

THE UNITED CHURCH OF CANADA

MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL

DRAFT MINUTES

June 28, 2006

(Teleconference Call)

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. until 1:00 p.m. on Wednesday, June 28, 2006, by teleconference call. The Moderator, The Right Reverend Peter Short, presided.

ATTENDANCE

Voting Members

Anne-Marie Carmoy, Lynn Boothroyd, Jim Jackson, Don Koots, Marion Parry, Barbara Rafuse, Peter Short, Jim Sinclair, Michelle Slater, George Takashima, Kent Ward

Corresponding Members

Ian Fraser, Bruce Gregersen, Janet McDonald, Choice Okoro

Regrets: David Giuliano, Stephen Mabee, Carol Hancock, Kim Uyede-Kai.

The Moderator opened with prayer and mentioned the sudden death of Diane Dwarka's son.

CONSTITUTING THE MEETING

"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, le sous-exécutif du Conseil général et ses travaux dans l'intérêt du Royaume de Dieu."

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

PROCEDURAL MOTIONS

Corresponding Members

Motion: George Takashima/Barbara Rafuse

2006-06-28-428

That Ian Fraser, Bruce Gregersen, Janet McDonald and Choice Okoro, be made corresponding members for this meeting, that Joan MacGillivray be the administrative staff, and that Terry Beaumont be the recording secretary for this meeting of the Sub-Executive.

Carried

Minutes of the Sub-Executive of the General Council, June 5, 2006

Motion: Michelle Slater/Don Koots

2006-06-28-429

That the minutes of the Sub-Executive of the General Council for June 5, 2006 be adopted as circulated.

Carried

Nominations Committee Appointments

Marion Pardy reviewed the proposal from the discernment of the Executive of the General Council Nominations Committee. It was noted that these appointments will commence at the rise of General Council.

Motion: Marion Pardy/Anne Marie Carmoy

2006-06-28-430

That the Sub-Executive of the General Council appoints the following people to the committees of The United Church of Canada (with stated terms)

Carried

Nominations Committee-Conference Representative and Members-at-Large (August 2009)

- Chuck Scott (L, Lon)
- Bruce Hutchinson (L, BQ)
- Betty Kelly (L, MNWO)
- Tarrance Whiteye (L, ANCC)
- Allan Sinclair (OM, ANCC)
- Foster Freed (OM, BC)
- Cindy Desilets (OM, Mtu)
- Shirley Cleave (L, Mar)
- Donald Koots (OM, ANW) – 2nd term
- Dwaine Dornan (L, Sask) – 2nd term
- Heather Leffler (OM, Ham) – 2nd term
- Paul Stott (L, Tor) – 2nd term
- Lynn Boothroyd (L, M&O) – 2nd term
- Scott Parsons (OM, N&L) – 2nd term

Redesign and Evaluation Task Group (December 2008)

- Heather Leffler (OM, Ham)

Funding the Work of the Church (August 2009)

- Anne-Marie Carmoy (L, M&O)

Pension Advisory Committee (August 2009)

- Linsell Hurd (OM, Sask)

Gender Justice Advisory Committee (August 2009)

- Allan Seal (L, ANW)

Permanent Committee – Finance (August 2009)

- Brian Cornelius (OM, M&O)
- Sharon Willis-Whitwell (OM, Lon)

Permanent Committee – Governance, Planning and Business Processes (August 2009)

- Lynn Boothroyd (L, M&O)
- Mary-Beth Moriarity (OM, Mar)
- Paul Reed (OM, BQ) – 2nd term

- Ted Kostecki (SA, Lon)

Permanent Committee – Ministry Employment, Policies and Services (August 2009)

- Linsell Hurd (OM, Sask) – 2nd term
- Marion Carr (L, BC)

Permanent Committee – Programs for Mission and Ministry (August 2009)

- Dorothy Hemingway (L, Mtu) – 2nd term
- Sheryl Johnson (L, MNWO)
- Barbara White (OM, Tor)
- Lewis Coffman (L, Ham)

Racial Justice Advisory Committee (August 2009)

Fannie Hudson (L, N&L)

Task Group on General Council Grants to Conference

Terms of Reference

Ian Fraser reviewed the recommendation and background of the terms of reference for this task group (Appendix A). It was also noted that the membership for this committee commence at the rise of General Council.

