to prepare for the sabbatical time, and
- Alter the pastoral relations forms to include in the terms of appointment or call the provision for a sabbatical.

Carried

GROUP INSURANCE PLAN**Motion: Heather Leffler/Jim Jackson****2005-10-28-309**

That the Executive of the General Council approve the Group Insurance Plan design changes for Active Employees as set out in the chart below:

2.0% increase in Long Term Disability benefits to plan members who are receiving LTD benefits on December 31, 2005, with the increase to be effective January 1, 2006, and a corresponding increase in pension accrual for these individuals. TOTAL COST (LTD Update Reserve)	\$240,000
---	-----------

Carried**Motion: Heather Leffler/Paul Reed****2005-10-28-310**

That the Executive of the General Council approve the Group Insurance Plan premium changes as set out in the chart below.

EMPLOYER ASSESSMENT	2005	2006	Amount of Change
Core Member Life Insurance ↓ ↓			
Core Family Life Insurance ↓ ↓			
Retiree Life Insurance ↓ ↓			
Core Health and Dental (including ETA) ↓ ↓			
Pensioner H&D Support ↓ ↓			
EMPLOYER SUB-TOTAL	4.48% of PE	4.87% of PE	+ .39% PE
PLUS, where applicable:			
Employer Indemnity	.09% of PE	.12% of PE	+ .03% PE
or Weekly Indemnity	.96% of PE	1.15% of PE	+ .19% PE
or Short Term Disability	.28% of PE	.34% of PE	+ .06% PE
MEMBER ASSESSMENT			
Long Term Disability (all Members)	2.09% of PE	2.52% of PE	+ .43% PE
Pensioner H&D Support (all Members)	\$4.45	\$4.45	no change
Optional Health & Dental, if selected (including ETA)			
- Single coverage	\$ 41.92	\$ 41.92	no change
- Family coverage	\$119.51	\$119.51	
Optional Life Insurance, if selected	rated by age, gender & smoking		no change
Optional AD&D, if selected			
- Single coverage	\$0.33/\$10,000	\$0.33/\$10,000	no change
- Family coverage	\$0.56/\$10,000	\$0.56/\$10,000	no change
PENSIONER ASSESSMENT			
Pensioners' Health & Dental			
- Single coverage	\$46.20	\$47.77	\$1.57 per month
- Family coverage	\$93.21	\$96.36	\$3.15 per month

Carried**POLICE RECORDS CHECK**

Discussion on the proposals included that screening could be difficult for Ethnic Ministry congregations making a call from countries where police records checks are unknown.

Motion: Heather Leffler/Scott Parsons**2005-10-28-311**

Section 1: Screening

That the Executive of the General Council approve that

The following sections of *The Manual* [022(k), 024(a), 026(a), 031(b), 031(g), 032(a), 054(d), 062(a), 126, 244(c) ix, 314(d), 332(d), 340(e), 342(a), 343(a)viii, 343(g), 345(c)v, 346(d), 363 (b) and 369] be amended to include the vulnerable sector (Level 2) Police Records Check:

Approved
Executive of the General Council
April 28 – May 1, 2006

All ministry personnel be required to have completed a vulnerable sector (level 2) Police Records Check no later than January 2, 2007

The vulnerable sector (level 2) Police Records Check be required prior to the initiation of any new pastoral relationship, including call, settlement, appointment, and internship.

Prior to the initiation of a pastoral relationship (call, appointment or internship) a minimum of two references are to be interviewed by a minimum of 2 members of the search committee or appointing body; using guidelines to be provided by the General Secretary.

The documentation of the reference checks be included on the call/appointment form to include the name of the reference, name of interviewers, and the date of the interview.

Only the original Police Records Check be valid.

Carried

There was discussion on monitoring police records checks and a concern was raised for Interim Ministers who move frequently. This concern was referred to the Consultation on Interim Ministry Monitoring. Other concerns raised were administrative and included keeping and tracking forms as well as access to forms.

Motion: Heather Leffler/Allan Seal

2005-10-28-312

Section 2: Monitoring

That the Executive of the General Council

Reduce the number of vulnerable sector checks (Police Records Check) required from every three years (during scheduled pastoral oversight visit) to a maximum of every six years (or alternate triennial pastoral oversight visits) for those in a continuous pastoral relationship, whether by call or appointment. And that *The Manual* and guidelines be changed to reflect this policy. 332 (d), 332(d) vii.

Approve that *The Manual* section 364 include the requirement that paid accountable ministry personnel MUST immediately report to the Pastoral Relations Committee of their Presbytery whenever they have been charged with any criminal offence, in any jurisdiction.

That the General Secretary create a form to document that a level 2 (Vulnerable Sector) Police Records Check has been completed and seen by the Presbytery Pastoral Relations and Oversight Committee at the second tri-annual visit of the ministry personnel in the same pastoral relationship (or 6 years).

Carried

Motion: Heather Leffler/Leah Halliday

2005-10-28-313

Section 3: Other

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

Report to the April 2006 Executive of the General Council regarding current level of compliance with the Police Records Check Policy with recommendations,

Investigate screening for internships and admissions from other denominations.

Carried

YOUTH MINISTRY TRAINING CONSULTATION – CALLED AND EQUIPPED

Motion: Heather Leffler/Dorothy Hemingway

2005-10-28-314

That the Executive of the General Council receive the report *Called and Equipped: The Youth Ministry Training Consultation*, and refer this report to the General Secretary for development of specific proposals for the Executive's direction to the April 2006 meeting of the Executive of the General Council.

Carried

NEW BUSINESS

The General Secretary acknowledged the work of Peter Scott as he moves towards retirement. Peter's contributions and the way he shares Christ's ministry were noted including assisting the Executive to be faithful in decision-making.

Motion: Jim Sinclair/Kent Ward**2005-10-28-315**

That the Executive of the General Council authorize a search for the position of Conference Executive Secretary, London Conference.

Carried

**FAITH AND ORDER SESSIONAL COMMITTEE
GENERAL SECRETARY SUPERVISION COMMITTEE****Motion: David Giuliano/Allan Seal****2005-10-28-316**

That the Executive of the General Council approve the following revised mandate for the General Secretary Supervision Committee.

Purpose

The purpose of the General Secretary, General Council Supervision Committee is to provide, on behalf of the Executive of the General Council, supervision and accountability for the performance of the General Secretary and to provide for the General Secretary a venue in which he or she can clarify goals, receive feedback on performance of duties, and reflect upon personal growth issues and emerging challenges.

Membership

The Committee will consist of three to five members, the majority of which will be elected (voting) members of the Executive of the General Council. The Nominating Committee will invite written comment on the nominees from the General Secretary and take his or her comments into consideration prior to presenting its recommendations to the Executive. Due to the need for the Committee and the General Secretary to have open and full discussions on any topic of church business, persons who are being considered as nominees should not have or be perceived to have a conflict of interest with the General Secretary. If a conflict arises following the appointment to the Committee, the member is required to declare the conflict and the Committee will take appropriate steps to resolve the situation.

Elected members normally serve a three-year term and are eligible to be nominated to one additional one, two or three-year term. In order to ensure that the committee is able to establish continuity within its membership, the first membership complement will deviate from this pattern with a portion being appointed to only one term.

Staff, External Resources and Funding

1. Executive Assistant to the General Secretary. Meeting arrangements.
2. Executive Minister, MEPS, and Human Resources Administration Support person. Provide support and advice to the Committee, as requested. Assistance with 360-degree review for annual performance review. Arrangements for Committee training.
3. The Committee at its discretion may seek professional human resources advice outside the Church.
4. The expenses of the Committee for meetings, training and external resources are included in the budget for the Offices of the Moderator and the General Secretary.

Chairperson

The Executive of the General Council will name one of its voting member appointees as Chair. He or she will have supervisory experience, an understanding of the role of senior leadership and management, specifically within a faith community that requires both theological and spiritual leadership, and demonstrated communication skills.

Relationship/Accountability

Staff Relationships: The General Secretary, General Council

Governance Relationships: The General Council, its Executive, and Sub-Executive. The Chair of the Committee will consult with the Moderator for appropriate times and arrangements for reporting to the Sub-Executive.

Specific Functions of the Committee

On matters related to supervision of the General Secretary:

- meets as soon as practicable with a newly-appointed General Secretary to develop a mutual understanding of the roles, duties and responsibilities of the General Secretary and the Committee, and to identify long term and short term priorities;
- meets at least three times annually with the General Secretary for supervisory purposes which include a general assessment of the performance of duties outlined in the position description and the progress towards achieving the established goals and objectives;
- in concert with the General Secretary, the position description and the priorities set by the General Council and its Executive, sets the annual goals and objectives for the position;
- establishes performance standards;
- directs strategies to address any shortcomings with regards to performance of duties and meeting of goals and objectives;
- assesses needs for training, continuing education and other supports or resources;
- receives, considers, and acts upon written affirmations and complaints about performance;
- annually prepares for the personnel file a performance review report signed by the Chair of the Committee and by the General Secretary;
- at least once a year reports (in camera) on the performance of the General Secretary to the elected members of the Executive;
- ensures the human resource policies of the United Church are fairly and consistently applied;
- recommends to the elected members of the Executive or Sub-Executive any disciplinary actions that it deems necessary;
- annually reviews the position description and makes recommendations on changes to the Executive of the General Council;
- annually reports on its activities to the Executive of the General Council;
- advises and guides the Executive of the General Council on matters relevant to the Committee's mandate.

Authority

While all employees of the General Council Offices have a supervisor with whom regular performance reviews are prepared and filed, the General Secretary, General Council is accountable to the General Council and its Executive. For practical application, these supervisory responsibilities are delegated to this General Secretary, General Council Supervision Committee. The General Council, General Secretary Supervision Committee is a standing committee of the Executive of the General Council. Since the minutes of the General Council and Executive of the General Council are a matter of public record, the Supervision Committee's regular reports to the elected members of the Executive, and any reports the Sub-Executive may bring to the Executive, will be mindful of the personnel record confidentiality standards. When it is necessary to present personal information, for example in the event that disciplinary measures are being recommended, it will present in camera to the elected members of the Executive or the Sub-Executive. The minutes will record only the action taken.

General and Specific Qualifications for Committee Members

Evidence must be provided through supporting documents and references of the following:

GENERAL QUALIFICATIONS

- active in a local congregation or mission unit
- commitment to the task
- hard working/reliable/dependable
- open-minded/non-judgmental
- flexible/adaptable

Approved
Executive of the General Council
April 28 – May 1, 2006

- respectful of confidentiality/willing to be accountable

SPECIFIC QUALIFICATIONS

Demonstrates some of the following:

- understanding the structure and the range of work of the General Council and the General Council offices
- understanding of human resource practice
- experience with supervision at a senior level

Benefits to Committee Members

- serving the church and providing vital support and guidance to its chief administrative officer
- receiving orientation to the General Council Offices, training in supervision of senior level executives, and support for the ministry of the Committee
- carrying out God's ministry in mission

Expenses incurred by a committee member accomplishing committee work are reimbursed.

Evaluation

The job description for the General Secretary, General Council Supervision Committee serves as an evaluation tool to measure the work the Committee has accomplished.

In order to meet the Committee's defined purpose, in addition to on-going self- evaluation, the Executive of the General Council evaluates the effectiveness of all committees of the General Council.

Motion to amend: Jim Blanchard/Leah Halliday

To change Executive to Sub-Executive

- at least once a year reports (in camera) on the performance of the General Secretary to the elected members of the Sub-Executive;

The amendment was debated with clarification that the Performance Review is signed as part of the Human Resources file. This is different from the Performance Review Report, a short summary that is part of the General Secretary Supervision Committee Report.

Amendment - Defeated

Debate on the original motion continued. It was noted that evaluation is based on the job description and goals that by the Executive. The General Secretary's Accountability Report reflects these goals and how these goals have been accomplished.

Motion - Carried

COMPENSATION MODELS

Allan Hall and Jim King gave an update on the Compensation Report feedback received yesterday. Allan noted that the Executive had a common mind in their support of the directions and principles with a few concerns raised.

Motion: Jim Blanchard/Don Koots

2005-10-28-317

That the Executive of the General Council affirm the principles and directions in the "Compensation Models Project Interim Report" and commend the Project Manager and Steering Group to bring detailed proposals to the April 2006 meeting of the Executive.

Carried

THEOLOGICAL REFLECTION

Reinerio Arce reminded the Executive that God has been speaking throughout the meeting. Reinerio talked about what he would take home with him including work in small groups, worship as a group, *Emerging Spirit* report, and the Spiritual life of the church including concern for and knowing where our

brothers and sisters are. He noted that he missed the Biblical reflection that was happening but not shared.

LEADERSHIP FOR MINISTRY SESSIONAL COMMITTEE

Heather Leffler continued the work of the Sessional Committee.

TRAVEL REIMBURSEMENT

Motion: Heather Leffler/Paul Reed

2005-10-28-318

That the Executive of the General Council ask the General Secretary to undertake a review of factors for determining travel reimbursement.

Carried

Motion: Heather Leffler/Marion Carr

2005-10-28-319

That the Executive of the General Council exempt the current policy for the travel reimbursement increase and recommends an increase from 37 cents to 40 cents per kilometer for 2006, subject to Canada Revenue Agency (CRA) regulations

In discussion it was noted that this would be an extra burden for small, rural pastoral charges. Other members spoke about respect for creation and living our faith. Don Koots declared an interest in this motion.

Motion - Defeated

MINISTRY AND EMPLOYMENT POLICIES AND SERVICES (MEPS) – ITEMS REFERRED FROM 38TH GENERAL COUNCIL (2003)

It was noted that some of the items had already been referred to MEPS and were deleted from the proposal.

Motion: Heather Leffler/Stephen Mabey

2005-10-28-320

That the Executive of the General Council adopt the following recommendations:

Resolutions 68: Designated Lay Ministers Appointments; Resolution 69: Congregational Accountable Ministers; and Resolution 70: Parish Nurse Designation (from the Simplifying Task Group);

That the Designated Lay Ministry Task Group, which is exploring Resolutions 68, 69 and 70, report to Executive of the General Council through the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS).

Petitions 49-82 (except Petition 70: Parish Nursing) (from Simplifying Task Group)

Whereas we note that the Report of the Task Group on Simplifying Policies and Procedures related to Pastoral Relations was referred with all resolutions to the Executive of the General Council (GCE), and the GCE did not refer the report anywhere and separated it from the resolutions, and the report itself encompasses those resolutions,

That the Executive of the General Council reintegrate the report and resolutions, and that accountability rest with the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS) with appropriate consultations.

Petition 84: Establishing Two Lists for Discontinued Service List

That no further action be taken as this has been dealt with already.

Petitions and Resolutions

That the resolutions and petitions that follow be handled by the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS) task groups noted, and when the final task and steering group reports are submitted to the Executive of the General Council through PC-MEPS, that the reports include how each petition/resolution was addressed.

Compensation Models Steering Group - Petitions 56, 93, 94, 95, 96
 Designated Lay Ministry Task Group - Petition 122, Resolutions 38 & 86, Report 7
 Interim Ministry Task Group - Petition 36
 Isolation in Ministry Steering Group - Report 1
 Lay Presidency at the Sacraments Task Group - Petitions 97, 101, 102, 103, 104, 105, 107
 Sabbatical Task Group - Petition 131

Carried

Allan Seal thanked the Sessional Committee on behalf of the court.

FAITH AND ORDER SESSIONAL COMMITTEE

David Giuliano continued with the work of the Faith and Order Sessional Committee.

MEMBERS OF THE EXECUTIVE OF THE GENERAL COUNCIL ON FOUR PERMANENT COMMITTEES

The Sessional Committee noted that there needs to be clear expectations and responsibilities for Conference reps and members of the Executive.

Motion: David Giuliano/Martha ter Kuile

2005-10-28-321

That the Executive of the General Council approve that the membership of the Permanent Committees for the next triennium be as follows:

	GCE Members	Voting Members
Permanent Committee on Finance	3	12
Permanent Committee on Governance, Planning and Budgeting Processes	5	7
Permanent Committee on Ministry and Employment Policies and Services	3	12
Permanent Committee on Programs for Mission and Ministry	3	12

Carried

COMMITTEE MEMBERSHIP PRINCIPLES

Motion: David Giuliano/Louise Rogers

2005-10-28-322

That the Executive of the General Council approve the following principles for Committee Membership:

- Chairpersons of the four Permanent Committees – The chairperson of the committee shall normally serve two terms (six years) and not more than three terms consecutively on a committee. To provide for continuity, it is desirable to have two new chairpersons of Permanent Committees each triennium.
- Members of Permanent Committees – At least 40% of the membership will be new and recruited prior to each General Council.
- Members of the Nominations Committee – At least 60% of the membership will be first triennium people.
- Term of Appointment for Members at Large – The term of appointment will be three years and may be renewed once.

Carried

39TH (2006) GENERAL COUNCIL IN THUNDER BAY MEETING DATES

Whereas the motion of the Sub-Executive (2003-04-23-0604) approved the dates of the 39th General Council at Lakehead University in Thunder Bay as August 14 – 20, 2006 (Monday to Sunday).

Whereas the preferred dates would be August 13th (Sunday) to August 19th (Saturday) to facilitate travel on the weekends and requiring only one week of commissioners time away.

Motion: David Giuliano/Lynn Boothroyd

2005-10-28-323

That the Executive of the General Council approve the revised dates for the 39th General Council (2006) at Lakehead University in Thunder Bay to be August 13th at 8:30 a.m. to August 19th at 8:30 p.m.

Carried

EXECUTIVE OF THE GENERAL COUNCIL MEETINGS FOR THE NEXT TRIENNium

Discussion took place on the suggested new dates including time conflicts. It was noted that if our principles and values are to be inclusive we need to ensure that all the voices are able to attend.

Whereas the Executive of the General Council normally meets twice a year in Toronto.

Whereas the first meeting of the triennium be extended by one day to provide orientation to the work of the Executive of the General Council.

Whereas the Executive of the General Council may be hosted by a Conference for a meeting away from Toronto in the spring of 2007 and/or 2008 (budget permitting).

Whereas the preparation for the 40th General Council 2009 would be enhanced by an earlier spring meeting.

Whereas the Permanent Committee on Governance, Planning and Budgeting Processes has reviewed these principles and dates for the next triennium.

Motion: David Giuliano/Fannie Hudson**2005-10-28-324**

That the Executive of the General Council approve the following dates for the meetings of the Executive and the approximate dates for the 40th General Council (2009).

November 16 – 20, 2006	Toronto
<u>May 4-7, 2007</u>	<u>Possibly</u> Hosted away
November 16 – 19, 2007	Toronto
<u>May 2-5, 2008</u>	<u>Possibly</u> Hosted away
November 14 – 17, 2008	Toronto
March 27 – 30, 2009	Toronto

August 14 – 20, 2009 TBA – 40th General Council (2009)

Carried

The Sessional Committee suggested that the advocacy policies of the Executive be included in the Handbook so that all members are informed.

Marion Carr thanked the sessional committee for their work.

BOARD OF DIRECTORS FOR THE UNITED CHURCH OBSERVER FOR 2005-2006

The returning Board members of *The United Church Observer* were noted as follows: Eric Bacon, Hamilton Conference; Lynn Boothroyd, Montreal and Ottawa Conference; Sherri Howard, Toronto Conference; Sung Min Jung, Maritime Conference; Lois O'Neill, Toronto Conference; Bill Rogers, Manitou Conference; Teresa Moysey, Conference of Manitoba and Northwestern Ontario; Bill Phipps, Alberta and Northwest Conference; Michael Shewberg, Toronto Conference; and Don Spencer, London Conference. Editor, Muriel Duncan is an ex officio member.

