

## **THE UNITED CHURCH OF CANADA**

### **MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL MINUTES March 24 – 26, 2012**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Saturday, March 24 to 4:00 p.m. on Monday, March 26, 2012 at the General Council Offices, Etobicoke, Ontario. The Moderator, Mardi Tindal, presided.

#### **ATTENDANCE**

##### **Voting Members**

Nicole Beaudry, Heather Burton, Shirley Cleave, Lewis Coffman, Brian Cornelius, Thom Davies, Cindy Désilets, Alvin Dixon, David Giuliano, Ivan Gregan, Charlotte Griffith, Claude Hender, Armand Houle, Don Hunter, Linsell Hurd, Bruce Hutchinson, Amber Ing, Barb Janes, Ray Jones, Betty Kelly, Donna Kennedy, Bev Kostichuk, Carmen Lansdowne, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Emmanuel Ofori, Lorna Pawis, Martha Pedoniquotte, Lynella Reid-James, Bill Rogers, Louise Rogers, Mary Royal, Nora Sanders, Florence Sanna, Bernice Saulteaux, Arlyce Schiebout, Paul Stott, John Thompson, Mardi Tindal, Stéphane Vermette, Barbara White, Jim White, Christine Williams, Sharon Willis-Whitwell, John Young.

##### **Corresponding Members**

Gloria Cook, Bill Doyle, Bruce Faurschou, Bruce Gregersen, Doug Goodwin, Alan Hall, Carol Hancock, David Hewitt, Will Kunder, Rosemary Lambie, Faith March-MacCuish, Lynn Maki, Erik Mathiesen, Fred Monteith, Charlie Ocampo, Cheryl-Ann Stadelbauer-Sampa, Ambury Stuart, Bill Smith, Betty Turcott, Nichole Vonk.

**Regrets:** Sheryl Johnson, Colin Phillips, Allan Sinclair, David Allen.

#### **Saturday, March 24, 2012**

The Moderator welcomed the Executive to gather on the traditional land of the Mississaugas of New Credit First Nations and to remember who, whose and where we are as she lit the light of Christ.

#### **Worship**

Abiel Khalema and Joe Ramsay led worship with reflection on a new hope.

The Moderator constituted the meeting and welcomed to the Executive: Faith March-MacCuish, Conference Executive Secretary, Newfoundland and Labrador Conference, Cheryl-Ann Stadelbauer-Sampa, Conference Executive Secretary, London Conference and Bill Smith, Conference Executive Secretary, Bay of Quinte Conference.

Table groups had time to check in and become re-acquainted.

**GS 58 Procedural Motions****Motion: Nora Sanders/Ray Jones****2012-03-24-204****Worship, Music, and Theological Reflection**

That the worship leadership for this meeting be provided by Abiel Khalema and Joe Ramsay.

That the music leadership for this meeting be provided by Ross Inglis.

That the theological reflector for this meeting be Tom Reynolds.

**Resource People**

That Resource people for this meeting be the Executive Ministers and Officers, Linda Begley, Charles Black, Diane Bosman, Cynthia Gunn, James Scott, Karen Smart, Patti Talbot, Wendy Cranston and Lee Corlett.

**Administrative Staff/Volunteers**

That the administrative staff for this meeting be Sarah Bernath, Susan Fortner, Philip Isard, Susan Sigal and Shirley Welch. The administrative volunteers are Joan MacGillivray, Gary McKay and Karen McLean. The minute secretary for this meeting be Joan MacGillivray.

**Chaplain**

That the Chaplain for this meeting of the Executive of the General Council be Bernice Saulteaux.

**Friend in Court**

That the Friend in Court for this meeting of the Executive of the General Council be Armand Houle.

**Reference and Counsel**

That the Reference and Counsel for this meeting of the Executive of the General Council be Linsell Hurd and Betty Kelly.

**Carried****Agenda****Motion: Paul Stott/Stéphane Vermette****2012-03-24-205**

That the Executive of the General Council adopt 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 Agenda Table.

**Carried****GS 57 Opening Motions****Motion: Nora Sanders/Paul Stott****2012-03-24-206**

That the Executive of the General Council:

1. Approve the minutes of the Executive of the General Council meeting held on November 12–14, 2011 as amended in the Nominations Report on page 338 of the workbook or page 420 of the minute book to read:

**GCE 56 Nominations Report**

Bruce Hutchinson gave the report of the Nominations Committee.