Motion: Lynn Boothroyd/ Anne Marie Carmoy

2006-06-28-431

That the Sub-Executive of the General Council approve the proposed Terms of Reference for a Task Group on the General Council Grant to Conference (Appendix A).

Carried

Designated Lay Ministry/Congregational Designated Ministry

The General Secretary noted the document on Designated Lay Ministry/Congregational Designated Ministry (Appendix B) which was revised as requested by the Sub-Executive at the June 5th meeting.

The Sub-Executive received the document to be forwarded to the 39th General Council 2006.

War Resisters Campaign Endorsement

Choice Okoro gave the background and summary of the War Resisters Campaign (Appendix C) and the request from KAIROS for the endorsement of the United Church.

Editorial changes were made and the lack of inclusive language was noted. Choice also noted that the Justice Global and Ecumenical Relations Unit (JGER) will continue to explore the issues with the newly formed Peace Task Group.

The question was raised around the need for the proposal to go first to a Permanent Committee and then to the Fall Executive, Bruce Gregersen noted that the reason for proceeding is that the proposal is consistent with previous actions of the church and does not involve a policy decision.

A concern for Chaplains and people serving in the armed forces of Canada was raised. The need for pastoral care was also acknowledged.

Motion: George Takashima/Marion Pardy

2006-06-28-432

That the Sub-Executive of the General Council endorse the War Resisters Support Campaign (in relation to the Iraqi war) in the name of The United Church of Canada and direct the Justice Global and Ecumenical Relations Unit to participate in the campaign in ways consistent with the practices and values of the Church.

Carried

General Council divestment policy on Israel and its presence in the occupied territories

The General Secretary gave an update on comments in the press related to the proposal to the General Council on the Ethical Investment for Peace in Palestine and Israel and the separate actions of a committee of Toronto Conference.

The General Secretary also noted that he will be meeting later this afternoon with leaders of the Canadian Jewish Congress and General Council staff, Wendy Gichuru and Bruce Gregersen.

Closing

The Moderator expressed thank to all those who have participated over the triennium. The meeting was adjourned at 1:00 p.m.

Moderator, Peter Short

General Secretary, Jim Sinclair

APPENDIX A

Recommendation: That the Sub-Executive of the General Council approve the following Terms of Reference for a Task Group on the General Council Grant to Conferences.

Background to the Recommendation

The Executive of the General Council in April 2006 by motion 2006-04-28-370 determined:

“That the Executive of the General Council establish a Task Group on the General Council Grant to Conferences with the terms of reference to be drafted by the General Secretary for consideration by the Sub-Executive by June 30, 2006, the members to be recruited in the 2006 fall cycle of our nominations process, and for the Task Group to deliver an interim report to the May 2007 meeting of the Executive of the General Council.”

Proposed Terms of Reference of the Task Group on the General Council Grant to Conferences

Background

Each year it is the practice to set out an amount from the General Council operating budget to be provided to the Conferences as an operating grant. (About \$4.3 million annually. In addition, for their operations the 13 Conferences collectively raise about \$4.5 million through assessments from Presbyteries / Pastoral Charges.)

Recent practice has been to adjust the size of this grant each year by annual economic and salary step adjustment factors and then allocate the amount to each Conference according to proportions which have been in place for at least 10 years. Research to date has not surfaced a definitive statement of purpose for this grant nor the rationale for the “formula” which drives how the grant is allocated. (Each Conference receives a different percentage of the total.)

Manitou Conference, and the Executive Secretary of Bay of Quinte Conference on behalf of Conference Executive Secretaries/Speaker, have asked the General Secretary to review this grant and its allocation and have raised a number of questions such as:

- What are the guiding principles used to establish the staff complement of Conferences?
- Do Conferences have sufficient staff to carry out their work?
- What happens when Conference can no longer cover its staff costs?
- Is there a point at which a Conference might no longer be considered financially viable?
- Is the Executive of the General Council going to change the way it divides the grant?
- Is the Executive of the General Council going to increase the size of the grant?