GOVERNANCE EDUCATION

Martha ter Kuile returned to the self evaluation completed by the members of the Executive and invited table groups to share reflections on how the Executive is doing. Responses from table groups are attached as Appendix T.

The Executive gathered in their constituency groups and discussed the following:

- How did this go?
- What do you need now?
- Are there next steps to take or to tell someone else to take?

The Moderator thanked everyone for their grace, patience, skill, and caring for the mission of the church.

Approved
Executive of the General Council
April 28 – May 1, 2006

CLOSING PROCEDURAL MOTION**Authorizing the Sub-Executive of the General Council****Motion: Jim Sinclair/Kent Ward****2005-10-28-325**

That the Executive of the General Council 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 April 2006 meeting of the Executive.

Carried**WORSHIP**

Richard Chambers and Christie Neufeld celebrated the closing worship: Sacred Gift, Sacred Trust: A Water Ritual.

 Moderator, Peter Short

 General Secretary, Jim Sinclair
APPENDIX A

Title: Moderator's Report to the Executive of the General Council
Origin: General Secretary, General Council
From Peter Short, Moderator

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4:11-13

Dear Sisters and Brothers,

You will know that over the past two years I have spent a lot of time with ministry personnel. By the end of November, I will have led retreats for 900 of our leaders. I am grateful that I am not alone in this work of equipping the saints. I certainly didn't invent the idea of caring for our leadership. I have joined a greater work, one that has long been in progress. The staff of the General Council Office, including the Conference Executive Secretaries/Speaker, have been working toward this purpose of equipping the saints. So have Conference Personnel Ministers. Elected and appointed members of General Council Committees have set their hands and hearts to the work. And, of course, Ministry and Personnel Committees of congregations have been doing this for years. I feel as if I am part of a dedicated team, working together, *to equip the saints for the work of ministry for building up the body of Christ*.

This task of equipping the saints for the work of ministry has many dimensions. Think, for example, of the Compensation Study that will prepare us for making decisions in favour of fair and equitable compensation for our personnel. And think of the Isolation in Ministry Study, a massive and fascinating undertaking whose preliminary results I had a chance to learn about last month. And think of the work in progress on new paradigms for Continuing Education. And the proposals being developed for Ethics and Standards of Practice in ministry. And the work that will bring coherence and clarity to Designated Lay

Approved
Executive of the General Council
April 28 – May 1, 2006

Ministries. And the initiative to improve the troubling 333/363 Review process. All of these things are related to one another because they are part of the effort *to equip the saints for the work of ministry for building up the body of Christ*.

The Arnprior Assembly is a part of this work, too. I hope the Assembly will enable leaders to articulate the hope of ministry, in order to contribute insight to the visioning work of the 39th General Council.

At an earlier time in my mandate, I indicated to the Executive that the capacity of Presbyteries to provide nurture, oversight, community and encouragement, is of critical importance to the success or failure of all initiatives to equip the saints. Over the last two decades the church has placed increasing expectations on Presbyteries by legislating various processes which require more people and more expertise. It is now clear that legislating the expectation is one thing, while delivering the capacity to fulfill that expectation is another thing altogether. The inadequate health and capacity of many Presbyteries has led to that classic inducer of stress – the mandate to achieve a goal without the provision of authority and resources adequate to the task. Therefore, the work of equipping the Presbyteries is a challenge that informs and influences all efforts to equip the saints for the work of ministry.

All this leads me to wonder why we do not tend to see these important initiatives and challenges as a whole and united effort. We do not tend to speak of these things in their relationship to one another.

Currently, I suspect we do not see the effort as a whole because we have become accustomed to receiving the parts individually and in isolation from one another. Reports and proposals are brought forward for consideration according to the different sectors of the organization from which they come. For example, the Compensation Study comes from the Ministry and Employment Policies and Services Unit and is presented during the PC-MEPS report. The work on Continuing Education comes from the Faith Formation and Education Unit and is presented during the PC-Programs for Mission and Ministry report. The work on Ethics and Standards of Practice comes from the Office of the Moderator and General Secretary and is presented under the auspices of the General Secretary. Because the Executive has always built agendas according to the structure of the GCO, the several dimensions of the work have been presented at different times and have been sent to different Sessional Committees. Decisions have then been made in isolation from one another. Such an approach is coherent as to organization but it is not coherent as to theme.

I have become convinced that the Executive of the General Council should receive reports and proposals, not according to the structure of the General Council Offices, but according to the purposes those reports and proposals are seeking to achieve in the church. In this way the work might be seen as a coherent whole; synergies between projects might be encouraged; and the church might understand how broad and deep is this effort to equip the saints.

Therefore, I have asked that the GCE agenda for this meeting be planned, at least in part, according to the theme of *equipping the saints for the work of ministry for the building up of the body of Christ*.

When presentations and proposals are made according to their purpose in the church and not according to the structure of the General Council Office, various Permanent Committees will find themselves contributing to deliberations during the same block of time. Permanent Committees will not do all their reporting in completely discreet sectors of the agenda. They will be contributing to a common theme rather than proceeding individually.

My hope is that this will prove useful for making creative teamwork possible. I hope it will foster a greater sense of working together across the units of the GCO. And I hope it will help to prevent our recent reorganization from ossifying into a new variation of old divisional patterns. GCE members will understand the various aspects of the work as a coherent project to address the important challenges facing the whole church community. I hope, too, that by making this change we will be positioning the staff so that their efforts are better understood, appreciated and supported throughout the church.

Please note that I am not suggesting a change to the content of the reports and proposals. They will come from the units, through the Permanent Committees or from the Office of the General Secretary, as the new structure calls for. However, I am suggesting that in approaching the work of the Executive, the structure of the GCO might move to the background in order that the work of the church as a whole might come to the foreground. In this way, the excellent work done by staff may begin to find better and deeper soil in which to grow.

I thank you for your patience as we try out this approach. Your response will be appreciated in this effort to best serve The United Church of Canada, its gospel, its people and its mission.

And I am grateful for your continued faithfulness in our work on behalf of the church through the General Council Executive. May the Spirit sustain us all in the effort *to equip the saints for the work of ministry for building up the body of Christ*

Sincerely,

Peter Short
Moderator

P.S. For a synopsis of my work since the last meeting, please refer to John Loughheed's report from the Moderator's Advisory Committee.

APPENDIX B

Title: Accountability to the Executive of the General Council
Origin: General Secretary, General Council
From the Moderator's Advisory Committee (MAC)

Greetings,

As this brief report goes to press, the Moderator is returning home to Fredericton after an especially busy month of meetings at Church House, including a gathering of the MAC.

We received - with regret - the resignation of Susan Tough from the GCE, and thereby as GCE rep on the MAC. We will miss her insight and energy and wish her well in her future endeavours. Christine Williams has agreed to complete Susan's term as GCE rep, while continuing to be a member of our Committee, upon the recommendation of the Nominations Committee.

It continues to be a profound pleasure for the MAC to gather quarterly - and more often by means of e-mail - to reflect with the Moderator on his priorities and opportunities. His own report to GCE captures these reflections best. Our role continues to be supportive and advisory.

Recent work of the MAC has included contributing to the orientation package for Candidates for Moderator, and ongoing discussions with the Permanent Committee on Governance, Planning and Budgeting Processes about the function of the MAC and the role description for the Moderator; mindful of the *Manual*, and the status as Senior Elected Official of our Denomination.

The Moderator's several - and award winning! - contributions to *The United Church Observer* draw on his talent as a writer and are a uniquely effective means of communicating with the members and other friends of The United Church of Canada. The Moderator's pastoral letters - most recently in response to Hurricane Katrina - have also been well received.

Approved
Executive of the General Council
April 28 – May 1, 2006

The focus of the Moderator's term of office remains on ministry leadership, namely the Arnprior Assembly, and initiatives including: the Compensation Study; the Isolation Study; reviewing the use of '363s'; and education needs. Many staff members, as well as elected and appointed colleagues - including several former Moderators - have made significant contributions to this important work.

Summer travels included the Aboriginal Consultation and the All Native Council Grand Council in July, and time spent in British Columbia to explore the discernment process proposed for GC39 (2006).

Conference visits are essentially complete, except for a retreat with ministry personnel in Montreal and Ottawa Conference in late November, and the Maritime Conference AGM in May 2006. This allows for flexibility and focus on ministry leadership, including the Arnprior Assembly and other preparations for GC39 (2006).

All of which is respectfully submitted on behalf of my MAC colleagues: Sang Chul Lee, Marilyn Legge, and Christine Williams. Ex-officio members of the Committee are Robin Chen, Peter Short, and Jim Sinclair; with advice and assistance from Mary Frances Denis.

Peace,
John Lougheed
Chair, MAC

APPENDIX C

TITLE: PENSION BOARD ACCOUNTABILITY REPORT
ORIGIN: GENERAL SECRETARY, GENERAL COUNCIL
FROM THE PENSION BOARD

In accordance with the Pension Board Terms of Reference as approved by the Executive of the General Council in April of 2004, a comprehensive report is to be provided to the Executive annually in the fall in order for the Executive to carry out its oversight responsibilities with respect to the pension plan. Those Terms of Reference identify a number of specific reporting topics which are addressed in the balance of this report.

The past year has been a busy and productive one for the Pension Board and its Committees. In addition to the general management of the Plan, other priorities have been the ongoing implementation and documentation of the new governance structure, oversight of the transfer of certain administrative functions to Morneau Sobeco and a review of the actuarial provider arrangement.

1-3. **Beliefs and principles:**

A very important element of the governance structure is the development of a Statement of Beliefs and Guiding Principles for the approval of the Executive. Those Beliefs and Guiding Principles will then serve as the strategic framework for the Pension Board and its Committees and Staff to follow in the management and day-to-day operation of the Plan. This report summarizes the development of this Statement, which has proceeded in three segments, plan design, funding, and investment, and subsequent annual reports will review recommendations for changes, if any, in the Beliefs and Guiding Principles that circumstances and experience may indicate are desirable.

Plan design:

The Pension Board recommended the plan design segment of the Statement of Beliefs and Guiding Principles to the Executive at the April, 2005 meeting. Following a presentation and discussion of the recommendation and its implications, the Executive approved this segment as presented.

Funding:

Approved
Executive of the General Council
April 28 – May 1, 2006

The Board is recommending the funding segment of the Statement to the Executive for approval at this meeting.

Investment:

The Pension Board is recommending the investment segment of the Statement to the Executive for approval at this meeting.

4. Statement of Investment Policies and Procedures:

The statutory requirement that the Statement of Investment Policies and Procedures (SIP&P) be reviewed each year has been met.

The Investment Committee of the Pension Board reviewed the SIP&P in the fall of 2004 and recommended to the Pension Board a number of changes. These changes were of a routine nature such as to reflect the change in two of the investment managers, to update changes to performance benchmarks and to update dates, statistics and names. These were approved, subject to a legal review, by the Pension Board at its meeting of March 9, 2005. The legal review will be included as part of the review of all governance documentation now scheduled for 2006.

5. Investment performance of the Fund:

The investment performance of the fund continues to be very favourable in most respects. At June 30, 2005 annualized returns for the Fund were as follows:

One Year	14.9%
Two Years	14.6%
Three Years	10.2%

Although conservative in its investment strategy as befits the mature nature of the Plan, the Fund also ranked in the 1st quartile for three year performance against its peers.

The market value of the Fund at June 30, 2004 was \$1.07 billion and remains in a surplus position.

The day-to-day investment activities for most of the Fund are managed by eight third-party managers, under careful oversight by the Investment Committee. Effective January 1 following extensive review by the Committee, investment managers LSV and Reed Conner & Birdwell were hired to replace Boston Partners and SSGA-International.

6. 2004 audited financial statements for the Plan:

The audited financial statements for the pension plan were reviewed by the Audit Committee and they recommended that the Pension Board approve them. At its May 31st meeting, the Board confirmed that the approved audit plan had been followed and that the auditor had no adverse observations about the financial management of the Plan, then approved the financial statements as recommended.

The audit plan for the 2005 audit will be reviewed by the Audit Committee this fall and will come to the Pension Board for approval.

7. Changes in the Plan's auditor, actuary and external legal counsel:

The project plan to implement the new governance structure requires a review of all providers of services in the management of the Plan and fund. During the past year the audit and actuarial providers were reviewed, and the ongoing review of the investment managers continued as noted in item 5. above. It is expected that the services of the external legal counsel and other providers will be reviewed in 2006.

The Audit Committee reviewed the services being provided by the auditor, Deloitte Touche, and found no deficiencies or areas of concern. The Board concurred and no change has been made.

Since the services of the actuarial provider had not been reviewed for many years, and since the services required for proper management of the Plan are changing significantly, the Pension Board conducted an extensive review of these services. They directed staff to send out a Request for Proposals (RFP) to appropriate suppliers. The RFP and the attendant project plan were approved by the Board and were carried out under their oversight. A recommendation was made to the Pension Board at the meeting held on September 8th to retain Mercer Human Resource Consulting to provide actuarial services. This recommendation was approved subject to the successful negotiation of the letter of engagement. This has been completed and the letter has been signed by both parties. The transition from the former actuary to the new one has begun.

8. Material administration activities:

As reported in 2004, the Pension Board conducted a thorough review of the administration systems for the Plan and concluded that replacement of the aging systems was essential to be able to provide reliable and up-to-date services to Plan members. The Board further concluded that a transfer of certain administrative functions to a third party administrator was required to accomplish this replacement at an acceptable cost, and selected Morneau Sobeco as the third party administrator.

This transition was effective on January 1. It was recognized that this transition was a massive one and that, even with 7 months of intensive planning and preparation by the church and Morneau Sobeco staff inevitably some problems would arise as processes moved from paper into practice, and that some issues would have to be dealt with after the effective date. Every effort was made to minimize the problems and to resolve them promptly and plan members, pastoral charges and other participating employers were kept apprised of issues related to this change through a newsletter called *Transitions*, both before the effective date and one final issue in April.

Several related administrative changes complicated the transition, primarily the transfer of the benefit payment function to a third party, ADP, and the introduction of a new human resources system in the General Council offices.

The inconvenience experienced by some Plan members and pastoral charge Treasurers during this transition is definitely regrettable and their patience and understanding are appreciated greatly, as are the dedication and cooperation of Church and Morneau Sobeco staff. Most problems have been resolved promptly and, following this difficult transition, the Plan and its members now have a much more reliable and modern administrative system to meet their needs for years to come.

9. Administration services performance:

Service standards were included in the service agreement signed by Morneau Sobeco. By mutual agreement, these have not been applied as some processes were off line in the first two quarters of the year but the Board has received regular reports and has met twice with representatives of Morneau Sobeco. The standards have now been activated and will be detailed in the next report.

10. Funded status of the Plan:

The most recent full actuarial valuation was as of December 31, 2003 but the Board requested some abbreviated analysis as of December 31, 2004.

Although the estimate employed a different method than that used for the last valuation, it indicates that the pension plan remains fully funded. Both liabilities and assets have grown by approximately 8%.

A full valuation will be done as of December 31, 2005 and results will be available in the summer of 2006 and will be included in next year's report. Given that the Plan has a new actuarial advisor, it is likely that some of the demographic and economic assumptions will change.

11. Amendments to the Plan since the previous report:

The planned amendments reported in last year's report have been approved by the Pension Board. They were largely of a routine nature including those to reflect the new governance arrangement; the legal opinion that, should it become necessary, benefits in the Plan accrued after 2002 can be reduced; and the benefit improvement as approved by the Pension Board. The amended Constitution has been reviewed by the Plan's legal advisor, Hicks Morley and the actuarial advisor, Mellon.

12. Compliance:

All administration practices have complied with regulatory requirements and the Plan Constitution. All filings have been made on time including the Employees' Pension Plan Income Tax Return (T3P), the audited financial statements and the Annual Information Return (AIR).

The Financial Services Commission of Ontario (FSCO) carried out an on-site, random examination of the pension plan to ensure compliance with the Pension Benefits Act of Ontario. Although the examination was a very thorough one they identified only a minor deficiency in the Annual Statement which does not indicate the treatment of any surplus. This will be corrected for the Annual Statements issued in 2006.

13. Results of any pension governance reviews:

The Pension Board continues with the implementation of the recommendations in the *Report of the Task Group on the General Council Executive as the Pension Plan Administrator (the "Report")* which the Executive approved in the fall of 2003. Of the 34 items in the project plan, 19 have been completed. The Executive approved the plan design segment of the Statement of Beliefs and Guiding Principles at the April 2005 meeting. As reported above, the other two segments, funding and investment, are being presented for approval at this meeting of the Executive. As well, Terms of Reference for the two Committees of the Board and for staff have been approved. A communication policy for the Pension Board has been approved and it saw its first expression in a document that accompanied members' annual statements. Work continues on the code of conduct, forward agenda, expense chargeback policy, orientation material and a policy manual.

14. Other information that the GCE requested:

None

15. Other information that the Pension Board feels is appropriate:

Since the last reporting to the Executive of the General Council, the Pension Board has met five times, the Pension Plan Advisory Committee has met four times, the Investment Committee has met four times, and the Implementation Task Group on governance has met twelve times. A great deal of time and energy by many volunteers has been directed toward the effective management of the Church's defined benefit pension plan with \$1.07B in assets covering over 8,700 active and retired members.

All the work at the Committee and Task Group level is reported to the Pension Board for oversight or approval. As noted previously, the Board has met 5 times since its last annual report to the Executive. At these meetings staff and Committee work was reviewed and the following additional items were approved:

Meeting Date	Items Approved
November 17, 2004	• Audit plan
February 7, 2005	• No additional items
March 9, 2005	• Statement of Beliefs and Guiding Principles for plan design • Amended Statement of Investment Policies & Procedures • Amended Plan Constitution
May 31, 2005	• Audited Financial Statements • Request for Proposal for actuarial advisor

Approved
Executive of the General Council
April 28 – May 1, 2006

September 8, 2005	<ul style="list-style-type: none"> • Statement of Beliefs and Guiding Principles for funding and investment • Terms of Reference for the Pension Plan Advisory Committee, Investment Committee and staff • Appointment of actuarial advisor
-------------------	--

The final meeting of the year is scheduled for November 22nd 2005.

APPENDIX D

TITLE: ACCOUNTABILITY REPORT

ORIGIN: PERMANENT COMMITTEE ON MINISTRY AND EMPLOYMENT POLICIES AND SERVICES (PC-MEPS)

INTRODUCTION

The *mandate* of the Permanent Committee on Ministry Employment Policies and Services (PC-MEPS) states in part that the Committee provides support to the Executive of the General Council in carrying out its responsibilities as an employer. The PC-MEPS reviews proposals, coordinates policy recommendations and oversees the implementation of tasks delegated by the Executive of the General Council in the human resource and pastoral relations areas of the work of the Church. The Committee works very closely with the staff in the MEPS Unit on each piece of work being undertaken.

Since the last meeting of the Executive of the General Council, the PC-MEPS has met on two occasions. The Committee has several proposals for the consideration of the Executive of the General Council at this meeting, and input will be sought on issues related to the compensation review study, draft policy and procedures for dealing with sexual abuse issues, and a draft policy paper on Designated Lay Ministry.