~~A concern was raised regarding the recruitment policy including positions not being posted nor advertised broadly. An update of the response to this concern will be brought to the Sub-Executive.~~

The Nominations Chair was asked whether the committee was reviewing the recruitment policy wherein some positions, such as the Chairs of Permanent Committees, were recruited from within and not part of the publicly posted recruitment. The Chair indicated that this issue had been raised and is under discussion in the Nominating Committee and that a report would be made to the Executive of the General Council.

2. Receive for information, the minutes of the meetings of the Sub-Executive of the General Council held November 23, 2011, November 28, 2011, December 8, 2011, January 10, 2012, January 26, 2012 and February 14, 2012.
3. Receive for information the following:
  - General Secretary, General Council's Accountability Report
  - Moderator's Accountability Report
  - 41st General Council Planning Committee Accountability Report
  - Committee on Indigenous Justice and Residential Schools Accountability Report
  - Member of the World Council of Churches Accountability Report
  - Pension Board Accountability Report
  - Joint Grants Accountability Report
  - Aboriginal Ministries Council Accountability Report
  - Theology and Interchurch Interfaith Committee Accountability Report
  - Permanent Committee on Finance Accountability Report
  - Permanent Committee on Governance and Agenda Accountability Report
  - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
  - Permanent Committee on Programs for Mission and Ministry Accountability Report
  - Correspondence to the Executive of the General Council until February 10, 2012

**Carried**

## **CONSENT AGENDA**

**Motion: Nora Sanders/Bill Rogers**

**2012-03-24-207**

**Adopt the recommendations in the following proposals: (pages 181-322)**

### **FIN 10 2012 Budget (Addendum A)**

That the Executive of the General Council accept the 2012 Operating Budget (Appendix A). As described in the Finance Committee Accountability Report and approved by that body.

### **G&A 11 GC 40 – New 4 Work Flow at Future General Councils**

That the Executive of the General Council, having heard the concerns raised by GC40 (New 4), and having been assured that the agenda for the 41<sup>st</sup> General Council 2012 will provide sufficient time to deal with the business before it in a faithful and responsible manner (without separating business from worship and discernment as the original proposal might imply), the Executive of General Council take no further action on GC40 (NEW 4).

*Approved – Motion 2012-10-26-013*

**G&A 12 Amendment to Policy 3.19 Terms of Reference – Aboriginal Ministries Council**

That the Executive of the General Council amend policy 3.19 showing sections of the policy to be removed striked out and the next text in bold:

**3.19 - Aboriginal Ministries Council****Purpose Statement**

The purpose of the Aboriginal Ministries Council is to be a spiritually discerned decision-making body, which takes direction from the National Aboriginal Spiritual Gathering in response to the Creator's plan.

**Policy****Governed by the Policy**

1. This policy applies to the members of the Aboriginal Ministries Council.

**Terms of Reference****Responsibilities**

2. The Council is responsible to
  - (1) be a decision-making body taking direction from the National Aboriginal Spiritual Gatherings
  - (2) prepare and forward proposed work to the Executive of the General Council
  - (3) reflect and take into consideration the documented meetings of the Aboriginal Ministries Steering Committee, the records of Aboriginal Presbyteries and National Aboriginal Gathering and the documents that reflect the voice of the Aboriginal community

**Membership**

3. The Aboriginal Council will be composed of the following twenty-two members:
  - (1) four from British Columbia Native Ministries
  - (2) four from All Native Circle Conference (1 from each Presbytery)
  - (3) four from Ontario and Quebec Aboriginal congregations
  - (4) three others from within The United Church of Canada:
    - (a) one member from the Aboriginal Communities in the Maritimes
    - (b) one member of an Aboriginal Cultural or Traditional community
    - (c) one member of Inuit/Métis community
  - (5) one **non-aboriginal** from the Executive of the General Council
  - (6) one from The Indigenous Justice/Residential Schools Committee
  - (7) three from the Theological Schools (two from Sandy Saulteaux Spiritual Centre and one from the Native Ministries Program, Vancouver School of Theology)
  - (8) one from the ministries in French constituency
  - (9) one from an **intercultural and diverse** ~~minority ethnic ministry~~ constituency
4. The Executive Minister Aboriginal Ministries Circle and the Executive Minister, Communities in Ministry, or designate are Resource Staff for the Committee.
- ~~5. Gender balance must be considered when selecting members.~~

~~Members will have the ability and willingness to communicate and plan for community wellness issues and initiatives, such as spirituality/healing/church business.~~

6. Members will preferably have experience with their respective United Church community in a leadership or volunteer role.
7. The **National** Leading Elder(s) will serve as spiritual advisors to this Council.