Scope of the Task Group’s Work

1. To consider the particular questions raised by Manitou Conference and the Conference Executive Secretaries/Speaker.
2. To consult with the Conferences to the extent and by the processes the Task Group deems necessary.

3. To develop and prepare for consideration of the Executive of the General Council, a statement of purpose for the grant to Conferences and a set of principles to be used in determining any particular Conference's grant.
4. Subsequently, prepare recommendations for consideration of the Executive of the General Council regarding the amount of the grant, the formula for distribution, and if necessary, a method of transition from the current system to the proposed system.
5. To make other recommendations to the Executive of the General Council as the Task Group determines.
6. To determine the Task Group's work plan and communicate that plan regularly to the Executive of the General Council.

Reporting Relationship

The Task Group reports to the Executive of the General Council.

Term and Timeframes

Term to December 31, 2007

Interim report to the Executive of the General Council, May 2007

Final report to the Executive of the General Council, November 2007

Composition

Members: Five people with knowledge of United Church of Canada and in particular the operation and responsibilities of the Conferences and the General Council.

Staff resources to the Task Group will be assigned by the General Secretary

Anticipated Frequency and Style of Meetings:

Two face to face meetings of 2-3 days each in Toronto per year, other meetings by conference call and email exchange.

Budget

Assigned by the General Secretary in consultation with the Task Group and consistent with the Task Group's work plan once it is developed.

APPENDIX B

Designated Lay Ministry/Congregational Designated Ministry

***Ministry Together* – Establishing the Designated Lay Ministry Policy**

The 37th General Council (2000) received a report from the Division of Ministry Personnel and Education entitled *Ministry Together*.

The *Ministry Together* report presented a model for paid, accountable lay ministry for congregations and other ministries, which would be known as “Designated Lay Ministry.” The model envisioned a set of common competency requirements for all positions, with specialized competencies for particular types of ministry. Individuals would qualify to fill these ministry positions based on the completion of an educational program, or satisfactory evidence of prior learning and experience.

The *Ministry Together* report also referred to the threshold between congregational-accountable ministry and Presbytery-accountable ministry. It did not elaborate on paid congregational-accountable ministry, but included this reference:

Among the issues to be clarified for a congregational-accountable ministry position will be criteria about United Church membership, educational expectations, screening procedures, liability, and accountability. If the recommendations of this report are approved, then these guidelines will be developed by the Division of Ministry Personnel and Education and ratified by the Executive of the General Council in a timely fashion.

The *Ministry Together* report was not adopted as a whole, although several of the resolutions were passed. In summary, the 37th General Council (2000) agreed to:

- 1) Establish a category of ministry to be called Designated Lay Ministry which would subsume the current categories of Lay Pastoral Minister, and Staff Associate.
- 2) Establish that all those in positions of Designated Lay Ministry would be members of, and accountable to, the Presbytery.
- 3) Recognize “Congregational Accountable Ministry”, now defined in The Manual as:

any paid accountable ministry of less than eight (8) hours per week, exercised by a lay person within and for a Pastoral Charge, in the areas of education, outreach, pastoral care, worship, or service, for which the person is accountable to the Pastoral Charge through its Official Board or Church Board or Church Council.

The establishment of Designated Lay Ministers as a new presbytery membership status required a change to the Basis of Union; therefore, a remit was required. Remit 5A asked:

Do you agree that:

- (a) the new collective term for lay persons appointed by a Presbytery to a Presbytery/District recognized ministry should be “Designated Lay Ministers”;
- (b) membership in the Presbytery and the Conference be extended to such lay persons...

Since Remit 5A passed and was enacted by the 38th General Council (2003), the term “Designated Lay Ministers” is the term that must be used to refer to lay persons appointed by a Presbytery to a Presbytery/District recognized ministry.