TASK AND STEERING GROUPS AND COMMITTEES

The various Task Groups and Steering Groups established by the PC-MEPS are working hard to have assigned work completed within a time frame that enables matters that must be presented to General Council to be available for the April meeting of the Executive of General Council. It is recognized that the April meeting of the Executive of General Council will have a very full agenda so we are seeking input on some matters at this meeting in an effort to reduce the amount of time those matters will take at the April meeting. Several other Task Groups have completed their work and some proposals resulting from that work are being presented at this meeting.

Input

Input will be sought on the Compensation Study, a draft document on Designated Lay Ministry and a draft Policy and Procedures document on Sexual Abuse. The Compensation Steering Group and the other two Task Groups want to know from the Executive whether or not the basic directions of their respective reports are directions which the Executive is prepared to support. The input received will guide the groups in the preparation of their final reports to be presented at the April GCE.

Police Records

The Police Records Check Task Group has completed its work and a proposal to amend the present policy to require the vulnerable sector (Level 2) Police Records Check is being presented to you, along with related amendments.

Human Resource Policy

The Human Resources Policy Review Task Group has reviewed the Human Resources policies applicable to staff employed through the General Council Offices. The primary purpose of the review was to ensure the language was up to date and complied with legislative requirements. Our policy enables changes of this nature to be approved by the Permanent Committee provided the changes do not

Approved
Executive of the General Council
April 28 – May 1, 2006

represent a significant change in content. There were two policies that required more substantive change needing GCE approval. (1) The review showed a discrepancy in the benefits available to employees who apply for maternity leave and those who apply for adoption leave. The “top up” of salary to 95% that is available for seventeen (17) weeks to an individual on maternity leave is not available to a person on adoption leave. A proposal is before you at this meeting to correct this inequity. We are proposing that this benefit apply to the pastoral relations sector as well. If this latter proposal is adopted it will represent a financial cost to some of our pastoral charges. (2) This Task Group also considered the policy for the Recruitment and Selection of the General Secretary and we have a proposal for your consideration to amend the existing policy.

Sabbatical Leave

The 38th General Council (2003) adopted Petition 131 which requires the establishment of a sabbatical leave program for ministry personnel. The PC-MEPS established a Task Group to develop recommendations on the design of a sabbatical leave program. The Task Group reported at our last meeting, and a proposal is before you to adopt a Sabbatical Leave Policy for Ministry Personnel in Pastoral Relationships. I urge you to remember in the discussion of this proposal that the focus is on the contents of the program, not on whether or not there should be a program. The General Council has already determined there should be a program.

Petitions, Resolutions and Reports

A small Task Group was established to review the status of petitions, resolutions and reports referred to the PC-MEPS by the GCE. Some of the petitions and resolutions had not been adopted by the General Council and no direction was given by the GCE as to what the PC-MEPS was to do with them. As well, recommendations from a single report were not all referred to the same body for consideration. The Task Group reported back to the PC-MEPS at our recent meeting. A proposal has been prepared for your consideration that includes recommendations for actions to be taken on petitions and recommendations for which no decision has yet been made by the General Council or its Executive. It is the view of the PC-MEPS that such decisions belong with the General Council or its Executive as opposed to the Permanent Committee or a staff unit. It is our intention to provide an account to the GCE of actions taken with respect to all matters from General Council referred to the PC-MEPS by the GCE so that an account will be available for the General Council of actions taken on its decisions.

Isolation

In my last report I noted that the Isolation in Ministry Steering Group was going to be conducting a major survey and asked you to encourage those who received it to respond. There was a response rate in excess of 60% to the survey. This is a very good response rate for a comprehensive, mail-in survey. The Steering Group is very pleased with the response and are presently considering the results.

OTHER MATTERS

Group Insurance

The overall experience of the active members Group Insurance Plan was good. The only significant deficit occurred in the Long Term Disability Plan. Projected costs, mainly as a result of health inflation costs for the coming year, require increased premiums and the increases proposed for employees and the employer reflect the 50/50 contribution principle that we try to maintain in the plan. The experience in the Pensioners Plan was only fair. There has been a significant increase in claims (over 62%) with the introduction of the use of a drug card.

Other than to provide a 2% increase in benefit for those on LTD, there are no new benefit plan design changes being proposed at this time.

Travel Rates

At the October Executive of the General Council Meeting, the travel reimbursement rate was established at 37cents per kilometre effective January 1, 2006, an increase of 1 cent from the present rate of 36 cents. In view of the significant increase in the cost of fuel in recent months and no indicators that significant decreases in cost are in the immediate future, the PC-MEPS is recommending that the

previously established rate effective January 1, 2006 be increased to 40 cents per kilometre, subject to Canada Revenue Agency regulations.

At present, recommended rates are established after a survey of comparator organizations, including not for profit, public sector, etc. The PC-MEPS is recommending that a review of this practice be undertaken to determine if a better method of determining travel rates can be established.

Connex

Individuals may now subscribe to receive *Connex* online through email delivery. It is a simple process to subscribe (see most recent edition) and we hope a large number will do so. Online delivery will not only save us print and distribution costs but will enable those who receive it online to distribute it to others easily. So, I encourage all of you to subscribe to online delivery and encourage others to do the same.

In the most recent edition of *Connex* a readership survey is included to get feedback on the publication and an indication of topics of interest to the readers. Please take the time to complete it.

Staff Council

I am pleased to inform you that steps were taken recently that will see the establishment of a Staff Council in the very near future at Church House. The Council will provide staff with an avenue for input on matters of concern and serve as a sounding board for the Senior Leadership Team on policies and programs that impact staff. This is part of the ongoing efforts to improve staff relations among the staff at Church House.

CLOSING COMMENT

I noted above that much effort is being put forth to have matters required for the next meeting of General Council ready on time. This effort is being put forth by both elected members and the staff, and I am continually amazed at the commitment these people have to the work of the Church. I thank each one of them for their work and dedication.

Jim Blanchard
Chairperson, MEPS Permanent Committee

APPENDIX E

Title: Accountability Report of the Permanent Committee on Finance
Origin: Permanent Committee on Finance (PC-Fin)

The Permanent Committee on Finance (PC-Fin) is appointed by and is accountable to the Executive of the General Council. It oversees and monitors the financial life and policies of the General Council, including assets, liabilities, fund balances, income, expenditures, short and long-term financial issues, and the management of its investments and funds. The PC-Fin exercises due diligence on behalf of the Executive and pays particular attention to the financial health of the Church.

At its September 2005 meeting, the PC-Fin reviewed the financial health of the Church, completed its development and review of a fund policy, prepared a recommendation on the 2006 budget, and received a report requesting funding from The United Church of Canada Foundation.

FINANCIAL HEALTH

The general health of operations remains good through 2006, with some concern for 2007 and 2008.

Approved
Executive of the General Council
April 28 – May 1, 2006

The committee reviewed interim financial statements for the seven months ended July 31, 2005. Appendix A provides a general overview, commentary, Mission and Service Unified Fund update and major fund status.

We expect to show a balanced result by year end. Seven month results show an unfavourable variance of expenses over revenues totalling \$1,239,000 but are primarily a timing issue with the release of grants. The Mission and Service Unified Fund continues to track ahead of last year and on budget with the expectation that financial results will be in a break even position at year end.

The general health of the four major funds remains good. The UCC Reserve Fund which receives bequests designated for the broad general use of the Church has a projected balance of \$8,500,000. The M&S Operating Fund is projected to end the year at \$4,225,000 but has some upside potential which would result in additional funding for 2007 as per its approved terms. The Morrison Bequest has a projected balance of \$15,400,000 after its funding of strategic initiatives and the initial stage of the Emerging Spirit project. The Residential School Fund continues to have a balance of approximately \$5,000,000 and can meet its current obligations.

REPORT ON FUND POLICY

At the April 2005 meeting of the Executive of the General Council, a motion to support the guiding principles that the PC-Fin had introduced in the development of an overall fund policy was carried. With this direction, the PC-Fin then created a task group to prepare a draft for the full committee to review. Appendix B provides a draft of the policy.

The policy has a theological foundation and is based on the following guiding principles:

- Deliberate and not defensive policy;
- Long term planning and strategic support;
- Reserves viewed in aggregate;
- Past practices may no longer be relevant;
- Flexibility needed to respond to changes;
- Simple and easy to manage.

In addition to the guiding principles, we propose that all four major funds be treated as one reserve and that the aggregate would not drop below 30% of General Operating Expenses. There is an operational budget support component that is based on bequests received and income earned. There is also a strategic planning and capital spending support component that is funded from reserves contingent on specific levels being maintained. Also, strategic projects should be time specific.

While the reserves will be administered under one policy, each fund will be retained and, for accounting purposes, transactions will be recorded in the four separate classifications ensuring compliance with any previous criteria.

2006 BUDGET

At the April 2005 meeting of the Executive of the General Council, a motion was carried approving the budget assumptions that would direct the preparation of the 2006 budget. Further, an additional motion was carried approving the budget as presented. The PC-Fin will now be presenting a motion to approve a revised budget that incorporates all changes to the assumptions and will supersede motion 2005-04-21-238. The budget presented at the previous meeting only captured the revised assumptions in general terms and did not reflect the detailed calculations required to prepare a final budget.

Appendix C presents the supporting budget schedules. General Operating Revenues are forecasted to be \$41,533,000, an increase of 2.8% over 2005 that will come from the Mission & Service Operating Fund as per the approved level of funding. Additional revenues of \$19,354,000 are forecasted that relate to pension and benefit administration as well as fund support for the Emerging Spirit project.

General Operating Expenses are equal to the General Operating Revenues and are based on approved budget assumptions. Special programs and projects including pension and benefit administration total \$19,354,000 that are offset by additional revenues. The 2006 budget is balanced with total revenues and expenses equalling \$60,887,000.

While 2006 forecasts a balanced budget, projections for 2007 and 2008 indicate deficits of \$1,000,000 and \$1,700,000 respectively. This is based on the assumptions approved at the April 2005 meeting of the Executive of the General Council and the implementation of the Fund Policy and essentially is a status quo budget as it pertains to programs and projects. Further there is very little upside to revenue projections but on the expense side, costs for theological schools, archives, the Foundation and real property are a growing concern.

With growing projected deficits, the PC-Fin has serious reservations about the budget process whereby priorities are set by providing guidelines to reduce expenditures. Historically, expenses have been shaved affecting all areas which ultimately results in many programs being less effective. The continuation of this process will result in a further deterioration and it is now more appropriate to set priorities resulting in the strengthening of some programs and the elimination of others. Acknowledging that the structure of the Executive of the General Council is not conducive to doing the kind of work necessary to set priorities, we recommend that the Sub-Executive be directed to work with the Senior Leadership Team to find solutions and provide direction/feedback in the period between the fall 2005 and spring 2006 meetings of the Executive of the General Council to enable the development of 2007 budget assumptions. This would at least partially address the deficit for consideration at the spring 2006 meeting.

THE UNITED CHURCH OF CANADA FOUNDATION

The PC-Fin received a presentation from the Foundation that provided an update on a recently completed study and its Board's response to the recommendations. Also, financial projections were presented forecasting a requirement for budget support for the next ten years on a declining basis.

The committee is recommending initial support of up to \$1,000,000 for the next three years contingent upon the establishment and attainment of benchmarks on revenue generation. When the Foundation was established, there was not a long term plan for financial support but clearly the building process is a slow one. Also, the committee was concerned with the Foundation competing with the Church for funds and the clarity of its message. A business plan needs to be prepared to address the revenue benchmarks and in the short term must deal with the disbursements quota as regulated by the Canadian Revenue Agency.

OTHER BUSINESS

In addition to the four major areas of work, the PC-Fin reviewed its Terms of Reference and will be making several recommendations to the Office of Member Services. Also, it received updates on Office Services, Financial Stewardship, and the national insurance plan. A presentation was received from the investment manager of the Church's treasury funds and it reviewed investment performance of the assets of the Pension Plan. Financial performance in both these areas is good. These areas all impact the financial health of the Church and are considered at every meeting of the committee.

Respectfully submitted,

Douglas J. Einarson, C.A.
Chair, Permanent Committee on Finance

*Approved
Executive of the General Council
April 28 – May 1, 2006*

APPENDIX F

Title: Report of the Permanent Committee on Programs for Mission and Ministry
Origin: Permanent Committee on Programs for Mission and Ministry (PC-PMM)

OVERVIEW

At its recent meeting (September 22-24, 2005) the Permanent Committee, Programs for Mission and Ministry (PCPMM) extended its review of program work to include Faith Formation for All Ages, and Ministries in French. It has followed a pattern of an extended reflection of a specific area, and at a subsequent meeting of the Executive, requesting agenda time to “lift up” this area of work. The intention is to assist the Executive to understand the history and context of the development of the program work and to fulfill its governance responsibilities of oversight. This meeting of the Executive will be presented with a report on Global Partnership (reviewed at the September 17-19, 2004, PCPMM meeting). The PCPMM also adopted the work of an in-committee task group on the functioning protocols of the committee. This led the Committee into a reflection on discernment processes and on how to undertake its work in such a way that the Executive is assisted in its own role of discernment.

Time was given to deepening reflection on the concept of *Missio Dei*, specifically in relation to the need for a denominational strategy on the development of new ministries. Reports were heard from all of the program units on the need within the church for capacity to start new ministries ranging from new church development congregations to Ethnic specific and French language congregations, to specialized First Nations ministries. Without a national denominational strategy addressing the need for the development of these and other ministries across the church our still significant resources might not be appropriately applied nor priorities wisely set. The PCPMM will continue to deepen its exploration in this area.

Committee Protocols

The PCPMM has continued to struggle with the immense amount of work and materials that come before it. In past meetings, members have questioned their particular role in relation to the unit-wide committees and whether the PCPMM was simply an additional approval level for work on the way to the Executive. While the Committee understands its central tasks of ensuring coherence and consistency in the work, and determining whether the work is ready to proceed to the Executive, it felt that its role needed to be distinguished from those of the unit-wide committees and the Executive itself.

The PCPMM therefore empowered a task group to review the functioning of the Committee and has adopted the following directions to guide its work.

Goals

The PCPMM will have primary responsibility for reviewing and giving approval to the goals of the unit-wide committees. In reviewing these goals, the PCPMM will also test the coherence of the goals (and therefore the related work). The PCPMM will also work collaboratively with the units to determine whether new directions need to be explored or gaps filled.

Templates

The PCPMM will continue to develop templates (e.g. Racial Justice, Gender Justice) that both assist the units in the development of their work and the PCPMM in determining readiness of the work to proceed to the Executive.

Decision-making

The PCPMM will continue to exercise appropriate decision making within its mandate. Some of these decisions will relate to areas of delegated authority. Others will fall into the category of best judgement by the PCPMM that the decision does not warrant the Executive’s consideration. All such decisions will be forwarded to the Executive for information with the understanding that the Executive can review such decisions at its discretion.

Approved
Executive of the General Council
April 28 – May 1, 2006

Relation to Unit's Work

In respect to the PCPMM's role with work proceeding from a unit-wide committee to the Executive, the PCPMM will not duplicate the responsibility of the unit nor the Executive. Therefore the PCPMM's primary action in respect to such work will not be to approve the proposal but to authorize it proceeding to the Executive for action. This means that the Executive's role is not duplicated (the Executive must consider the significance of its decision making responsibility) and the role of the unit-wide committee (composed of elected members) is maintained.

One significant role of the PCPMM is therefore to ensure that the Executive has all the available information before it that it needs to make a faithful and wise decision (i.e. that the work is ready to proceed for consideration). At its discretion, the PCPMM can determine that work is not ready to proceed and send it back to the unit for further development. A template of questions has been developed to assist the PCPMM in this task.

Discernment

The PCPMM will seek to prepare work coming to the Executive in such a way as to assist the Executive in entering a discernment process for its consideration. The PCPMM is exploring its own role in discernment and suggests that it is not feasible for every body of the church to engage in all of the aspects of discernment in each and every decision. While aspects of shedding and resting (as found in the presentation to the Executive in the last meeting) might be employed in all levels of decision making, some aspects such as framing, grounding and rooting might best be done at earlier stages. The Executive's role might likely be to listen to the discernment that has been undertaken by other levels of the church. The PCPMM has also recognized that there are multiple models of discernment and that the Executive and its Committees are at a very early stage of determining what processes it might best employ.

The PCPMM does believe that a key discernment role it can play is to assist the Executive in naming the critical discernment questions that it needs to address in considering a proposal before it.

Overview of work

The PCPMM will continue to undertake a comprehensive overview of the work of each program unit once in each triennium. It will follow a pattern of sharing something of these respective reviews (lifting up the work of the units) in subsequent Executive meetings.

GC38 (2003) PETITIONS

The PCPMM has reviewed the petitions referred to its overview from GC38, and has determined that all have been addressed or are in process of action. It has noted one shared referral on Continuing Education minimum standards (Petition 92) referred jointly to FFE (Faith, Formation and Education) and MEPS (Ministry and Employment Policies and Services) that awaits final action.

Reports for Decision

Proposal 1 outlines a proposal for a new program called "**Dollar for Dollar Matching Forgiveness**". The program is addressed at supporting regional capital appeals for church development in areas where there are capital assistance and VIM loans outstanding. **Appendix 1** is a background document placing the proposal in the context of significant need for new mechanisms to support new church development and redevelopment.

Proposal 2 is a report on the consultation process undertaken this past year on the revisioning of *The Manual's Appendix 4*. In a previous meeting the Executive heard of the significant problems of compliance with Appendix 4 and that greater flexibility needed to be developed to accommodate different categories of corporations. Since the report was developed by a consultant, it is being forwarded directly by the PCPMM to seek the Executive's endorsement of the report's directions. If the Executive agrees to Proposal 2, then the PCPMM will continue in its review of specific criteria of Appendix 4 and will bring

forward to GC 39 (2006) a comprehensive report seeking authorization for the Manual Committee to redraft the Appendix. Further information can be found in **Appendix 2**.

The PCPMM has not been able to deal with the foundational question outlined in the report concerning the use of incorporated agencies as a mechanism for undertaking mission. It will reflect further on this question for a subsequent meeting of the Executive.

Proposal 3, from The Justice, Global and Ecumenical Relations Unit-Wide Committee, relates to Ethical Investment in Israel and Palestine. The PCPMM spent considerable time in review of the proposal and found its new protocols helpful in focusing the PCPMM's role towards ensuring that adequate information was before the Executive to allow it to make a reasoned and faithful decision. The PCPMM determined that the proposal, as it is now before the Executive, has sufficient background information and adequately identifies the implications of the requested decision. A critical question for consideration of the Executive is whether there is sufficient difference in context between GC38 (2003) and now to support action of the Executive to revisit a General Council decision. Further information can be found in Appendix 3.

Proposal 4 asks the Executive to receive a report on a major consultation on youth ministry, developed by the Education For Church Leadership Committee of FFE, entitled "Called and Equipped: The Youth Ministry Training Consultation." The PCPMM noted the significance of the report and the importance of making it visible in the church. It also noted a range of recommendations addressed to various parts of the General Council structures, included in the report. Therefore the PCPMM is proposing that the Executive receive the report (to make it part of the permanent minutes of the Executive) and refer the recommendations addressed to itself and the PCPMM to the PCPMM for further work and possible action, and refer the recommendations addressed to MEPS to MEPS for similar action. The report can be found in Appendix 4.

Proposal 5 asks the Executive to receive the final report on the Beads of Hope Campaign. This major campaign engaged the imagination of the church, far exceeding its education, fund raising, and advocacy goals. The Justice, Global and Ecumenical Relations Unit brings the report to us in the form of an extensive evaluation. The report can be found in Appendix 5.