### **Meetings**

8. The Council will meet twice annually.
9. The Elders of the Aboriginal Ministries Council will provide spiritual counsel and may meet during the three years between the National Spiritual Gatherings.

*The Manual (2010) Section 521 (g)*

“521 Membership. The Executive of the General Council shall consist of:

(g) six (6) persons from the Aboriginal Ministries Council; (2010)”

### **G&A 13 Amendment to Policy 3.20 Terms of Reference – National Aboriginal Spiritual Gathering**

That the Executive of the General Council approve policy 3.20 as follows:

#### **3.20 – National Aboriginal Spiritual Gathering**

##### **Purpose Statement**

The purpose of the National Aboriginal Spiritual Gathering is to be a forum for: listening and discerning the Creator’s plan; visioning; spiritual nurture; mutual accountability; inspiration; education; youth development; and expressing the voice of the Aboriginal community on spirituality and ministry.

##### **Policy**

##### **Governed by the Policy**

1. This policy applies to the members of the National Aboriginal Spiritual Gathering.

##### **Terms of Reference**

##### **Responsibilities**

2. The Gathering is responsible:
  - (1) to be the voice of the Aboriginal community on spirituality and ministry;
  - (2) to provide direction to The Aboriginal Ministries Council, General Council and the Executive of General Council in response to the Creator’s plan;
  - (3) to be the voice of inspiration; the collective voice
  - (4) leadership training

##### **Membership**

3. The National Aboriginal Spiritual Gathering is hosted by the Aboriginal Ministries Council and is comprised of two representatives from each of the congregations named as Native Congregations including British Columbia Native Ministries, All Native Circle Conference

and Ontario and Quebec Aboriginal congregations supported by the Aboriginal Ministries Circle Staff.

### **Meetings**

4. The Council will meet one every three years in the year prior to General Council.
5. The Elders of the Aboriginal Ministries Council will provide spiritual counsel and may meet during the three years between the National Spiritual Gatherings.

### **G&A 14 Amendment to Policy 2.01 – Principles for Cascading Appointments**

The Executive of the General Council amend Policy 2.01, section 3 (Principles for Cascading Appointments) as follows:

3. All voting members of the Executive (**except: the Moderator, the past Moderator, the General Secretary, Representative to the World Council of Churches, and the four Permanent Committee Chairs**) are expected to accept at least one additional appointment and not more than two additional appointments to the following list of committees.  
**Members of the Aboriginal Ministries Council have the option, but are not required to serve additional appointments.**
  - (1) Permanent Committee on Finance - 3
  - (2) Permanent Committee on Ministry and Employment Policies and Services - 3
  - (3) Permanent Committee on Programs for Mission and Ministry - 3
  - (4) Permanent Committee on Governance and Agenda - 3
  - (5) Aboriginal Ministries Council - 1
  - (6) Nominations Committee 13 (+ up to 2)
  - (7) Moderator's Advisory Committee - 1
  - (8) General Secretary's Supervision Committee - 3
  - ~~(9) Racial Justice Advisory Committee - 1~~
  - ~~(10) Gender Justice Advisory Committee - 1~~
  - (11) Pension Board - 1
  - (12) Residential Schools Steering Committee - 1
  - (13) The United Church of Canada Foundation / Foundation de L'Église Unie du Canada - 1
  - (14) Joint Grants Committee - 1

### **GCE 58 Recommendations from the Task Group on the Basis of Union and Crest.**

That the Executive of the General Council accept the Report from the Task Group on the Basis of Union and Crest and forward it the 41<sup>st</sup> General Council for action.

### **GS 56 Simplification of Processes and Manual**

That the Executive of the General Council:

1. Approve the submission of the following principles on which the draft simplified by-laws are based to the 41<sup>st</sup> General Council 2012 for consideration:
  - (a) the by-laws must strike a balance between enough regulation for the church to function in a fair and orderly way, and enough flexibility so that courts and people are free to carry out ministry in ways, both traditional and innovative, that meet local needs;

- (b) the by-laws must reflect that mission is the church's focus, and that our Polity exists only to support mission rather than as an end in itself; and
- (c) the by-laws must serve the reader by providing the greatest possible clarity and accessibility to people of different backgrounds including people for whom English is not a first language;
- 2. Approve the submission of the draft simplified by-laws to the 41<sup>st</sup> General Council 2012 for consideration and approval, based on their consistency with the above principles;
- 3. Approve the submission of the following proposals to the 41<sup>st</sup> General Council 2012 for consideration:
  - (a) proposals for the recommendations contained in Appendix 1A of the Report on the Simplification of Church Processes (found on pages 57-61 and 70 -72 of the May 2011 Workbook of the Executive of the General Council and on the web-site at [http://gc40.united-church.ca/files/gce\\_1111\\_simplification.pdf](http://gc40.united-church.ca/files/gce_1111_simplification.pdf);
  - (b) proposals for recommendations 1, 3, 4, 5, 6, 7, 9 and 10 contained in Appendix 1C of the above Report; and
  - (c) a proposal for recommendation 16 - "Warrant to Covenant" contained in Appendix 1B of the above Report.