Designated Lay Ministry policy – proposed changes to policy

Following enactment of the Remit in 2003, a Task Group was established under the Permanent Committee – Ministry and Employment Policies and Services, which included representation from the Education for Church Leadership Committee and the Committee on Ministry Vocations. The Task Group was mandated with the implementation of the Designated Lay Ministry policy, including the work of included the development of criteria and guidelines for paid congregational lay ministry as contemplated by the *Ministry Together* report.

Congregations often wish to provide compensation to lay persons called to specific and time limited ministries. For example, a member of a congregation who is a student may be available on a part time basis to give leadership in the area of youth ministry during the final year of a university degree. The Task Group was in agreement that the church needs to enable the possibility of such positions while retaining a reasonable level of supervision, oversight and support. The demand of additional education, a long discernment period, and Presbytery obligations often prevent the establishment of such paid lay ministries.

The Task Group affirmed the practice of creating paid ministry positions that are directly accountable to the congregation or ministry. It further proposed that these positions demand a higher level of competency and accountability than the current category of Congregational Accountable Ministry, but not as rigorous as Presbytery Accountable lay ministries. Such positions could be responsive to changing needs and priorities, and adaptive to changing contexts.

As the Task Group addressed issues of implementation, some concerns were noted with the policy adopted by the 37th General Council (2000). In order to address those concerns, the Task Group proposed certain changes to the policy. In essence, those changes address the following issues:

- 1) When considering the various possibilities for Designated Lay Ministry, the policy focused on the issues of function and educational requirements. However, it did not address the issues of accountability, oversight, and supervision. The Task Group developed more fully the concept of Congregational Designated Ministry to more clearly differentiate between ministry positions that could function under the oversight of a pastoral charge, and those which would warrant accountability to the wider church.

2) As with any position of accountability, the higher the level of training and preparation, the lower the need for direct oversight and supervision. In the case the paid lay ministries with minimal training requirements, functional supervision and oversight needs to be more immediate and direct, i.e. at the congregational level rather than the Presbytery level.

3) There continues to be a need in the United Church for paid ministry that is contextual, responsive, often short term, and draws on the existing skills, competencies and education of local lay members. Including Congregational Designated Ministry within the broader spectrum of paid lay ministry addresses this need.

The Task Group proposed that the church adopt a comprehensive model of paid lay ministry under the broader status of “Designated Ministry” with “Presbytery Designated Ministry” for those lay ministries that include accountability and membership with presbytery, and “Congregational Designated Ministry” for those ministries with accountability and membership with the congregation.

The following table illustrates the Task Group’s proposed changes to the outcomes of the previous two General Councils:

	Decisions of GC37/38	
	Congregational Accountable Ministry	Designated Lay Ministry
Position Created by	Congregation	Presbytery
Hours/week	<14 (2001) <8 (2004)	>14 (2001) >8 (2004)
Accountability	Pastoral Charge	Presbytery
Membership	Not specified	Presbytery
Who Designates	Not specified	Presbytery
Duration of Designation	Not specified	While in appointment
Appointment Criteria	Not specified	<ul style="list-style-type: none"> United Church member Discernment Educational Program / Prior Learning Assessment
Previous categories encompassed	None	Staff Associates, Lay Pastoral Ministers

Designated Ministry Report to GC39	
Designated Ministry	
Congregational Designated Ministry	Presbytery Designated Ministry (or Designated Lay Ministry)
Congregation, approved by Presbytery	JNAC/JSC
Any	Any
Congregation, position approved by Presbytery	Presbytery
Congregation	Presbytery
Presbytery	Presbytery
While in appointment	While in appointment
<ul style="list-style-type: none"> United Church Member (2 years) Discernment (at least 6 months, can be concurrent with appointment) Education and experience appropriate for position and consistent with core competencies 	<ul style="list-style-type: none"> United Church Member (2 years) Discernment (12 months prior to appointment) includes Conference Interview Board and Presbytery Education and Students Committee Designated Ministry Training Program
Congregational Accountable Ministers, Some Staff Associates	Some Staff Associates, Lay Pastoral Ministers

The Task Group made a preliminary report to the General Council Executive in April 2006, which included both a plan for implementation and the proposed changes to the policy as outlined above.