Reports for Information

A verbal and visual report on the National Aboriginal Consultation, held June 5-10, 2005, will be presented during plenary. This will be an overview of the spirit of the consultation, and a preview of recommendations under consideration that will come before the Executive next April.

The PCPMM received an update on the continuing implementation of the "Reshaping and Reinvesting in Continuing Education" report adopted by the Executive in November 2003 (see FFE report in Appendix 7). Concerns were raised at the last meeting of the Executive about the continued commitment to individual learning grants within the national Continuing Education program. As part of the implementation plan for the program, FFE is undertaking an extensive evaluation of the new continuing education model and will report to the April 2006 meeting of the Executive. In the interim, the continuing education fund will continue to provide the same proportion of funds to individual grants.

Appendix 6 provides an update on the continued development of the **Ministry Based Ordination Program**. The PCPMM received a direct report on the implementation of the program and continues to monitor the specific areas of concern identified by the Executive in its original approval of the program. The PCPMM believes that the concerns of the Executive have been adequately addressed in the development of the program.

Appendix 7 provides a written **overview and update** from program units. The PCPMM has requested this regular updating from its unit-wide committees and will offer the updates in this format for the information of the Executive.

Appendix 8 contains a report on the **Leadership Outcomes** work of the Education for Church Leadership Committee of FFE. The PCPMM has reviewed the work in various stages of development and forwards this second update report to the Executive for information. The proposals coming from this work will potentially lead to a revision of the Testamur requirements within *The Manual* and therefore will need to come to the Executive next April for authorisation to proceed to GC39.

Delegated Authority

For the permanent records of the Executive, the PCPMM makes the following report on actions in those areas it has been specifically delegated authority.

Appendix 9 is the report of the second round of **Camp Accreditations**. The PCPMM approved the recommendations of the Duty of Care Committee found in this report.

Appendix 10 contains the actions of the Academic Sub-Committee of Education for Church leadership, which holds delegated responsibility for the approval of **academic appointments**, and reported through the PCPMM.

In acknowledgement of the time required to read the docket for the Executive, and of the trees and ecosystems destroyed for the production of the docket, we have decided not to include here some of the appendices to the reports. These are listed below, and are available upon request to Sarah Cooper (scooper@united-church.ca; 416 231 5931 ext. 3013).

Respectfully submitted,

Diane Dwarka
Chair, Permanent Committee, Programs for Mission and Ministry

Bruce Gregersen
General Council Minister, Programs for Mission and Ministry

APPENDIX G

TITLE: RESIDENTIAL SCHOOLS STEERING COMMITTEE ACCOUNTABILITY REPORT
ORIGIN: GENERAL SECRETARY, GENERAL COUNCIL
FROM THE RESIDENTIAL SCHOOLS STEERING COMMITTEE

RESIDENTIAL SCHOOL STEERING COMMITTEE

The Residential Schools Steering Committee welcomed new staff person Cecile Fausak as of July 1st. Cecile will work with the General Council Officer: Residential Schools and the Special Advisor to the Residential Schools Steering Committee to co-ordinate and implement all aspects of the work of the Steering Committee. In particular, Cecile will assist in processes to resolve claims against the church, co-ordinate and train volunteers, and develop educational and communications strategies to assist the church to understand and respond to the legacy of the Indian residential school system.

POLITICAL ACCORD

On May 30th, a Political Accord was signed in Ottawa between the Assembly of First Nations (AFN) and the Government of Canada to resolve the legacy of Indian Residential Schools. At that time, Deputy Prime Minister Anne McLellan and National Chief Phil Fontaine of the Assembly of First Nations agreed to a process wherein former Supreme Court Justice Frank Iacobucci would be appointed to negotiate a comprehensive resolution package with the AFN, the churches and with plaintiff counsel by March 2006. Chief Fontaine declared that this agreement was “truly historic” and without precedent.

Approved
Executive of the General Council
April 28 – May 1, 2006

Mr. Iacobucci, who serves as the representative of the federal government, has a broad mandate which includes a lump-sum payment to each former student, a revised Alternative Dispute Resolution process for individual claims of abuse, a Truth and Reconciliation process, community healing programs, commemoration events, and a national public apology.

In the four months since the signing, Mr. Iacobucci has convened two “tables” which meet almost weekly. The first table discusses compensation issues. Legal counsel for the four parties (Canada, the churches, the AFN and the plaintiffs counsel) attend. The second table deals with the issues of a Truth and Reconciliation process, commemoration, and healing. The United Church is represented by its Residential School staff. (See section 3 for more information)

There are many difficult issues that confound and compound negotiations at each table. Primary among them are the limited financial “pot” from which all compensation payments, healing programs and legal fees will be funded, the absence of the Roman Catholic entities from the process, and the short timeline.

It is expected that Mr. Iacobucci will present an initial “draft” report early this fall.

TRUTH AND RECONCILIATION PROCESS

The Executive of the General Council (November 2003) mandated the Residential School Steering Committee to initiate action in support of a national “public inquiry”, arising out of the challenge of Georges Erasmus to General Council 38 (2003) in Wolfville. Since then, the United Church has organized and facilitated six Roundtable meetings with representatives of Aboriginal organizations, the churches, and the federal government. Based on our collective understanding of the needs of survivors of residential schools, the Roundtable has developed a Truth and Reconciliation approach that would be community-based and have the twin objectives of healing and education. Communities would be encouraged to develop culturally and regionally appropriate opportunities for former students and others to tell their stories in a safe context and have those stories heard, validated and recorded. This would create a national education and participation process so that all Canadian citizens could come to terms with the impact and actual history of Indian Residential Schools.

This Truth Sharing, Healing and Reconciliation (THR) process is now led by a Steering Committee which is co-chaired by Chief Bobby Joseph and Sharon Thira, both of whom are based in Vancouver and work with the B.C. Survivors Society. United Church staff and volunteers remain actively involved.

In the past few months, it appeared that the THR process might be overtaken by the Political Accord and the clear intention of the AFN to have a formal national Public Inquiry under the Inquiries Act similar to the original proposal of the Royal Commission on Aboriginal Peoples. Vigorous discussion has taken place since early August at the second “table” created by Mr. Iacobucci among representatives of the federal government, the AFN, the Aboriginal Healing Foundation, the churches, plaintiffs counsel and the Roundtable about which vision best addresses the needs of former students.

Presently there seems a general acceptance of a two pronged approach with, on the one hand a flexible and diverse community-based healing process (Roundtable) and a national fact-finding one (AFN). As yet unresolved is the question of what the powers and authority the national fact-finding inquiry should have.

SETTLEMENTS

Former students of Indian residential schools have two options in seeking compensation from the federal government and the churches for sexual or physical abuse or wrongful confinement suffered while at the schools. A lawsuit is one option. Currently over 13,000 lawsuits have been filed against the government and the relevant church. The United Church has been named in approximately 850 lawsuits and has settled about 350, all but one out of court.

In 2003, the federal government created the Alternative Dispute Resolution (ADR) process as a second option to more quickly resolve claims. Claimants attend an informal hearing before an Adjudicator who

determines a settlement. By September 2005, Indian Residential Schools Resolution Canada (IRSRC) had screened in 2,300 applications to the ADR process. Of these, about 1/3 are from claimants who had previously filed a lawsuit but have switched to the ADR process. Fourteen percent of the applications are from former students of United Church-associated residential schools (about 311).

To the end of September 198 of these applications have been forwarded to the United Church. Of those, 98 hearings have been completed. It is our policy to have a representative attend every hearing except where requested not to by claimant. To date, we have attended 47 hearings.

There has been a noticeable acceleration in the pace at which ADR claims are being forwarded from the government to the Adjudication Secretariat for a hearing. For the 12 months up to May 2005, only 46 United Church hearings had been scheduled. Nearly 60 have been scheduled in the past 4 months.

COLLABORATION ON HEALING AND EDUCATION

In the fall of 2004, the GCE mandated the Residential School Steering Committee to commence a conversation with the Conferences about how each of them could strengthen the healing and education work in their area. Planning discussions have taken place in Church House with JGER, SLM and FFE. In September 2005, staff met with the Conference Presidents and Leading Elders to initiate conversation and reflection on how the Conferences might approach the residential school issue next year in light of the 20th anniversary of the Apology. Topics included renewed support for the Healing Fund, recognition of Aboriginal territories on church buildings and learning opportunities through community “exchanges”.

APPENDIX H

Title: World Council of Churches Executive Meeting September 2005

Origin: General Secretary, General Council

From the UCC Representative to the World Council of Churches, Marion Best

9TH ASSEMBLY PORTO ALEGRE BRAZIL 14-23 FEBRUARY 2006

Brazil is the largest Latin American nation and is inhabited by 170 million people. Prior to being colonized by the Portuguese it was inhabited by indigenous peoples who were decimated by the violence and disease brought by the colonizers. Today about .5% of the population are indigenous peoples, 44% are descendants of slaves brought from Africa during 300 years of slave trade. The remainder of the population is made up from 40 ethnic groups.

Since its independence in 1822 Brazil has suffered under a series of dictatorships and coups and despotic military rule. After two decades of continuous democracy “Lula” da Silva, a former union leader took office as President in January 2003. The ninth leading economy in the world, Brazil has an enormous debt of US \$237.9 billion but recently exports have increased and in 2004 surpassed \$96 billion.

Low education levels, drug trafficking, and lack of work led to increased violence in the big cities but it has resulted in an estimated 20 million activists and volunteers in the country. Many of the volunteers are also involved in churches. 126 million are Roman Catholic (74% of the population) and 25.5 million (15%) are Protestants and of those 85% are Pentecostals. Others are followers of Afro-Brazilian religions like Candomble, Macumba and Umbanda; there are 500,000 Muslims and 100,000 Jews, other small religious groups and some claim no religious affiliation. Porto Alegre, the site of the 9th Assembly is the cradle of the World Social Forum. (*abridged from an article by Rosina Duarte a free lance journalist in Brazil*)

Plans for the 9th Assembly are moving along smoothly with a very good local arrangements committee in Porto Alegre and the full support of the Roman Catholic Church, even though they are not a WCC

Approved
Executive of the General Council
April 28 – May 1, 2006

member church. Some 674 of a possible 724 delegates have been named from over 300 churches in 126 countries. To date 25% of delegates are from the Orthodox Churches as is stipulated in the desired balances for WCC meetings. However other stipulated balances have been more difficult to obtain: ideally there would be 25% Youth (30 years of age and under), 50% women and 50% lay persons. Instead we have 14% Youth, 37% Women and 41% Laity. One of the main reasons for these imbalances is because this Assembly is being kept to 724 delegates instead of the usual 1000 and thus many churches could name only one delegate. In most cases where they can have only one, they tend to name male clergy. However the number of Youth delegates is actually higher than at the 8th Assembly so that is encouraging.

The United Church of Canada delegation will include Janet Sigurdson (O), Carmen Lansdowne (Lay Youth), Wendy Evans (Lay Youth), Gail Allan (Ecumenical officer) is an Advisor to the delegation and Peter Short is a Delegated Observer which means both he and Gail can sit with our delegates but can't speak or vote in decision making sessions. I will be there as a United Church delegate serving on the Business Committee and moderating some of the Assembly plenary business sessions. The Canadian delegates total 13 and the churches sending delegates are Anglican, ELCIC, Christian Disciples, Presbyterian, Friends, Orthodox Church in America and the UCC. The Canadian delegation consists of 7 women, 6 men, of which 7 are ordained, 2 are Youth and 3 are Aboriginal. So as Canadians we have a well balanced delegation. There are 6 Canadian stewards and two are United Church: Allan Seal who is a member of this GCE and Kerry Child from Vancouver who is active in YAYA ministry there.

Assembly Programme

The Assembly theme "God in your grace, transform the world" is a prayer. Through the week there will be a different focus each day for transformation: the world, the earth, our societies, our lives, our churches and our witness. The theme will be carried throughout the day with morning and evening prayers, Bible Study and during the week there are thematic plenary sessions on Economic Justice; Christian Identity and Religious Plurality; Overcoming Violence; Church Unity; Latin America and God in Your Grace. There are some great speakers being lined up for these plenary sessions and Doug Goodwin is the one responsible for staging and getting all these folks to stick to their allotted time! Both Doug and Gordon How are co-opted staff from Canada for the Assembly.

Alongside the Assembly there will be a Mutirao with displays, workshops and information booths (some 120 of them) that delegates can visit during a 2 ½ hour lunch break and that others can visit if they wish while plenary and business sessions are being held. There are several Canadian Mutirao's being organized. For those other than delegates, there will be Bible Study groups and sessions on ecumenical formation and everyone is invited to attend morning and evening prayer. It is anticipated there will be a total of about 3000 persons attending the Assembly. There will also be a strong emphasis on Youth with some 250 Latin American Youth attending a Youth Camp at the site and they will be participating in Ecumenical Conversations with the delegates on some 22 different topics related to the theme. If you want to follow the Assembly on the web go to www.wcc-assembly.info and there is lots of information there now. There is still space for those who would like to attend as "visitors" who at this Assembly are referred to as "Mutirao Participants".

Assembly Decisions

It is hoped there will be few decisions asked for from this Assembly as the new consensus model of decision making will take much more time. One decision is for the Assembly to adopt a "statement" on ecclesiology that would encourage the churches to commit to a renewed dialogue and movement towards church unity. The draft statement indicates some areas where we agree, some where we are close and acknowledges there is a long way to go.

"Towards this goal churches are called to address recurrent matters in fresh, more pointed ways. Among the questions to be addressed continually by the churches are these:

1. To what extent does each discern expression of the apostolic faith in the life, worship, and witness of the others?

2. Where does each perceive fidelity to Christ in the faith and life of the others?
3. Does each acknowledge the one baptism in the others?
4. For what reasons is it essential, permissible, or not possible to share the Lord's Supper with others beyond each church?
5. In what ways is each able to recognize the ordered ministries of the others?
6. How closely can each church embrace the Spirituality of the others?
7. How will each stand with the others to contend with problems such as social and political hegemonies, persecution, oppression, poverty, and violence?
8. To what extent will each participate in the apostolic mission of the others?
9. How fully can each participate in common prayer and in the worship of others?

Another important decision will be related to recommendations from the Programme Guidelines Committee who will be asked to give programmatic direction to the Council for the next 7 years that will honour the commitment for the WCC "to do less and do it well".

There will be elections of a new Central Committee (150 members and we can expect to have 3 Canadians: one UCC, one Anglican and one Presbyterian), and up to 8 regional Presidents. The newly elected Central Committee will then elect its Executive, Moderator and Vice Moderator(s).

General Secretary's Report

Since his inauguration in February 2004, Sam Kobia has visited every region of the world and many of the member churches there. Most recently he had paid **visits to Rome** and the Protestant churches where there is an increase in migrant churches, especially from Africa. He also visited Pope Benedict who repeated his commitment to ecumenism. Many in WCC are trying to reconcile the statements of Pope Benedict with those of the former Cardinal Ratzinger whose pronouncements did not always lend themselves to building closer ecumenical relations. The Joint Working Group between the WCC and the RCC will mark their 40th anniversary in November and will be conducting an evaluation of their work and making recommendations for the future.

A **visit to the Russian Orthodox Church** where relationships had been strained at the time of the Harare Assembly in 1998, saw the Patriarch thanking the WCC for the ecumenical solidarity during the years of the USSR and indicated they were pleased with the results of the Special Commission. They intend to send a full delegation to the 9th Assembly. However in recent statements the ROC expressed concern about "the free interpretation of Christian morality" and indicated a desire for closer relations with the Roman Catholic Church. In a recent communication they noted:

"Many Orthodox hope that the Catholic Church will continue to preserve its traditional doctrinal and moral teaching without surrendering to pressures from the 'progressive' groups that demand the ordination of women, the approval of the so-called 'same-sex marriages', abortion, contraception, euthanasia etc. There is no doubt that Benedict XVI, who has already made his positions on these issues clear, will continue to oppose such groups, which exist both within the Catholic Church and outside it."

In a **visit to Cuba** Sam found dynamic worship and many young people in the churches. He met with Fidel Castro (from midnight to 2:30 a.m. as that seems to be the time for such visits) and there were conversations about building and renovating church buildings due to the rapid growth of the churches. There is widespread use of TV and radio by the churches. However, there is still inequity in the treatment of churches.

Sam described **Haiti** as a place of extreme poverty and senseless violence. There was encouragement for the churches to participate in a national dialogue with overcoming violence as a priority. Unless they can address the influence of Aristide, elections are not going to work. Later Sam met with Mbeki and Aristide in Pretoria, South Africa where Aristide is in exile. He claims he is not influencing anything in Haiti any longer but his influence is still greatly felt in absentia.

As he summarized his visits to every part of the world Sam said "fear, anxiety and insecurity characterize how people all over the world are living. The most powerful country and its coalition are fighting the kind

of war the terrorists wanted. It is becoming a generic approach and the war against terror has exposed the limits of US power and the war on terror is not working. The UN is being weakened and we have to address global issues differently...an ethical and Spiritual approach is needed more than what governments can do.”

WORLD MISSION AND EVANGELISM CONFERENCE: ATHENS MAY 2005

The theme “Come Holy Spirit, Heal and Reconcile” was timely and there was ample opportunity for it to be developed. Appreciation was expressed for the increased number of Roman Catholic, Pentecostal and Evangelical participants in the 600 delegate Conference. There was concern that so few Youth delegates had been named by the churches (5%) but the Youth made a positive impact despite small numbers. The United Church delegate was Stan McKay.

The response to the Home Groups of 10-12 people that met twice a day and the Synaxeis (workshops) where there was ample opportunity for dialogue and discussion were very positive. Someone commented that perhaps the Home Groups are where the “true ecumenical experience” occurs. While many of the plenary presentations where the theme was developed were appreciated, generally there were too many speakers in each session and no opportunity for delegates to engage the speakers in discussion/dialogue. This is often the case with WCC events and hopefully the Assembly can avoid this pattern.

The new guidelines for common prayer were followed and this provided an opportunity for delegates to experience different worship traditions. However some who have experienced other WCC events found the worship less creative and inspiring. There is continuing regret that the Eucharist cannot be shared during WCC events.

PUBLIC ISSUES

The Executive issued two statements: one on Haiti calling on member churches to provide support to the churches in Haiti to develop an election monitoring team and provide the necessary leadership; to express solidarity through actions and prayers for the people and the churches of Haiti; to follow the political development in Haiti and to support processes towards genuine popular participation and a new social contract.

The other relates to the control of small arms and light weapons. It is a lengthy document available on the WCC website www.wcc-coe.org and Ernie Reghr of Project Ploughshares in Canada, who has been a member of the International Affairs Commission, has contributed much to the work in this area of the Council. Brazil is moving toward the banning of small arms and churches have been collecting them and after crushing they are being used to make playground equipment. There were 38,000 deaths from firearms in Brazil last year and most related to domestic violence.

Public Issues that the 9th Assembly will be asked to take action upon are: The Responsibility to Protect (related to vulnerable populations in times of civil strife); UN Reform; Latin America; Nuclear Weapons.

FINANCE

Despite the fact that there has been an increase in the number of member churches since the last Assembly when a goal of 10 million ChF was set as the goal for membership fee income, the income figure is still less than 7 million ChF. A few member churches (ours included) increased their contributions but many have not. Contribution requests are based on size of membership and national GNP. Investment income has shown a slight improvement but is small and the programme funds from churches and agencies is decreasing. However the Council is in a balanced financial situation at the moment mainly because of staff reductions and increased income from renting sections of the Ecumenical Center to other church and non governmental organizations. There are serious challenges ahead as the Ecumenical Center, built in the 1960's, does not meet fire code and other building standards and will require between 3.5 and 5 million ChF to bring it up to code. A surplus is being built up in the reserve funds to help meet this and other eventualities.

THANK YOU

This will be my last report to you after almost 15 years on Central Committee, the Executive Committee and the last seven years as Vice Moderator of WCC. As I have said before it has been both a privilege and plain hard work and I am deeply grateful the United Church gave me this opportunity. I want to leave you with the quote from John Bluck in the introduction to the book "Finding the Voice":

"What being in the global ecumenical movement amounts to is a commitment constantly to stand outside your comfort zone, in between the inherited certainties of creed and culture, to listen carefully to and sometimes absorb the cries of the angry and dispossessed, to learn to live with the contradiction of seeing people who have nothing compared to you in material terms, and yet are often richer and wiser about life and much clearer about God."

I pray The United Church of Canada will remember always that it is a creation of the ecumenical movement and that its commitments to ecumenism will continue.

APPENDIX I

Title: Review of the Church Archives Network
Origin: General Secretary, General Council
From the Committee on Archives and History

Background

The Committee on Archives and History (CAH) is accountable to the General Council for coordinating and promoting archival and historical activity in and for the Church and all its Conferences, and for policies affecting the same (see *Manual* Sections 532-538).

The Church is well served by its archivists and archives committees. Archivists are called upon to be the voice of expertise in legal and historical research, access and privacy, paper and electronic records management and the development and retention of databases. Archivists are managers of information who work closely with information technology professionals to shape the electronic context in which information is created and maintained. Preserving this information in its context is critical to sustaining an archival program in the electronic age.

Archivists work to ensure that records documenting the Church's ministry and mission are properly maintained. These records are the authentic evidence of the Church's administrative, corporate, cultural, theological and intellectual activity. The work of archivists is vital for ensuring organizational efficiency and accountability, and for supporting understanding of life in the Church through the management and retention of its personal, corporate and social memory. Archivists are the finders and keepers of policies, agreements, diaries, letters, photos, films, and records that help us understand our changing church life. Archivists are also every researcher's guide to finding material and to understanding it.

Current Discussions

As the General Secretary has reported, the past year has focused energy on the relationship between Victoria University and the Church in supporting the Central Archives – which houses national church records, Ontario Conference, Presbytery and pastoral charge records, and Victoria University records. While the work of that review committee is far from complete, the indicators suggest that there are extremely limited resources to devote to archival enterprise across the Church. The Central Archives review raises similar questions re funding, staffing, governance and sustainability for the whole of the Archives Network.

Our church archives continue to support the research required for inquiries related to the residential schools. Archivists work closely with members of the legal and staff teams to ensure that searches are conducted as quickly and as thoroughly as possible within the time constraints of our staffing. The

Approved
Executive of the General Council
April 28 – May 1, 2006

Church's archival network stands apart for those of other denominations in our openness and transparency; this is highly valued by Church members, academic, legal and government researchers, and the Canadian public.

The place of archives within the life of the Conference is ever changing. Relationships built in the 1980s forged informal arrangements for storage space of our archival collections; now many of these partner institutions are reviewing such agreements, and want to initiate charges to the Church for rental and archival services. As provincial archives and universities face increasing demands on their finances and facilities, these past partnerships may not be sustainable much longer.

Alberta and Northwest Conference's agreement with the provincial archives is up for review this fall. British Columbia Conference has relocated its archival collections to 4 different locations, and is actively fundraising for new facilities in a renovated Vancouver School of Theology. The Conference of Manitoba and Northwestern Ontario seeks alternative accommodation from its present arrangement at University of Winnipeg. Montreal and Ottawa Conference has four different archival sites for conference records spread across Quebec and Ontario. Space for archival processing at St. Andrews College in Saskatchewan Conference may not be available in the near future. Archives space in the Maritime Conference office is full. More valuable records are transferred to each of the Conference Archives every year, and individually and collectively, they are quickly running out of room and resources.

Task Group Composition and Responsibilities

The CAH annual meeting on September 15-16, 2005 approved a motion concerning a review of the entire United Church Archives Network by a specially appointed Task Group. The Task Group should include senior staff members to ensure the broadest access to information and resources in all of the Conferences: suggested membership includes but is not limited to the Chair of the Committee on Archives and History, the Chief Archivist, General Secretary/General Council, one Conference Archivist and one member of the academic user community.

The Task Group will be responsible for:-

1. retaining a consultant to review and study of the United Church Archives Network and prepare recommendations on key issues of mission, function, structure, governance and sustainability of that network; with a particular focus on human and financial resources
2. preparing working papers and/or regular reports and a final report to the Executive of the General Council

Specifically, the Task Group will make recommendations with regard to:

- the vision for the UCC Archives Network and the mandate of the Committee on Archives and History;
- the organization and structures of the Central and Conference Archives;
- the sustainability of the Archives Network with its present mandate, organization and financial support; and
- the financial sustainability of the UCC Archives Network and issues of equitable and sustainable financing of archives across the country

Conclusion

The CAH is grateful for the support it receives from across the Church for its work. This support comes in the time of volunteers on committees or undertaking work in archives, the financial support for our repositories, and in the professional development of our conference archivists. The Archives network has a rich history and, if properly cared for, the potential for a vibrant future.

Jim Lewis
Chair, Committee on Archives & History

Approved
Executive of the General Council
April 28 – May 1, 2006

APPENDIX J

Title: Accountability Report to the Executive of the General Council Permanent Committee on Governance, Planning and Budgeting Processes

Origin: Permanent Committee on Governance, Planning and Budgeting Processes (GPBP)

The Permanent Committee on Governance, Planning and Budgeting Processes creates and recommends strategies to enable the General Council and its Executive to set directions and budgets in keeping with the vision of *Future Directions: The Mission Vision and Direction of the United Church* (November 2001). The Committee met at the General Council Offices, September 20 - 22, and welcomed new members Warren Bruleigh, Paul Reed and Lynn Maki.

COMMITTEE EDUCATION

The Committee spent a very productive day reflecting on matters of Governance and Leadership, in a workshop facilitated by Sharon Daloz Parks. The Senior Leadership Team also participated. The Committee will attempt to arrange for a similar workshop for the GCE in the next triennium.

REDESIGN EVALUATION TASK GROUP

In the original Redesign Project, it was agreed that a comprehensive evaluation of the restructuring of the General Council Offices would be carried out after five years (i.e. in 2007). This task group is to plan and manage the evaluation process, and to advise the General Secretary in the event that interim adjustments are necessary. Members of the Committee prepared Terms of Reference for this Task Group, for the approval of the Sub Executive (on September 1, 2005). The terms of reference can be found on page 301, at the workbook tab Minutes. The Nominations Committee Report will include recommendations on appointments.

MEETING OF THE FOUR PERMANENT COMMITTEE CHAIRS

The chair reported on a meeting September 8 of the chairs of the four Permanent Committees with the Moderator. The purpose of the meeting was consultation and mutual support, in order to share perspectives on the health and progress of the new design, and to encourage consistency of practice and coherence of the work proceeding to the GCE. The group recognized that the Permanent Committees are dealing with different types and volumes of material, and are linked in different ways structurally to the General Council Office. Notwithstanding the differences, the group articulated a number of common understandings and practices for our work together, summarized informally as follows:

- Permanent Committees are committees of the GCE and accountable to the GCE. They are not accountable to the units.
- Permanent Committees do not make policy and will not take any actions when there is no policy. They may recommend policy to the GCE.
- Permanent Committees are necessarily involved when there are decisions to be made by elected members.
- Permanent Committees take initiatives on behalf of the GCE and do not simply react to the input from the units.
- Permanent Committees, in lifting up the work of the units, will not only educate the Executive on the work of the units but will also offer guidance, comment, and advocacy where appropriate.
- Permanent Committees have a mandate to make decisions to approve, alter, send back, and/or comment on material coming from the staff units. These decisions are made on behalf of the GCE and in its interests.
- Permanent Committees may decline to bring to the GCE work they think inappropriate, or that has been brought inappropriately.
- Staff members or units who seek to advance an idea or an action are at liberty to pursue the initiative through staff channels to the Senior leadership Team and then into the GCE through the General Secretary.
- Judgment must be used in order to avoid making decisions that rightly belong to the GCE, or in taking major initiatives that have major consequence without authorization.

Approved
Executive of the General Council
April 28 – May 1, 2006

- Permanent Committees are meant to expedite work, not block it - but at the same time must exercise judgment and decision-making in the interests of the GCE and the whole church.

The chairs of the Permanent Committees hope to meet regularly with the Moderator to encourage coherence, common practice, and well-being of the GCE/GCO relationship.

GCE PERFORMANCE SELF-EVALUATION

The Committee reviewed the performance self-evaluation process developed by Walter Sowa and commend these to the Executive of the General Council and the four Permanent Committees.

Instructions for GCE Members: We invite each voting and corresponding member of the Executive of the General Council to complete the evaluation (see Appendix A) prior to or before the end of the meeting on October 31st. Please put them in the envelope on the Business Table and initial beside your name on the list attached to the envelope. We will follow up with people who have not responded. The data will be tabulated by Walter Sowa and Janet McDonald. The Permanent Committee on Governance, Planning and Budgeting Processes will review the evaluation at their February meeting and report to the April 2006 meeting of the Executive.

Instructions for Permanent Committees: We invite each voting and corresponding member of four Permanent Committees to complete the Permanent Committee Evaluation (See Appendix B). These will be sent to all members of the Permanent Committees in January with return by February 1st. The summary results for each committee will be provided to the Committee Chairperson shortly thereafter.

TASK GROUP ON THE ROLE OF THE MODERATOR

The original intention to establish this task group responded to concerns raised by the Moderator's Advisory Committee in 2003, which noted that there are no guidelines for the MAC. The current MAC has not raised these concerns.

Having reviewed materials related to the discussion of the roles of the Moderator and the General Secretary during the Directions Committee, and Redesign Project, as well as existing language in the Manual, Basis of Union, and work on job descriptions underway in the Human Resources Unit, the Committee recommends that this task group not be struck.

During the discussion, it was noted that because the 39th General Council (2006) will focus its attention on discerning broad directions for the Church, it will be important to ensure that the Moderator supports and promotes those directions with integrity and energy. At the same time, there is a wish to respect the freedom of the Moderator to respond to the emerging context. Therefore, it was agreed that the PC GPB Processes would recommend to the Permanent Committee on Ministry Employment and Personnel Services that the following sentence be included in the job description of the Moderator.

The Moderator, as part of the leadership of The United Church of Canada, should work in conjunction, or in congruence, with the general direction and priorities as discerned by General Council and its Executive. This is not to preclude the exercise of the Moderator's particular passion and charisma, but will be offered along with these gifts.
(Reference Section 524A *The Manual*)

The Committee also noted that there are some discrepancies in the Manual. In the Basis of Union the Moderator is referred to as the Chief Executive Officer and there is an implication that the General Secretary is the person who presides at General Council. This has never been the case, and was presumably not intended. Part of the difficulty arises from a change in common usage of the term "Chief Executive Officer". Clarification of this question was suggested as a task for the Task Group on the Role of the Moderator; however, except for the technical discrepancy in the Manual, the description is adequate.

The Committee recommends that the inconsistencies between the Basis of Union Section 8.5 and the Manual Section 510 (a) be reconciled. It was noted that the change suggested would require a remit. Please see Proposal 15, The Role of the Moderator of the General Council.

“ON SOME CHANGES TO THE GENERAL COUNCIL”

The Committee reviewed Walter Sowa's essay and requested that proposals for action be prepared for its next meeting. The General Secretary confirmed that the term General Council Commissioners extends through the triennium. (Opinion 05-011-0)

FIRST NATIONS REPRESENTATION ON THE SUB-EXECUTIVE

After consultation with ANCC and other First Nations representatives, the Committee recommends Proposal 16, The Role of the Sub-Executive of the General Council.

PRINCIPLES FOR COMMITTEE MEMBERSHIP

The Committee continued its work on establishing transparent principles for appointments and membership. Please see Proposal 14, Principles for Committee Membership.

CASCADING APPOINTMENTS

The Committee continued its review of the implications for GCE members of the numerous cross-appointments envisaged in the current proposals for task groups and committees. Please see Proposal 17, Principles of Cascading Membership of Members of the Executive of the General Council.

The Committee considered the experience of the Permanent Committees of the General Council Executive, and recommends a more balanced deployment of GCE members among the four Permanent Committees. Please see Proposal 18, Members of the General Council Executive on the Four Permanent Committees.

FORWARD PLANNING

The Committee anticipates dedicating time in its next meeting to planning for the orientation and education of the incoming GCE. This will include consideration of a backgrounder on roles and relationships of Staff and Elected/Appointed Members.

It will receive an interim report on the development of a Communications strategy by the Senior Leadership Team.

It will also consider GCE strategic planning, budgeting, and program evaluation processes.

Respectfully submitted,

Rev. Martha ter Kuile

Chair

Permanent Committee on Governance, Planning and Budgeting Processes

On behalf of Committee Members:

Warren Bruleigh, Mark Ferrier, Terence McKague, Marilyn Noble, Jean Wilson, Cindy Désilets, Jim Jackson, Stephen Mabee, Michelle Slater, Paul Reed, Walter Sowa, Jim Sinclair, Debra Bowman, Lynn Maki

APPENDIX K

Title: Report of The General Secretary
Origin: The General Secretary

INTRODUCTION

Greetings in the name of Jesus Christ whose ministry gives us and others meaning and strength.

At this point between General Council meetings, what I would call “convergences” begin to become evident. Separate pieces of work begun years ago gradually show their relatedness to one another. That which seemed “scattered” takes on a sharper focus and a more cohesive nature.

I can see that happening in our initiatives in terms of leadership for ministry, in the area of stewardship and resource work, in congregational mission and justice efforts, and in the contributions of those who guide us in terms of expressing our faith and ordering our witness of what we believe.

I can see it occurring in the marvellous synergy of the mutual and sustaining support of Native Ministries, French Ministries and Ethnic Ministries working together.

It all feels for me, like “a turning time.”

Many things have happened since this Executive body last met in April 2005. Those accomplishments and other challenges are well-documented in this Resource Work Book. They are named and noted, however, always in the wider context of the ministry of Jesus Christ, in God’s world.

Recently, Omega Bula, returned from leading a World Council of Churches fact-finding group to Zimbabwe, a country broken by strife and poverty. The message she brought back from our sisters and brothers-in-Christ in that southern Africa nation was, “Awaken your prophets so they can help awaken ours.”

Part of our family story is the memory of how ancestors-in-the-faith, like the sons of Eli, for example, lost their vision, and their dreams. That sense of loss and grief is known to all of us, directly or otherwise. It is part of the “covert despair” of which Canadian theologian Douglas Hall speaks. It is why our faithful public and prophetic witness is continually required.

A further part of our story, however, is the way refugees of the heart, let alone others oppressed by economic and political breakdowns, found a renewed sense of meaning and hope in Christ. Their influence may not be total, but like Isaiah’s image of green shoots out of dry ground they represent a transforming dynamic at work, an influence for health and wholeness that cannot be denied or stopped.

As we move closer to General Council 39 (Thunder Bay, August 2006) may the blessings which emerge from humble prayer, shared dreams, and combined and diligent effort, lift your hearts.

ACTIVITIES***Apology to Women In Ministry Affected By “The Disjoining Rule.”***

In consultation with a number of women who once were affected by the church’s policy that if you married you had to give up your role as a deaconess, a Service of Apology is placed before you at this meeting of the Executive. If it speaks the words we wish to offer to this group which has served the church so honourably over the years, a number of actions would then follow, both at a future Executive meeting as well as throughout the church.

This has been an ongoing effort, and it is now reaching a point where an appropriate acknowledgement of what these women experienced can happen.

Approved
Executive of the General Council
April 28 – May 1, 2006

Communications Strategy

In August 2005 Juliet Huntley, a former long-time staff member and Executive Minister of our Resource Production and Distribution Unit, was retained to conduct the Communications Strategy Project. It is to focus on staff communications as well as how best to relate to elected members, ministry leaders, the general United Church membership, the General Council Executive and the General Council Commissioners. Juliet will present her final report with recommendations on November 18th.

Elected Members / Staff Relationship

One of the most sensitive and important aspects of the re-design of the General Council Offices is to develop the best possible relationship between elected members and staff. There have always been challenges as the institution, like many others, sought to differentiate between that which is staff-inspired and that which is staff-driven.

This is an ongoing endeavour, with different expressions at different times. Currently, we are attempting to determine how best to benefit from the valued wisdom, experience and commitment of Conference Executive Secretaries / Speaker in sessions of the General Council Executive. These women and men serve the church as staff. They are also named in the re-design documents as "Corresponding Members" of the General Council Executive, having (by definition) "voice but no vote" in our sessions together.

As General Secretary my expectation of staff is a skilled supporting of elected and appointed members. Speaking out of on-the-ground experience, staff offer information and expertise, helping members of the Executive, its committees, and its task groups to make the best decisions possible, fully aware of the implications of their actions.

That expectation describes the contributions of Executive Ministers / Officers of the working units, legal counsel and others. They have no voice, except as called upon to advise the court.

This dichotomy between staff in a more traditional role, and other staff "with voice," is built into our governance system. It is contradictory, providing a continuing potential for confusion for all parties.

As a way of addressing this confusion I have referred this matter about staff as Corresponding Members to the Permanent Committee on Governance, Budgeting and Planning Processes for its consideration and report to the Sub-Executive before the April 2006 meeting of the GCE.

Emerging Spirit

At the April 2005 meeting of the GCE in Vancouver, the Executive decided that the Emerging Spirit Campaign would be funded appropriately for the interim period until the meeting of the General Council in Thunder Bay, August 2006. At that time, further decisions would be taken regarding this initiative to support congregations and the denomination in relating the Gospel to persons in the 30 to 45 year age group.

Much work has been accomplished since April. You will find an update in this Resource Workbook and there will be time on the agenda for more discussion of this exciting initiative.

The United Church of Canada Foundation / Fondation de l'Eglise Unie du Canada

General Council Executive members will find in their Resource Workbook for this meeting both a detailed update on The Foundation of The United Church of Canada as well as a Proposal regarding future funding of its operations.

These remain formative days in the life of this important body created by the General Council Executive in 2002. It is now seeking wisdom from the Executive as it sets a more concrete direction in terms of the future use of funds generated from its holdings. At the same time, thank you for noting in your preparation for this discussion the consideration and comment of the Permanent Committee on Finance regarding the Foundation's financial plans.

General Council 39 (Thunder Bay, August 2006)

As Deb Bowman will outline for you at our October GCE meeting, work is proceeding on the planning for this major assembly next summer at Lakehead University in Thunder Bay. A lively Local Arrangements Committee has been hard at work for several months already. A Proposal fine-tuning the dates of the Council is included with your Resource Workbook materials.

The Moderator has offered provocative leadership in establishing the character and tone of the Council. It will include significant amounts of deep listening for how the Spirit is moving among us as a community of faith. Keeping in mind the context in which we live, the question for us to ponder carefully and prayerfully is, “What is God calling the United Church to be?” in what Peter Short terms “our third generation” as a denomination.

This meeting will risk being led to places it may not have intended to go. Now is a good time to remember the planners and the yearnings for the Council in your conversations and your prayers. It is not too soon, as well, to give serious consideration to who might serve the role of Commissioner faithfully and fully.