Proposed changes to policy – for consideration of General Council

It should be noted that when policy has been adopted by the General Council, the implementation of that policy does not require any further action by the General Council. It is the responsibility of the General Council Executive to ensure that the policy decisions of the General Council are carried out.

While the General Council Executive has the power to *implement* policy, it does not have a general power to *change* policy that has been adopted by a General Council. Only the General Council may do so.

For this reason, the Sub-Executive of the General Council directed the General Secretary, General Council to submit a proposal to the 39th General Council (2006) to enable the General Council to give consideration to the policy changes proposed by the Task Group.

The General Secretary's proposal reflects all the changes proposed by the Task Group, with one exception. The Task Group proposed that the term "Presbytery Designated Minister" be substituted for "Designated Lay Minister". However, the term "Designated Lay Minister" has been approved under Remit 5A and it must be used for laypersons appointed to a Presbytery Recognized Ministry. No other term may be used unless approved through the remit process. There is no proposal for another remit at this time.

While the General Secretary is proposing changes to the policy adopted by the 37th General Council, those changes are still within the parameters of Remit 5A. No new remit would be required to adopt this proposal.

Transitional provisions for revised Designated Lay Ministry policy

If the General Council adopts the General Secretary's proposal, there will be a transition period for implementing the new policy.

Under remit 5A, all laypersons currently serving under Presbytery appointment to a Presbytery Recognized Ministry would become Designated Lay Ministers and hold Presbytery membership. That would include Staff Associates as well as Lay Pastoral Ministers and Lay Pastoral Ministers-in-Training. The positions that they currently fill would become Designated Lay Ministry positions.

Under the proposed changes, the Presbytery would need to adjudicate all lay ministry positions as they become available for appointment to determine whether they should be accountable to a

Congregation (Congregational Designated Ministry) or to a Presbytery (Designated Lay Ministry). As each incumbent Designated Lay Minister left a position, the Presbytery would decide either to re-categorize it as a Congregational Designated Ministry or to continue it as a Designated Lay Ministry. If the position were re-categorized as a Congregational Designated Ministry, it would be filled by a person appointed by the Congregation as a Congregational Designated Minister. That would be true even if the position had previously been held by a Designated Lay Minister, or if the person appointed to fill it had previously served as a Designated Lay Minister in a Designated Lay Ministry.

Under the proposed changes, the title of the layperson serving in a ministry position would be determined by the categorization of the position: Congregational Designated Ministry/Minister or Designated Lay Ministry/Minister. The layperson would not hold a designation independent of that position, and would not be eligible for ex-officio Presbytery membership except while serving in a Designated Lay Ministry position. However, eligibility to be appointed to a Designated Ministry position, based on discernment and educational qualifications, would be retained, and recognized throughout the denomination.

PROPOSAL

Title:	Designated Lay Ministry / Congregational Designated Ministry
Origin:	General Secretary, General Council
Financial Implications:	no new financial implications
Staffing implications:	no additional staffing implications
Source of Funding:	n/a

WHEREAS the 37th General Council (2000):

- (a) established the category of Designated Lay Ministry;
- (b) recognized Congregational Accountable Ministry; and
- (c) authorized a Remit to approve the new term of Designated Lay Ministry;

AND WHEREAS the Remit was approved, and was enacted by the 38th General (2003);

AND WHEREAS the Task Group mandated to assist the General Council Executive with implementation of the policy has raised concerns with the policy, and has proposed certain changes to it in order to respond more effectively to the needs of the church for paid accountable lay ministry;

AND WHEREAS such changes to policy may only be made by decision of the General Council;

AND WHEREAS the Sub-Executive of the General Council has directed the General Secretary, General Council to submit the proposed changes to this 39th General Council (2006) for its consideration:

THEREFORE the General Secretary, General Council proposes that the 39th General Council approve the policy that:

1. There be two streams of paid accountable lay ministry in the United Church:
 - (i) Designated Lay Ministers who are accountable to a Presbytery and recognized by the Conference; and
 - (ii) Congregational Designated Ministers who are accountable to a Pastoral Charge and recognized by the Presbytery.
2. Presbyteries shall approve all paid accountable ministry positions by either:
 - (i) declaring a vacancy that may be filled by a member of the Order of Ministry or a lay person appropriately qualified for appointment as a Designated Lay Minister; or
 - (ii) approving a Congregational Designated Ministry position to be filled by someone appropriately qualified according to guidelines approved by the Executive of the General Council.