National Archives / Strategy

In recent months talks have been occurring between officials of Victoria University and the denomination about governance, property and funding concerns related to the combined operation of the national archives of the church and of the university. A consultant was retained to assist in these conversations, including identifying more clearly a number of new dynamics that have affected the suitability of earlier agreements between the two bodies.

The collection in the Archives is regarded by the church and the university as a major, valuable asset. Both institutions are also clear that we are especially well served by our Chief Archivist, Sharon Larade. A report with further details and notice of a still-emerging recommendation for a study of the church’s national archives strategy is contained in this Resource Workbook.

General Council Office Accommodations

The present lease for the General Council Offices in the Clarica Center at Bloor and Islington Streets in Toronto expires in 2015. The necessity - and opportunity - to be creative about how to properly accommodate the GCO operation after that date requires attention now if all possible options are to be available to the church. Work continues on developing a mandate for a proposed task group to offer leadership on this matter. A recommendation will be placed before the Sub-Executive later this winter.

Pensions for Native Ministries

At the April 2005 meeting of the GCE in Vancouver, the General Secretary was asked “to ensure adequate resolution to the matter of Status Indian employees working on reserves and their inclusion in the Canada Pension Plan” (CPP), and that funds be made available for the additional costs. Through the good offices of the Speaker, Cheryl Jourdain, Presbyteries, congregations and individual native ministers affected by this policy have all been consulted; everyone wishes to participate in the plan. Therefore, the denomination has now submitted an application to CPP and funds have been identified to allow this initiative to go forward.

Presbytery Support

After Remit 7 failed following GC37 (2000, Toronto) and the clear direction of GC38 (2003, Wolfville) was to concentrate on mission and not structure, the General Council was clear that different parts of the church were encouraged to let form follow function. This has inspired some creative work by presbyteries in various places. Others have shared clearly they are suffering, in various ways.

At the General Council Executive meeting in November 2004, the Moderator led a process to help members reflect on the work of presbyteries and their current efforts to serve the church. At two senior staff leaders’ gatherings since (the General Secretary, the General Council Ministers, the Conference Executive Secretaries and Speaker, and the Executive Ministers / Officers of the working units) “how best to support presbyteries” has been a subject of discussion.

There are various attempts under way to lighten the policy load on presbyteries, as well as to assist these bodies in developing strength. The question of finding the most helpful way of being with that part of the Body of Christ has led us to be sensitive in recognizing the rights and responsibilities that are independent of the General Council Office. There are ways the General Council can be a resource for presbyteries, and the simpler and more direct these relationships can be, the better. For example, the General Council Office can (and does) assist various parts of the church as they exercise and ensure due diligence and legal accountability.

There is also a deep consciousness in General Council task groups and committees that a critical part of their contribution has to be that their actions, as they relate to presbyteries (and other bodies), have to be practical and workable, not complicating further already-complicated systems.

Reviews

Last April, a team led by our Legal Counsel, Cynthia Gunn, and three Conference Executive Secretaries was asked to look at ways of improving the 363/333 review process. The group sought solutions that were immediate stop-gap measures, pending a more thorough look at the whole concept of reviews. That larger task has been assigned to the Discipline Task Group, and it will need another triennium to complete it.

Meanwhile, two short-term solutions were proposed by this project team and have been given the go-ahead. One was the idea of providing two options for those courts conducting reviews. The first is the usual 3-person volunteer review committee. The second - and new - option is for the court to appoint one person who will complete the whole review process over 2 - 3 weeks. That individual will be selected from a church-wide pool of 10 - 15 skilled and experienced persons who will be paid a fee by the court that appoints them.

The hope is that the latter option will offer timely and consistent service, in such a way that all parties will have confidence in the outcome.

Racial Justice / Gender Justice

The General Council Minister (Acting): Racial Justice and Gender Justice, Wenh-In Ng has been part of the current Employment Equity Study at the General Council Office and Conference offices. That project has now entered its first phase of implementation with two training days for Unit and Conference representatives, one in June and one in September. The next stage, the completion of a Self Identification Questionnaire, will take place later this fall, followed by a random sampling of interviews and an Employment Equity Review by the consulting firm, unparalleled inc., in the early part of 2006.

To bring to the attention of the churches the denomination's Anti-Racism Policy Statement adopted by the 37th General Council in 2000, a brochure containing the statement was distributed via the August, 2005 *Infopac*. Since then, a significant number of requests have come in requesting additional copies, resulting in a total distribution to date of over 5500 copies. Part of the follow-up will be to establish a national network (plus conference networks) of congregations and groups which have shown interest in anti-racism ministry.

As a result of the Executive's decision to add Gender Justice to this portfolio, the newly appointed Gender Justice Advisory Committee had its initial meeting in June. It has since sought to bring a gender justice lens in its response to the Draft Statement of Faith and to the lyrics in the *More Voices* sampler for testing congregations, and hopes to do the same for other major UCC studies such as *Isolation in Ministry*.

Staff Relations

As the new design of the General Council Offices authorized by the General Council 37 (York University, Toronto, 2000) and then begun in February 2002 continues to be implemented, some staff members have expressed concerns about a number of issues. Those include how we communicate with one another and what is the larger strategic framework that guides our work. They have expressed the need for further

understanding of the job categorization process, how the supervision system is designed, and transparency in the way jobs are awarded.

In all of this, I can be clear that I and my leadership colleagues are committed to a well-functioning, safe, and satisfying workplace, one dedicated to serving the wider church faithfully and effectively. We are committed to a workplace that allows a maximum contribution of ingenuity and service by those who serve the church in General Council staff roles. We recognize and value a loyal and skilled group of fellow workers committed to the mission and ministry of the denomination. On 19 September 2005 at an All-Staff meeting I announced that I have directed the Acting General Council Minister: Racial Justice and Gender Justice to convene a meeting of one representative from each working unit. This group is asked to consider a draft mandate for a Staff Council. I feel that a properly-established group of this nature will allow the kind of substantial, on-going discussion that will lead to better communication and earlier resolution of outstanding concerns.

At the same time, other efforts to address expressed difficulties continue. There was a very helpful response to the Communications Strategy Survey, with frank feedback, and both constructive and imaginative suggestions about establishing an active and helpful internal communications process. The Employment Equity Project addresses other concerns voiced earlier.

Obviously, this is an ongoing process. It has stretched people's patience, but the respectful, and hopeful tone, of the conversations have been invaluable in seeking a positive outcome.

Guests

Within the constant stream of guests to Church House I would like to note the following in particular:

- In June the Moderator, the General Secretary and several General Council Ministers welcomed a leadership delegation from The Amity Foundation of China.
- In September we received Rev. Didier Crouzet, International Mission Head, Reformed Church of France
- That same month the Rev. Professor Teddy Kalongo, General Secretary, the United Church of Zambia was a guest.
- Later in September, the Rev. Dr. Mvume Dandala, General Secretary, All Africa Conference of Churches and his wife, Phumzile, visited with us.

Senior Leaders' Appointments:

Janet McDonald was appointed to the position of General Council Minister: Planning Processes on 1 August 2005. She had been serving as the Manager Committee Services and made a considerable contribution to that key role in the General Council's work.

Kim Uyede-Kai will take up her new responsibilities as the General Council Minister: Racial Justice and Gender Justice on 1 December 2005. Kim has served the church faithfully and wonderfully in various roles, most recently as the Program and Resource Development person within Ethnic Ministries.

Harry Oussoren, Executive Minister of the Support to Local Ministries Unit since 1 September 2005 brings a wealth of experience as a local pastor, and a General Council Office person in the former Division of Ministry Personnel and Education.

Rosemary Lambie, currently on staff with Montreal Presbytery, moves to become the Executive Secretary of Montreal and Ottawa Conference.

Bruce Faurschou assumes the role of Executive Secretary of the Conference of Manitoba and Northwestern Ontario on 1 December 2005. Bruce has served the General Council previously as Acting Executive Secretary of Saskatchewan Conference. He is the Coordinator, Spiritual Care Services with the Department of Justice, Manitoba Corrections.

Appreciations

I want the Executive to know how blessed we have been by the care and wisdom and leadership of Wenh-In Ng, who has served as the Acting General Council Minister: Racial Justice and Gender Justice following the move of her predecessor to be the Executive Minister of our Justice, Global and Ecumenical Relations (JGER) Unit almost a year ago. Wenh-In completes this assignment on 31 October 2005.

Among recent staff changes, I wish to note the retirement in June of Deborah Marshall, Secretary for Education / Engagement in our Justice, Global and Ecumenical Relations Unit. Deborah faithfully served the work of the national church for almost 25 years, and was instrumental in the development of various educational initiatives of the church, in leading many of its women's programs, and in staffing the greatly appreciated and continuing *Face-to-Face* program which provides Canadian congregations with overseas guests for short periods of time.

A major re-working of our Office Services section also led to our saying goodbye to a dedicated and long-serving staff member, Lynn Longstaff. She began her work in Church House in 1981. I wish to acknowledge here, with sincere thanks, Lynn's service, and manner.

I also offer sincere appreciation in these pages to David Allen and the people of Toronto Conference. During a period when we were short-staffed in the General Council Office, David was released by the Conference to serve the GCO half-time, assisting with its planning processes for GCE meetings, and with the early, formative planning for General Council 39 (Thunder Bay, 2006).

Brian Cornelius, as Acting Conference Executive Secretary, has served Montreal and Ottawa Conference effectively and faithfully for the past two years. This Spring he accepted a call to become minister at First United Church in Ottawa. We are indebted to Brian for his expression of Christ's ministry on behalf of the General Council and the people of M & O.

John Badertscher has served the Conference of Manitoba and Northwestern Ontario since February 2005 as its Acting Executive Secretary. John's trusted leadership has been a gift to our church.

An important change was required in the Office of The General Secretary after the move of Joan MacGillivray, former Executive Assistant to the General Secretary, to Elliot Lake, Ontario. Fortunately, Joan has agreed to continue to assist this office in a number of ways that will train minute takers for the GCE and the General Council, that will assist with the preparation of the General Council 39 (Thunder Bay 2006) Resource Workbooks, as well as in the preparation of its Record of Proceedings.

I want to offer sincere thanks to the entire staff group, both in the General Council Offices including the Conference offices across the country. This is an amazing community of dedicated people. As we gather for Wednesday Chapel in Church House, as I hear people excited about, or concerned about, their local congregations, as I listen to colleagues talking about their faith, I find myself inspired, and strengthened by their contribution to the ministry of Jesus Christ, and their personal support to me

I also wish to add a special thanks for the supportive contributions in the Office of The Moderator and The General Secretary of Administrative Assistants: Terry Beaumont, Robin Chen, Sarah Cooper and Merjean Enriquez.

Respectfully submitted,

Jim Sinclair

General Secretary, General Council on behalf of General Council Minister: Regional Relations, Carol Hancock; General Council Minister (Acting): Racial Justice and Gender Justice, Wenh-In Ng; General Council Minister: Resources for Mission and Ministry, Ian Fraser; General Council Minister: Programs for Mission and Ministry, Bruce Gregersen; General Council Minister: Planning Processes, Janet MacDonald

*Approved
Executive of the General Council
April 28 – May 1, 2006*

APPENDIX L

Title: Report of The United Church of Canada Foundation
Origin: General Secretary, General Council
From The United Church of Canada Foundation

BACKGROUND

In 1997, the 36th General Council affirmed its commitment to the concept of pooling financial resources for new church development and congregational redevelopment. In 1998, the Division of Ministry Personnel and Education proposed a Theological Education Equity Fund. By 1999, the Department of Stewardship Services was informally exploring how a foundation might augment its task of securing a firm financial base for the mission work of The United Church of Canada.

In April 2000 the Executive of the General Council passed a resolution to:

“Appoint an interdivisional committee to further explore the proposal for the establishment of a foundation and recommend a detailed plan for such a foundation.”

That interdivisional committee, which became known as the Foundation Task Group, consulted members of the Gift Planning Unit; Elsie Manley-Casimir, Director of Stewardship Services; Steve Adams, General Secretary of the Division of Finance; and Dave Iverson, General Secretary of the Division of Mission in Canada. They also met with representatives of community foundations and other denominational foundations, and reviewed a variety of publications and documentation regarding foundations in Canada.

In November 2001, the Task Group presented a proposal to the Executive of the General Council in which it recommended the establishment of a foundation as an additional financial tool to support the life and work of The United Church of Canada. In April 2002, the GCE received the business plan for incorporation of the Foundation, and approved the articles of incorporation, the by-laws and the list of applicant directors. Federal incorporation was granted on November 22, 2002.

RATIONALE

We in North America live in the wealthiest society in the history of the world. It has been estimated that in Canada, up to \$1.2 trillion will pass from the oldest generation now living to their adult children. Most major charities have already begun to seek a share of this wealth transfer. In 2001, Canadian foundations and other endowed charities held roughly \$9 billion in assets. By 2003, the total had jumped 33% to \$12 billion. The United Church of Canada Foundation was formed as a means of seeking and investing present abundance to create abundance for many generations into the future.

A secondary purpose was the development of an investment program for congregations modeled on the programs operated by some community foundations, and by the Mennonite Foundation of Canada. By investing in the same fund chosen by the Foundation for its own assets, participating congregations receive professional investment management at a modest cost which would normally not be offered to smaller investors. A portion of the administration fee which congregations pay to the Foundation covers the investment management, and the remainder contributes to the operations of the Foundation.

ACTIVITIES TO DATE

The Foundation's first task was to complete a campaign for Founders, with a goal of 250 Founders offering gifts of \$1,000 each. When that two-year campaign closed in December of 2004, 327 Founders had surpassed the goal by 68%, giving over \$420,000 to help the Foundation begin its operations! The United Church of Canada contributed an additional gift of \$250,000 from the Morrison bequest. Those gifts support start-up expenses such as our incorporation in November, 2002; the legal research which ensured that our congregational investment project complies with all federal, provincial and territorial legislation; and promotional activities including advertising and travel for key personnel. As well, although the Foundation has not yet begun a formal endowment campaign, it had received endowment gifts of \$228,000 by the date of this report.

Approved
Executive of the General Council
April 28 – May 1, 2006

The Foundation has adopted the socially responsible investment guidelines of the United Church. These guidelines, along with our own investment policy, guide the recommendations of the Foundation's investment committee and the decisions of its Board. The Board has selected one of the investment management companies currently serving the United Church as its initial manager. To develop the investment program described earlier, it was necessary to investigate all the national, provincial and territorial legislation governing charities and securities. After 14 months of research and legal work, the Foundation was able to establish a means for congregations in most provinces, and other church-related institutions such as camps, seniors' homes and theological colleges, to participate in the program.

Early in 2005 a study in collaboration with the Financial Stewardship Unit of the United Church attracted 256 people into personal interviews, focus groups and an extensive survey by mail. Nearly 2/3 of the study participants had no previous affiliation with the Foundation. Some key findings were:

- 75% of participants were in favour of a foundation to create sustainable, long-term support for the United Church.
- 60% of participants were "very supportive" and 37% "somewhat supportive" of creating
 - ▶ a General Endowment Fund to respond to key needs within the church;
 - ▶ Mission Focus Funds devoted to specific directions such as theological education and congregation transformation; and
 - ▶ Personal Endowment Funds to support causes or organizations of the donor's choice.
- 64% said they "would" make a gift to a Foundation campaign, and another 25% said they "might" contribute.
- 85% felt that the clergy and people of the United Church did not have enough information about the Foundation.

These results, and the strategic recommendations of the consultants who carried out the study, will guide the Foundation for the next three to five years as we seek and grow perennial endowment funds to strengthen the future of the church.

THE FOUNDATION'S RESPONSE

1. Campaign Planning

The Foundation is now preparing a plan to carry out a major gifts campaign with two goals: increasing its endowment funds to \$7.6 million by the end of 2010 through immediate gifts and pledges up to 5 years; and seeking current gifts of \$500,000 to support the second stage of the Emerging Spirit project if it receives General Council approval. To implement such a campaign, the Foundation needs:

- To recruit, train and support campaign volunteers in each region of Canada;
- To hire on a term contract, a campaign officer to conduct prospect research, provide support and coordination to the campaign committee and volunteers, and track all contacts, gifts and acknowledgements throughout the campaign.
- To implement a fund raising and communication strategy including considerable travel by key staff and volunteers to meet with prospects and to increase awareness of the Foundation among church members and adherents.

A proposal for the operating funds which will enable the Foundation to carry out this work will be presented to this meeting of the General Council Executive. A spreadsheet at the end of this report reviews the proposed revenues and expenditures for the next 10 years

2. Mission Focus Funds

The reports of the Foundation Task Group included a commitment to develop an unspecified number of "Mission Focus Funds". The issues which the funds might address were not defined in the plan. Some possible examples were given, and have attracted considerable interest from current and prospective Foundation donors. These donors do not want to limit their gift to one particular institution or initiative. However, they do want to be assured that their money will always support work in a certain area.

After consultation with the General Secretary and the General Council Ministers to ensure consistency with currently approved directions for the church, especially “Future Directions”, affirmed by the Executive of the General Council in November, 2001, the Foundation’s Board has approved four Mission Focus Funds.

The Faith and Mission Fund will strengthen the expression and development of faith in United Church communities and assist them in meeting the challenges of membership, leadership, mission and transformation. (Core document: “Seeking Transformation: Congregational Mission in a Changing Canada,” 1997)

The Peace and Justice Fund will promote full participation of racial and ethno-cultural minorities within The United Church of Canada and Canadian society as a whole, advance reconciliation between the United Church and Aboriginal individuals and communities, address injustice abroad in collaboration with our global partners, and promote the sharing of the earth’s resources in a manner that respects God’s creation and principles of economic justice. (Core documents: Mending the World: An Ecumenical Vision for Healing and Reconciliation”, 1997; “To Seek Justice and Resist Evil: Towards a Global Economy for All God’s People” 2000; Moderator’s Consultation on Faith & the Economy, 1999; “Reconciling and Making New: Who Is Jesus for the World Today?” 2000; “That All May Be One”, 2000; apology to First Nations, 1986; Moderator’s apology, 1998.

The Theological Education Fund will support United Church theological schools and educational centres. As many of them conduct their own fund raising, the fund will emphasize projects that involve collaboration among organizations, distance learning initiatives, and projects which support organizational development. Bursaries and scholarships to support individuals might also be considered, awarded to the theological school of the candidate’s choice to support the candidate’s tuition. Bursaries specific to a particular school are best left to each institution to create, fund and manage. (Core document: Ministry Together: A Report on Ministry in the 21st Century”, 2000)

The Leadership Fund will enable the support of leaders, lay and ordered, spiritual and temporal. Examples of its concerns include volunteer development in all courts of the church, response to stress, isolation and burnout in paid and volunteer leadership, volunteer education in the knowledge necessary for their roles, and orientation for elected members.

3. Major Gifts Mandate

The Foundation’s original mandate was twofold: seeking and stewarding endowment funds, and developing an investment plan for congregations. However, it has become apparent that the task of seeking major gifts to be spent immediately on the work of the church is a logical extension of the Foundation’s work. Success in that task depends upon the same kind of prospect research and cultivation that makes endowment campaigns successful. The ability to disburse major grants immediately, rather than beginning with small grants from endowment funds in their early stages, would further the Foundation’s mission of supporting the United Church and its partners, and enhance the Foundation’s credibility. The consultants who conducted the national feasibility study have also recommended that the Foundation include immediate major gifts in its projected campaign.

Therefore, the Foundation’s board on September 8, 2005, agreed to accept the responsibility for current major gift fund raising as well as endowment fund raising. The campaign during 2006/2007 will include the opportunity to support the second stage of “Emerging Spirit,” provided that the General Council authorizes that stage of the project. Other current gifts will be sought as appropriate projects are identified.

4. Grant Allocation Policy

Documents which the Task Group presented to the General Council Executive indicated that income from the General Endowment Fund and the Mission Focus Funds would be granted to the general revenues and specific projects of the General Council. The Foundation’s board is considering a draft policy which would ensure that these grants always supported the projects which the General Council deemed helpful

Approved
Executive of the General Council
April 28 – May 1, 2006

to the church, while recognizing that the board governs an arm's-length organization and is legally accountable for making its granting decisions independently and with due diligence.

The Foundation therefore seeks the feedback of the General Council Executive before proceeding with the following draft policy:

The General Endowment Fund and the Mission Focus Funds are intended to support the work of The United Church of Canada and its related institutions such as Conferences, Presbyteries, congregations, theological colleges, camps and seniors' homes.

Preference will be given to projects that

- Benefit the denomination as a whole, or a broad constituency within the denomination
- Will continue to have an impact after the grant is expended.

The Foundation will only consider applications which have previously been submitted to the Executive of the General Council or such persons as they may appoint, and have received the approval of that body. The Executive of the General Council is encouraged to submit a number of applications in each fiscal period.

Applications should include a description of the project, its projected costs, the anticipated outcomes, and an indication of how the Foundation's support will be acknowledged publicly. A follow up report will be expected.

The Foundation recognizes that the task of reviewing projects proposed for funding may appear formidable. It would undertake to publish the two criteria for preference as broadly as possible to deter proposals where the benefit is local rather than denominational. We believe that the process for generating and reviewing applications is an internal decision for the Executive of the General Council, so have not addressed it in the Foundation's draft policy.

Respectfully submitted,

Roger Snelling
Chair, Board of Directors
The United Church of Canada Foundation/Fondation de l'Église Unie du Canada

APPENDIX M

Title: The United Church of Canada, Audit Committee Charter Appendix
Origin: General Secretary, General Council
From the Audit Committee

COMMITTEE OPERATING PRINCIPLES

One of the operating principles in the Audit Committee Charter is communication. In particular, "the committee shall have the General Secretary, General Council send to all employees on an annual basis a list of committee members and their contact information encouraging staff to contact them on a confidential basis regarding issues that staff feel should come to the committee's attention. Issues could include inappropriate use of funds and inconsistencies in accounting policies."

Approved
Executive of the General Council
April 28 – May 1, 2006

The purpose of this appendix to the Charter is to clarify the process to be followed and the scope of issues the committee should address. Also, the methodology of communication needs to be developed.

SCOPE

It is not the intention of the committee to be the designated recipient of complaints of staff rather the scope should be confined to financial issues and the integrity of the financial statements that would come under the review of the Audit Committee. This would include breaches of internal control or the identification of controls that need to be strengthened, inappropriate assumption of risk and all financial fraudulent activity.

PROCESS

There are no real models available that serve as a basis. On one extreme are organizations that have outsourced “whistle blowing” to companies that have twenty-four hour hotlines while others have simply relied on the external auditors to uncover any fraudulent activity.

For the Church, it is proposed that the Audit Committee fulfill the role of an independent third party. There is a need to establish systems that would ensure the confidentiality of individuals contacting the committee. Individuals must be confident their identity will remain anonymous and they will suffer no reprisals. A contact list and procedures could be posted on the website with an introductory letter emailed to all employees.

Once a committee member receives a call, all pertinent information must be recorded including the nature of the issue identified and from whom additional information may be obtained. A sub-committee of the Audit Committee could be formed to review the seriousness of the call and determine what further action should be taken such as asking the external auditors to conduct an investigation. In other situations, the sub-committee may determine that the situation only warrants a review with the Executive Officer Financial Services and the sub-committee would then share their findings and proposed solution with the individual initiating the call. A log of calls and subsequent notes and actions would be maintained by the sub-committee and be available for review by the external auditors.

Attached is a draft communication to all employees.

DRAFT

Memo To: **All Employees**
Memo From: **Audit Committee**
Subject: **“Whistle Blowing”**
Date:

BACKGROUND

The United Church of Canada and its Audit Committee are seeking to employ best practices used by major companies and organizations. Significant developments in recent years include: improving corporate governance, and creating a process allowing employees to confidentially report matters of financial concern.

Accordingly, the Audit Committee of The United Church of Canada has recently re-written its charter to provide an opportunity for employees to confidentially report any financial fraudulent activity and/or inconsistencies in accounting policy that they may become aware of and be assured that they will remain anonymous and suffer no reprisals. The implementation of this process is not driven by any history of financial reporting problems or inappropriate use of funds. Nor is there any concern that the Church is a high risk candidate. Rather, the Audit Committee wishes to put in place procedures that match best practices of other leading organizations.

The following defines the scope of information that the committee would respond to, the process that will be followed and contact information of the committee.

Approved
Executive of the General Council
April 28 – May 1, 2006

SCOPE

The “whistle blowing” process will be restricted to financial issues that come under the jurisdiction of the Audit Committee and would include breaches of internal control, identification of internal controls that need to be strengthened, inappropriate assumption of risk and financial fraudulent activity.

PROCESS

All employees can be assured that they can contact any member of the Audit Committee in confidence and that their identity will be only known by that committee. From the published membership list, any member may be contacted directly who will then review the issue with a sub-committee of the Audit Committee to determine an appropriate course of action.

CONTACT INFORMATION (AUDIT COMMITTEE)

Ian McPherson, Chair	imcpherson@vengrowth.com
Sandro Colasacco	sandro.colasacco@cfseu.bc.ca
Debora Harrold	deboraharrold@miltonhydro.com
Ed Hoey	ehoey@bdo.ca
Stewart Hudson	swh@nb.sympatico.ca
John Wallace	wanda.john@onlink.net

Note: all members listed above are external members and are independent of management

APPENDIX N**NOMINATIONS COMMITTEE REPORT TO THE EXECUTIVE OF THE GENERAL COUNCIL – OCTOBER 27, 2005**

The Nominations Committee met on October 26-27, 2005 to select spiritual leaders for the church using the practices of spiritual discernment. The office of Committee Member Services coordinated the recruitment process and the preparation of information for the Nominations Committee. We offer the following for the consideration of the Executive of the General Council:

1. Discernment of Members for General Council Committees, Task Groups and as Representatives of the United Church to Other Organizations
2. Other Appointments:
3. Recognition of Members of Committees, Task Groups and Representatives (for information)

Committee Member Services – October 2005 Recruitment Summary

- 13 Committees, Task Groups or Representatives of the United Church
- 38 Vacant Positions
- 34 People making 43 Expressions of Interest

GCE NOMINATIONS COMMITTEE – OCTOBER 2005 DISCERNMENT SUMMARY**Committee Members:**

Marion Pardy, Chairperson
 Vacant (ANCC)
 Marion Carr BC
 Don Koots (ANW)
 Dwaine Dornan (Sask)
 Jim Jackson (MNWO)
 Dorothy Hemingway (Mtu)

Approved
Executive of the General Council
April 28 – May 1, 2006

David Woodall (Lon)
 Heather Leffler (Ham)
 Paul Stott (Tor)
 Norma Soble (BQ)
 Lynn Boothroyd (M&O)
 Mary Beth Moriarity (Mar)
 Scott Parsons (N&L)
 Terry Beaumont (staff)
 Janet McDonald (staff)

- 16 people are recommended for 9 committees or task groups or as a representative of the United Church
- For 9 people - there was no match between vacancies and expressions of interest at this time
- For 8 people – the expression of interest was incomplete
- There be an extraordinary extended recruitment period for the following committee and task groups: Redesign Evaluation Task Group, Funding the Work of the Church Task Group, Joint Unit-wide Committee – Support to Local Ministries and Faith Formation & Education.

1. Proposal from the Discernment of the GCE Nominations Committee – October 27, 2005:

The Nominations Committee proposes that ...

the Executive of the General Council appoint the following people to the committees and task groups or as representatives of the United Church (with the stated terms):

Redesign Evaluation Task Group (December 2008)

(5 people expressing interest for 6 vacancies); Extended Recruitment

- Jean Brown (Lay N&L)
- Heather Leffler (OM Ham)
- Joan Wyatt (OM BC)

Funding the Work of the Church Task Group (December 2007)

(3 people expressing interest for 6 vacancies)

- No Appointments; Extended Recruitment

Financial Assistance Committee (MEPS) (December 2008)

(1 person expressing interest for 4 vacancies)

- Garland Baker (Lay N&L)

Stewardship Studies Task Group (SLM) (December 2008)

(2 people expressing interest for 3 vacancies)

- Catherine MacDonald (OM BQ)
- Andrew Richardson (OM Mar)

Education for Church Leadership Coordinating Committee (FFE) (December 2008)

(3 people expressing interest for 3 vacancies)

- George Hermanson (OM BQ)

Ministry Vocations Committee (FFE) (December 2008)

(4 people expressing interest for 3 vacancies)

- Beth Bourke (Lay BC)
- Linda Lee Henriksen (Lay BC)

Global Partnership Advisory Committee – Africa (JGER) (December 2008)

(2 people expressing interest for 1 vacancy)

- Des Hemingway (Lay Mtu)

Representative to the World Methodist Council (JGER)(December 2008)

(7 people expressing interest for 1 vacancy)

- Maureen Scott Kabwe (LPM ANCC)

Representative to the World Religions Canada Board (December 2008)

(1 person expressing interest for 1 vacancy)

- No Appointment; seek mandate clarification

Representative to the Canadian Churches Global Forum (December 2008)

(1 person expressing interest for 1 vacancy)

- No Appointment; seek mandate clarification

Representative to the Canadian Centre for Ecumenism (December 2008)

(2 people expressing interest for 1 vacancy)

- No Appointment

Representative to the Church Council on Justice & Corrections (December 2008)

(1 person expressing interest for 1 vacancy)

- Andrew Jensen (OM M&O)

2. Other Appointments –**The GCE Nominations Committee proposes that ...**

the Executive of the General Council receive for information the appointment of the following people to the committees and task groups (with the stated terms):

Executive of the General Council - Conference Representatives (to GC40, 2009)

(As elected by the Conference)

- Chuck Scott (Lay Lon)
- Terrance Whiteye (Lay ANCC)

Global Partnership Advisory Committee (JGER) (December 2008))

(Appointment for a second three year term)

- Wendy Evans (Lay Tor)
- Megumi Saunders (DM BC)

Financial Assistance Committee (MEPS) (December 2006)

(Appointment of members for an additional 1 year term)

- barb janes (OM MNWO)
- Don Linkletter (OM Lon)
- Karen Smart (Lay BQ)

Foundation for Theological Education in South East Asia (December 2008)

(Appointment for a second three year term)

- Wenh-In Ng (OM Tor)

Gender, Justice and Partnership Monitoring Committee (JGER) (December 2008))

(Appointment for a second three year term)

- Joanne McFadden (OM Mar)

Gender Justice Advisory Committee (to GC39 2006))

(Members Appointed as Co-Chairpersons)

- Maureen Finlayson (Lay Mar)
- Moses Kanhai (Lay Sask)

Residential Schools Advisory Committee (December 2008))

(Member Appointed as Chairperson)

- Alvin Dixon (Lay BC)

3. Recognition of Members of Committees, Task Groups or Representatives (For information)

(People who have completed their term or resigned) since April 2005

- Kelly Shapiro JGER – Anglican-UCC Dialogue
- Lorna Pawis (L ANCC) Conference Representative to the Executive of the General Council and Nominations Committee
- Peter Scott (L LON) Permanent Committee on Governance, Planning and Budgeting
- Peggy Jensen (BC) SLM Stewardship Studies Committee
- Gary Gaudin (BC) SLM Stewardship Studies Committee
- Peter Rolston (BC) SLM Stewardship Studies Committee
- Susan Tough (Executive of General Council – Member at Large, Moderators Advisory Committee)
- Janice Van Aertselaer (Global Partnership Advisory Committee)
- Jim Kirkwood (Global Partnership Advisory Committee) December 2005
- Jim Hatherly, Chairperson (Global Partnership Advisory Committee) December 2005
- Irene Rainey (Education for Church Leadership Coordinating Committee)
- Marjorie Keyser (Education for Church Leadership Coordinating Committee)
- Pat Lawson Paul, Chairperson (Ministry Vocations Committee)
- Ian Cable (Justice, Peace & Creation Advisory Committee)
- Wayne Soble (Racial Justice Advisory Committee)
- Margaret Vannest (Financial Assistance Committee)
- Harvey Tobey (InterChurch/InterFaith Committee)

Faithfully submitted,
Marion Pardy, Chairperson
Nominations Committee

APPENDIX O

Title: Report and Recommendations to Revise Appendix IV of *The Manual of The United Church of Canada*

Origin: Permanent Committee on Programs for Mission and Ministry (PC-PMM)

Introduction

Appendix IV of *The Manual* deals with the formation, reporting requirements and oversight of corporations carrying out activities in the name of The United Church of Canada. A major revision of Appendix IV is

Approved
Executive of the General Council
April 28 – May 1, 2006

being proposed for consideration by General Council in August 2006. Why? A number of problems have been identified by some United Church corporations with provisions of Appendix IV that seem to be hindering their governance and operations. Significant changes also have taken place since 1998 in the operating environment for non-profit organizations in Canada related to due diligence and vicarious liability. Finally, the supervision of United Church corporations as currently described in Appendix IV presents a major challenge to Conferences, Presbyteries, and Congregations, many of which do not have the capacity to do this work adequately.

Extensive consultation within the General Council office resulted in a discussion paper in spring 2004 outlining the problems and a proposal for revising Appendix IV. The Program Committee, Programs for Mission and Ministry (PC-PMM) approved the distribution of this discussion paper in September 2004 to all United Church non-congregational ministries, Conference offices, and Presbyteries with the hope that the wisdom of the entire church could be brought to bear on formulating an appropriate policy for revising Appendix IV.

This draft report with recommendations reflects the comments received from the consultation process. It is respectfully submitted by the Duty of Care Program Advisory Committee that General Council be asked in August 2006 to discern answers to the following questions:

1. Should corporations continue to be used as an organizational vehicle for mission in light of the changing legal and regulatory environment and increased public demand for accountability by not-for-profit organizations?
2. Do the courts of the church have the ability to appropriately supervise corporations, including exercising a duty of care for staff, volunteers, clients and participants in the programs and activities of corporations?
3. How should the church redefine its relationship with corporations that no longer have a close and vital connection to the church's current understanding of mission, including how the capital assets, primarily land and buildings, are dealt with when the relationship between the United Church and a corporation is redefined?

The Problems

Significant changes in the operating environment for non-profit corporations have increased the requirement for the United Church to exercise a duty of care in supervising related corporations to meet the increased risks posed by programs, including:

- the application of vicarious liability to non-profit organizations, and
- legal and regulatory changes affecting all non-profit organizations.
- Specific problems with the provisions of Appendix IV and their application have been identified:
 - the availability of a majority of United Church directors to be appointed to boards, including the required expertise,
 - borrowing and indebtedness limits are too low,
 - the requirement for a majority of United Church directors, even in partnership situations,
 - inadequate supervision by the courts of the church,
 - corporations that are operating in the name of the United Church but are not known to the church or were incorporated outside of Appendix IV,
 - inadequate communication to corporations of the content of amendments to Appendix IV,
 - non-compliance of corporations with the provisions of Appendix IV,
 - the distance that has grown between some corporations and the courts of the United Church,
 - the apparent lack of Appendix IV supervision of congregation-sponsored corporations, and
 - Appendix IV corporations creating their own non-profit or for-profit corporations such as foundations without the approval of the appropriate courts of the church.

Appendix IV as It Now Stands

Appendix IV currently offers one model for structuring the relationship between the United Church and its related corporations. This may have been appropriate in the past, but the changes and problems identified above indicate the need to review the underlying policy of Appendix IV.

Approved
Executive of the General Council
April 28 – May 1, 2006

In a superficial sense Appendix IV is a method for licensing the use of the name of The United Church of Canada for non-congregational ministries. Separate incorporation according to Provincial, Territorial or Federal registration takes place creating a separate legal entity, but Appendix IV stipulates the conditions to be met if that corporation is to be publicly identified or named as a United Church-related corporation. When the appropriate court of the United Church does not fulfill its requirements to supervise these corporations, or when a corporation by choice or by chance fails to fulfill its requirements according to Appendix IV, the licensing agreement for the use of the name has been violated.

Where a corporation is in non-compliance with Appendix IV a process should be put in place to bring it into compliance. Failure to come into compliance after reasonable steps have been taken by all sides should result in the corporation no longer being able to publicly present itself as being associated with the United Church. Unfortunately, there are a number of corporations that are not in compliance but continue to function as United Church-related corporations. Compounding this unfortunate situation is the fact that the supervisory mechanism for corporations is not working in many Conferences, Presbyteries and Congregations.

As a result, some corporations identifying themselves with the United Church are benefiting from the public recognition and trustworthiness afforded the United Church without adequate supervision. This situation potentially puts the name and the assets of the United Church at risk in situation where things go terribly wrong.

Recommendations

Of course the Appendix IV incorporation process is not a superficial name licensing process. It is a mutual recognition of ministry that furthers the ends for which the United Church exists. Many of those serving in these corporations as staff, board members, volunteers and participants do so from a deeply rooted faith nourished and sustained by the United Church. Where the operations of the corporation no longer closely fit with the mission of the United Church, or the service provided devolves towards being primarily a publicly funded transfer agency, the tie with the United Church through Appendix IV should be examined and severed as need be.

APPENDIX P

Title: Dollar for Dollar Matching Forgiveness
Origin: Permanent Committee on Programs for Mission and Ministry (PCPMM)
 Forwarded from Support to Local Ministries (SLM)

Context and Background

Where we are

Support to Local Ministries is committed to the ongoing need for congregations and other local ministries to be developed and redeveloped and will pursue actively ways and means of achieving this key goal for the health of the church and God's mission in the world.

Two national programs are currently in place to assist congregations with capital for building and rebuilding - Capital Assistance (Congregational Section) and Congregational Development Fund (CDF). Both programs operate under the umbrella of the Capital Assistance Fund (CA) and have policies that are largely similar:

- All Capital Assistance Funds are to be recycled. That is, payments on loans rebuild the lending fund.
- Unfortunately, no General Council grants are currently available for church buildings, except under exceptional circumstances.
- All applications for loans must receive presbytery and/or Conference approval.
- All loans over \$50,000 are evaluated by the Architectural Resource Group.

Approved
Executive of the General Council
April 28 – May 1, 2006

- All loans over \$50,000 are secured by a mortgage.
- Capital Assistance Fund loans cannot exceed 40% of the building cost (exclusive of land and furnishings). It is expected that local and regional resources will contribute land and more than 50% of the building cost and that some of the funds will be raised by the applying congregation not only by fund-raising but also, through selling debentures to members and adherents. (There is currently no provision for the UCC-GC to co-sign or guarantee loans from other funding sources.)
- Capital Assistance Fund loans are repaid within a maximum amortization period of 15 years;
- A Capital Assistance Fund loan is seen as a “last resort” loan after all local and regional funding sources have been explored. The maximum loan from the Capital Assistance (Congregational Section) is \$120,000 and for the Congregational Development Fund the maximum is \$400,000.
- Eligibility for Capital Assistance Fund loans is determined by the congregational mission plan, by the ability to repay, and by need (i.e. a low congregational income may preclude access to conventional lenders, or applicants with larger income and big plans may still find that they are denied loans from conventional sources).
- Interest charged on loans is lower for Capital Assistance (Congregational Section) borrowers than for the larger income Congregational Development Fund borrowers but in all cases interest is at or below bank prime rates.