AND THAT *The Manual* be revised to reflect this policy.

APPENDIX C

Proposal to the Sub Executive of the Executive of General Council
From: Justice, Global and Ecumenical Relations Unit Wide Committee
June 27, 2006

Re: Endorsement of the War Resisters Campaign

The United Church of Canada has been asked to endorse the War Resisters Support Campaign that calls on the Canadian government to “**demonstrate its commitment to international law and the treaties to which it is a signatory, by making provision for US war objectors to have sanctuary in this country**”.

KAIROS is among the 4,000 who have endorsed this campaign, which will be launched early in the fall of 2006.

This request is consistent with the mandate of the Justice Global and Ecumenical Relations Unit

- complies with the Justice Global and Ecumenical Relations Unit responsibility for justice initiatives, global partnerships and ecumenical and interfaith relations
- invites leadership that strengthens the church’s engagement in God’s mission embodied in Jesus Christ of justice, peace, and care of creation, locally and globally.

Peace Position

The request for endorsement is consistent with The United Church of Canada’s stance (opposition to) the war in Iraq.

*A Peace Task Group has been mandated by Justice Global and Ecumenical Relations Unit’s Justice Peace and Creation Advisory Committee to explore, study, advise and recommend to the Unit, options that the General Council may adopt in its communication to the Government of Canada on its role in humanitarian intervention for the protection of vulnerable peoples.

In April 2006, the Justice Peace & Creation Advisory Group, which has been monitoring the situation of “war resisters” in Canada for over a year, agreed to explore the issue with the Peace Task Group (who may consult with other churches and civil society organizations, including Project Ploughshares), to provide dialogue and policy direction to the United Church.

Immigration Implications

As military personnel, war resisters are not admissible as refugees, but there is discretion within the Immigration Act to allow their permanently remaining in Canada.

Reference to Justice Global and Ecumenical Relations Unit's monitoring the immigration status of the military personnel is posted on the United Church of Canada's website (JGER/Peace/War in Iraq) and a link made to the War Resisters website <http://www.resisters.ca/>.

Possible Military Consequences

Should the 23 known young men (*there may be some 150-200 living in Canada*) be forcibly removed from Canada, they will face imprisonment and court-martial.

Under the Uniform Code of Military Justice, in time of war, desertion and the disobeying of a superior commissioned officer's orders carries the death penalty. Young men and women in many countries of today's world are caught in similar dilemmas.

Education Needs

Should the United Church endorse the War Resisters Support Campaign, Justice Global and Ecumenical Relations would need to support congregations with web-based and print material. Information (web-site, print and video) has been made available from the War Resisters Support Campaign and is currently in the hands of many United Church congregations across the country.

Background

During the period of 1965 -73 more than 50,000 draft-age Americans made their way to Canada, refusing to participate in an immoral war. In May 1969, the General Council of the United Church challenged the illegality of the government's covert exclusion of American military personnel under the Immigration act and its intention to change the Immigration Act to legally exclude American military personnel.

In doing so, the United Church helped shaped public mood and set the stage for Prime Minister Pierre Trudeau's historic statement: "Those who make the conscientious judgement that they must not participate in this war...have my complete sympathy, and indeed our political approach has been to give them access to Canada. Canada should be a refuge from militarism."

It is hoped that The United Church of Canada's opposition to the immoral (*illegal according to some legal opinion*) war and endorsement of this campaign will encourage our government to grant refuge to those who refuse to be accomplices in the US-led war on Iraq.

Proposal:

That the Sub-Executive authorize the Justice, Global and Ecumenical Relations Unit to endorse the War Resisters Support Campaign in the name of The United Church of Canada and to participate in the campaign in ways consistent with United Church practice and values.