These policies are in place on the authority of the then-Division of Mission in Canada acting on recommendations from Church Development Task Groups reporting in 2000 and 2001. The policies were to be reviewed in 2006-7. The following report is intended as a further development of current policies and does not preclude or prejudice further review, and, in fact, signals the need for review.

Where we have been

The 2000 & 2001 Church Development Task Groups reported on the experience of the national church in promoting development/redevelopment through the availability of funds for program and capital purposes over the previous 50 years. In particular, note was taken of the very different experience of lending smaller amounts to small congregations that already had invested heavily in their own buildings – these loans are almost always up-to-date – and larger loans to larger congregations that often had little equity – a significant proportion of these loans were either underperforming or non-performing. Also noted was the fact that few Ventures in Mission (VIM) loans were secured by mortgages since the VIM loans were seen as family debts – this despite the fact that the smaller Capital Assistance loans were always secured by mortgages.

With regard to program support, the Task Group noted that generally Mission Support Grants determined by Conferences had always supported church development and redevelopment program initiatives and continue to do so. However from 1985 to 1992 approximately \$8 million was withdrawn from the original \$25 million Ventures in Mission Fund (VIM) to provide grants for expanded program costs through VIM Human Resources and Program Funds.

With regard to capital funds, the \$17 million VIM Fund, augmented by \$5 million borrowed from a bank, was committed to 80 loans by the early 1990s. Interest on the \$5 million bank loan far exceeded interest paid by congregations on their \$17 million borrowing and the size of the VIM portfolio began to decrease. Then, in 1996, many VIM congregations could not make any payments so that not only were there no VIM funds to lend, but receipts were in danger of falling short of payment commitments on the bank loan.

In response to this crisis, DMC authorized that the VIM loans be renegotiated around three new payment options:

- the “Mission Tithe” whereby a congregation would pay up to 10% of its income until the principal of the loan was fully paid (interest suspended);
- the \$-for-\$ forgiveness option whereby interest would be 3% and every dollar paid against the principal earned another dollar in reduction; and
- the “no change” option whereby the amortization schedule would stay in place with interest rate at 3%.

Every VIM congregation accepted one of the “Options” and in general VIM congregations have fulfilled their agreements since 1997. Many congregations have appreciated the opportunity for early payment or in eliminating interest costs. The “Options” program has been a success and enough money had been collected to pay off fully the VIM bank loan in 2001. Currently, all payments on VIM loans are paid into the Congregational Development Fund (CDF). The first loans from the new CDF program were made in 2002. Five loans have been made and presently in excess of \$1.8 million is available in the CDF.

The implementation of the “Options” was very different in one presbytery dealing with substantial population growth and a number of new or renewed congregations. Halton Presbytery has a disproportionately high share of the outstanding VIM loans because of the massive influx of new residents in the area and the decision to increase congregation capacity.

At the start of 2004, the six VIM loans in Halton Presbytery totalled \$4.4 million. Several of the original VIM loans in Halton were enormous (three exceeded \$1 million each). Congregations have staggered under the weight of them and the long length of time forecast for repayment under the original agreement or the Mission Tithe Agreement. This burden undermines both the ability of congregations to meet current Mission Tithe obligations and to fully pursue their local and global mission.

Potential solutions

One option would be to write off the loans. If this were adopted as an overall strategy, then that would mean walking away from about \$16.5 million in outstanding loans to local ministries from VIM, Congregational Development Fund, Congregational Capital Assistance, Trust Funds, and loans to camps and educational centres.

Two factors make write-offs difficult. First, the question of equitable practice: in the 20 years since the beginning of VIM, congregations have struggled hard to make their payments and more than thirty have paid off their loans.

Second, the need for money to invest in congregational development across the church: forgoing any return of this capital would undermine the capacity of the national church to support a new generation of developing and redeveloping congregations expecting to receive financial help.

This is the background behind the proposal which follows. Again, it is important to emphasize that this is a first step in responding to the urgent need for capital assistance for new congregational development and re-development.

Dollar for Dollar Matching Forgiveness

Another option is proposed and has been tested with the Mission Support Grant consultation of May 2005 and was reviewed by the Permanent Committee on Programs for Mission and Ministry (PC PMM). The proposal would take a first step to enhance capital assistance for congregational development and redevelopment by making a regional fund-raising project attractive to potential donors because

- new money raised would both provide funds for new regional building projects and simultaneously help reduce the debt of existing VIM-loan congregations, and
- provide a faster return of capital for further CDF lending by the national church.

This proposal is based on the following **assumptions**:

- That the Ventures in Mission (VIM) loan programme was established principally to provide capital resources for church development and church redevelopment in areas of the country with needs.
- That all presbyteries and Conferences continue to have greater or lesser potential and need for church development/church redevelopment and that the leadership initiatives responding to this need/opportunity may come from Conference or presbytery or from both, supported by the Support to Local Ministries (SLM) Unit.
- That SLM Unit has an ongoing mandate to ensure that there are adequate funds for new church development (NCD) and redevelopment (RD) across the entire church.

Approved
Executive of the General Council
April 28 – May 1, 2006

- SLM's continued objective for funds returned to SLM through VIM and Congregational Development Fund payment agreements, including the VIM Mission Tithe Agreements, is to support church development projects throughout the church, especially in regions not presently or adequately served by regional capital pools.
- That the VIM repayments are a source for direct loans to support new church development in the growth regions of Canada, but the repayments are not adequate to meet the needs of church development and redevelopment across the church.
- SLM encourages Conferences to assemble capital resources, e.g. through proceeds from the sale of redundant churches and through new fund-raising initiatives where proceeds can be directed to future church development/redevelopment. It is recognized that in some parts of Canada churches are not closing, church properties cannot be sold for significant amounts, and local economic stress precludes any prospect of successful regional fund-raising for church development.
- That Conferences and presbyteries have asked for revised terms to facilitate raising their own funds for loans and/or grants.
- That the existence of unmanageable congregational debt and/or very lengthy payback schedules of VIM loans in some of the growth presbyteries and Conferences undermines ministry and mission in those settings, and, discourages region-wide attempts to raise new funds for additional church development/redevelopment.
 - Potential donors want to give to growth and are discouraged from giving by the continued existence of large congregational debts and lengthy payback schedules.

Therefore, through this proposal Conferences and/or presbyteries are encouraged to undertake capital appeals for new church development/redevelopment.

In its review of this proposal, PC:PMM requested SLM to begin a consultative process to address the large issues surrounding the development and redevelopment of ministries across the church, including the use and stewardship of UCC property and financial resources, debt burden, potential funding sources, and partnerships in mission, and to develop, in consultation with appropriate others, additional criteria by which new Congregation Development Fund loans would be assessed, including criteria related to the development or strengthening of possible ethnic ministries, ministries in French, Aboriginal ministries, and/or outreach ministries

APPENDIX Q

A SERVICE OF APOLOGY TO WOMEN IN MINISTRY AFFECTED BY THE DISJOINING RULE

Call to Worship:

We have gathered to worship God.

**We have come seeking comfort
inspiration, community and insight.**

We have come to open ourselves
to the power of God's presence in our midst.

**We have come to offer up the seasons
and turnings of our lives,
and to ask God's help
in our learning and our growing.**

Celebrate God's Presence

Hymn 380: She Comes Sailing on the Wind or
387 Loving Spirit *

*Approved
Executive of the General Council
April 28 – May 1, 2006*

Opening Prayer:

In your image, O God, we are created.
 Be with us as we reflect that image
 in our work and play, as we sing and pray,
 study and learn, laugh and cry together.
 Help us accept our responsibility
 as members of this church
 and as followers of the Way of Jesus Christ.
 We ask for the encouragement of your Spirit
 and the energy of your love.
 Amen.

*Susan Lukey
 from Celebrate God's Presence (as adapted)*

Hymn 16: Mary, Woman of Promise

Woman's Creed (Option 1) - unison

I believe in a God of the womb
 And breasts flowing with the milk of compassion,
 In times of particular need.
 Who is not at all involved in writing rules and regulations,
 Who is not a stringent task master,
 Who never wrote a creed.

I believe in a God who does not enjoy or condone exploitation.
 Who does not set out to conquer but comes to support and serve,
 Who dies a little whenever her body is violated,
 mutilated and handled with disrespect,
 Who stands beside and within us whenever we lose our nerve.

I believe in a God whose spirit survives all forms of degradation.
 Who mediates hope that rises above the limits of time and place,
 Who is durable and vulnerable,
 Who sometimes shows a masculine mood, more often, a feminine face.

I believe in a God who holds us all in her everlasting arms.
 Who gathers us, protectively, to the shelter of her wings,
 Who binds our wounds, dries our tears,
 And promises better things.

*Miriam Therese Winters
 from WomanWord*

Woman's Creed (Option 2) - unison

I BELIEVE IN GOD
 who created woman and man in God's own image
 who created the world and gave both sexes the care of the earth.

I BELIEVE IN JESUS
 child of God, chosen of God, born of the woman Mary
 who listened to women and liked them
 who stayed in their homes
 who discussed justice with them
 who was followed and financed by woman disciples.

I BELIEVE IN JESUS
 who discussed theology with a woman at a well

*Approved
 Executive of the General Council
 April 28 – May 1, 2006*

and first confided in her his messiahship
who motivated her to go and tell her great news to the city.

I BELIEVE IN JESUS

who received anointing from a woman
who rebuked the men guests who scorned her
who said this woman will be remembered
for what she did to minister to Jesus.

I BELIEVE IN JESUS

who healed a woman on the Sabbath
and made her whole because she was
a human being.

I BELIEVE IN JESUS who spoke of God
as a woman seeking the lost coin as a woman who swept,
seeking the lost.

I BELIEVE IN JESUS

who thought of pregnancy and birth with reverence
not as punishment but a wrenching event
a metaphor for transformation
born again anguish-into-joy.

I BELIEVE IN JESUS

who spoke of himself as a mother hen
who would gather her chicks under her wing.

I BELIEVE IN JESUS

who appeared first to Mary Magdalene
who sent her with the bursting message.
GO AND TELL.

I BELIEVE IN THE WHOLENESS OF THE SAVIOR

in whom there is neither Jew nor Greek
slave nor free male nor female
for we are all one in salvation.

I BELIEVE IN THE HOLY SPIRIT

as she moves over the waters of creation and over the earth.

I BELIEVE IN THE HOLY SPIRIT

the woman spirit of God
who like a hen created us and gave us birth
and covers us with her wings.

Rachel C. Wahlberg
from Prayers & Poems, Songs & Stories
Ecumenical Decade: Churches in Solidarity With Women

Hebrew Scripture: 2 Kings 22:14-20 – *The Prophet Huldah*

The Wisdom: 893 *Wisest One, Radiant One* or 891 *Wisdom 7*

or Hymn 892: *Who Comes From God* (Wisdom 7)

The Acts 9:36-42 – *The Raising of Tabitha*

Approved
Executive of the General Council
April 28 – May 1, 2006

The Gospel: Matthew 26:6-13 – *The Faithful One*

Reflection *

Hymn 590: *A Prophet-Woman Broke a Jar*

Prayer for Repentance and Forgiveness

God of grace and God of history
in your image we are created
and by Your mercy, we are responsible for our actions.
We come before you, as the United Church of Canada
to publicly repent for our wrongdoings
to the Deaconesses and Ordained women of our denomination.

O God, we call.
O God we call.
From deep inside we yearn.
From deep inside we yearn for you.
(sung prayer, Voices United #411)**

We grieve over our limited and culturally conditioned vision of the women's call to serve You.
We are sorry for the policies and practices which denied their ministry and gifts.
We repent of the injustices that left many women unemployed, in poverty, and shut out from the courts.
We recant the sexism that continues to creep quietly and steadily into our views and practices towards women generally and women in ministry.

O God, we call.
O God we call.
From deep inside we yearn.
From deep inside we yearn for you.

Open your church to the truths of its past in regard to "women in ministry".
Heal the individual and corporate wounds of our practices.
Pour out your wisdom to understand a better way.
Empower the church to create policies and live practices that are just, respectful and celebrative of women.

O God, we call.
O God we call.
From deep inside we yearn.
From deep inside we yearn for you.

God is a God of grace and a God of history.
We are created in God's image and we are responsible.
By God's mercy the church is forgiven.
By God's mercy we are able to be transformed
By God's mercy we are committed
to honour all women's ministries
and to policies and practices of justice towards all people.
Thanks be to God. Amen.

Joan K. McMurtry

Hymn 899: *My Soul Gives Glory to My God*

Approved
Executive of the General Council
April 28 – May 1, 2006

The Blessing:

The blessing of the God of Sarah and Hagar,
 as of Abraham;
 the blessing of the Son,
 born of the woman Mary;
 the blessing of the Spirit,
 who broods over us as a mother her children,
 be with you now and forever.
 Amen.

*Lois Wilson
 from Celebrate God's Presence*

or

Return now to our world with its pain and wonder,
 remembering the words of the prophets,
 the faithfulness of Mary,
 and the longing of all
 who yearn for a sign of hope.
 And may the blessing of God who is ever faithful,
 the blessing of Christ who still comes to us,
 and the blessing of the Holy Spirit who moves within us
 and throughout our world,
 rest upon us and abide with us, this day and forevermore.
 Amen.

*Marion Pardy
 from Worship For All Seasons, Volume 1, CGP*

* Worship Leaders will wish to involve those affected by the disjoining rule in the preparation and leadership of parts of the service. This might include the selection of an appropriate hymn, the reading of scripture and the Reflection.

** *Alternatively Voices United #949*

APPENDIX R

Comments, Concerns and Questions rose from Permanent Committee on Programs for Mission and Ministry Accountability Report

1. Governance Issues:

- a) On what basis does the PMM review and “approve” unit goals?
 - Suggestion it might be more properly the role of GCE to approve goals of Units (on recommendation of PMM)
- b) Under Decision-Making, PMM notes that they might make decisions that they had not yet been given authority to make, and use their “best judgement” – report to GCE for it to review
 - Suggestion that if there are questions the PMM has, should make use of the PC GPB Processes for recommendation to GCE

2. Questions that could be answered:

- a) Has GCE had opportunity to make decisions regarding petitions or resolutions from GC referred without decisions – or will we have?
- b) Still concerned about monetary inequity between campus-based/residential programs and ministry-based programs

*Approved
 Executive of the General Council
 April 28 – May 1, 2006*

- What steps are being taken to address this?
- c) Re: Leadership Outcomes
 - Has someone (group) reflected on the change in leadership for the whole church? These outcomes are significant, what opportunity will there be for wider church responses/feedback?
- 3. Generally – GCE decided not to send Accountability Reports to Sessional Committee – maybe we should revisit that as there are some significant issues. And especially since we are still finding our way in the new model.....

Response Sheet responses

Title: Report of PC PMM

Pages: PMM1 & PMM2

Questions:

1. Does a Permanent Committee have the authority to make decisions on issues not specifically delegated to it by GCE?
2. Has GCE had opportunity to make decisions regarding petitions or resolutions from GC referred without decisions or will we have?

Concerns:

That we have a common understanding of how Permanent Committees deal with issues referred to them and where decision-making authorities lie.

Pages: PMM 1 – 10

Concerns:

I am concerned about the section on “decision-making” on PMM1. “Other [decisions] will fall into the category of best judgement by the PC PMM that the decision does not warrant the Executive’s consideration”, and then forwarded to GCE “for information and review at its discretion”. Actually, the PC PMM’s best judgement is not the place for the decision of whether it warrants the GCE’s consideration. The PC GPB Processes is the place for that decision. If the PC PMM is not sure at what level of governance a decision should rest, they should ask the PC GPB Processes. That’s what the PermCom is for.

Re the section on “Discernment” on PMM 2

I’m uncomfortable with the PC PMM’s assumption that they would frame the issues of discernment for the GCE. The PC PMM is not the whole church and is not the highest governing body. The GCE can and should do its own discernment.

PC PMM could be aware that the way their reports are written exhibit (to me) an anxiety about the capability of GCE to make good decisions – and that we might not unless the PC PMM leads us by the nose. I think that we are more capable than that.

Pages: 1 – 2

Questions:

On what basis does the PMM review and “give approval” to the goals of Units?

Comments:

On Goals (within Committee Protocols)

Perhaps the Protocol should state that the PC PMM “recommends” goals to GCE rather than approves. The “recommendations” would signal to GCE that unit goals are appropriate.

Concerns:

As written, the report implies that goals and directions arise from units and unit committees. Instead, units and unit committees should be developing work plans, etc. to implement goals of the General Council.

The PMM should ensure that unit goals are developed within the broad framework discerned by General Council.

Pages: PMM1

Comments:

The paragraph at the bottom of page PMM1 caused me to stop and wonder just where PC PMM is headed. My worry from an organizational and governance view is that the PC PMM and the associated organization is operating in the old divisional mode. The language smacks of “we will make the decisions and you GCE will receive them as information for review.” This is not today’s model.

“Decision-making:

The paragraph: The PC PMM will continue to exercise ... can review such decisions at its discretion.”

Pages: 59 – MBOP

Comments:

I am still waiting for an answer about the perceived monetary inequity between the campus-based and ministry based programs. Many students are asking this question and some have a clear feeling that the church does not care about them and their questions. Why are we not able/or do not want to answer those questions?

Pages: 81-82 – Leadership Outcomes Task Group Update

Questions:

Has someone reflected on the change in the leadership for the whole Church? This is a big change and I think we need to have a wider feedback about it.

APPENDIX S

Responses from the “café” groups in the Kerygma Café to the following questions –

- At the end of the General Council, how will we know something has happened?
- How will we know we have heard God’s yearning, that we have caught a glimpse of our direction?
- What will be the indicators, the evidence?
- What would it look like for us to know we have heard?

Report backs identified themes as the Executive listened for God’s yearning for our church:

- Renewed energy and enthusiasm as the Spirit renews us from within the congregations.
- No one is left behind;
- Conflict is part of the process and can lead to something unexpected; there is harmony in differences (united and diverse)
- Safe environment to allow chaos to happen
- Will have direction (compass point) as a general guideline
- Not the answer forever; similar to orienteering, take small steps and make corrections along the way
- Beginning rather than an ending; the process will continue; the journey is not about endings
- Chance to experience Native Spirituality
- With space and time able to name the struggles in order to let go and move into a new place

Approved
Executive of the General Council
April 28 – May 1, 2006

- Important to listen to strangers in our midst and our ecumenical partners
- Importance of silence and silent space within the midst of discernment

APPENDIX T

Report Back from table groups related to Governance Education for the information of the Permanent Committee on Governance, Planning and Budgeting Processes.

- GCE Handbooks – not everyone has a copy. So that members don't need to bring Handbooks to each meeting, include on each table for reference a Handbook, *Manual*, and ROP.
- Scheduling – ensure that decision-making takes place when brains are still fresh. It is difficult to absorb and make decisions at the end of a long day.
- Orientation takes place at the beginning of each triennium. For new people beginning throughout the triennium, more work is needed at the Conference and district levels. Mentoring for new people is also important both to assist at meetings and when return home.
- Rosemary Lambie answered didn't know to many of the questions
- Time wise our days were long but didn't feel long – air quality or way agenda was put together – helped move through – could be some combination of these)