#### **GS 56a Historic Congregational Roll**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that congregations be required to maintain an historic roll to include all people who have ever been members, with the details of how they ceased to be members (death, transfer, removal from roll). This policy is to be in effect on a going-forward basis so that congregations are not required to prepare an historic roll for past members.

#### **GS 56b Audited Financial Statements for Pastoral Charge**

#### **GS 56c Distribution of Funds by Disbanding Congregations**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt a policy that a disbanding congregation must use its assets for the mission of the congregation or the wider United Church, and only with the approval of the presbytery.

#### **GS 56d Two Treasurers for Each Pastoral Charge**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt a policy that pastoral charges be given the flexibility to have one treasurer for the pastoral charge rather than one for the pastoral charge and one for the Mission and Service Fund, as long as both funds are separately maintained.

**GS 56e Representation from Men's and Women's Organizations on Official Board, Church Board or Church Council**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt a policy that a pastoral charge be given the flexibility to decide for itself whether to include representatives from the men's organization and the women's organization in the pastoral charge on its governing body (Official Board, Church Board, Church Council).

**GS 56f Pastoral Charge Responsibility for Support to Seniors**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that:

- (a) support of senior adults in the pastoral charge no longer be a mandatory responsibility of the pastoral charge governing body (Official Board, Church Board or Church Council); and
- (b) pastoral charges be given the flexibility to decide their own mission focus, in consultation with the presbytery.

**GS 56g Congregational Designated Ministers**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council direct that:

- (a) a draft policy be developed as to the purpose and role of Congregational Designated Ministers for inclusion in the by-laws; and
- (b) the draft policy be submitted for consideration by the 42<sup>nd</sup> General Council 2015.

**GS 56h Members of the Order of Ministry in Leadership in Other Faith Traditions**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that

when a member of the Order of Ministry becomes a religious leader of another faith tradition:

- (a) the presbytery be required to make a recommendation to the Conference that the member's name be placed on the Discontinued Service List (Voluntary); and
- (b) the Conference be required to make a decision on the recommendation.

[Ordered ministers serving as overseas personnel would be exempt from this policy.]

**GS 56i When Presbytery Chairs Take Office**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that the presbytery be given the flexibility to determine the date on which its chair and other officers take office.



### **GS 56j Licensed Lay Worship Leaders**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council direct that:

- (a) a draft policy be developed as to the purpose and role of Licensed Lay Worship Leaders for inclusion in the by-laws;
- (b) the draft policy be submitted for consideration by the 42<sup>nd</sup> General Council 2015; and
- (c) the process for becoming a Licensed Lay Worship Leader be deleted from the by-laws and moved to a resource document available from the General Council office.

### **GS 56k Settlement for Pastoral Charges Not in Compliance with Pastoral Relations Policies**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that the Conference Settlement Committee not be required to settle a member of the Order of Ministry to a pastoral charge that:

- (a) has not enrolled in the pastoral charge payroll service;
- (b) is enrolled in the pastoral charge payroll service but is in arrears of payment; or
- (c) is in arrears in group insurance contributions.

### **GS 56l Appointing a New General Secretary**

### **GS 56m Membership of the Executive of the General Council - Chairperson of the General Council Business Committee**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council approve the deletion of *the office of Chairperson of the General Council Business Committee from the membership of the Executive of the General Council.*

### **GS 56n Powers of the Executive of the General Council**

### **GS 56o Names of the General Council Office Working Units**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that the General Secretary, General Council be given the power to make changes from time to time to the names of the working units of the General Council office.

### **GS 56p Documents and Notices sent by Courier**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that courier delivery be included as one of the ways for giving notices and other official communications to any person or court, as long

as the courier recipient is required to sign to acknowledge receipt of the communication and the sender may obtain written verification of delivery.

#### **GS 56q Grounds for a 363 Review**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council approve the deletion from the by-laws of the second ground on which the presbytery may conduct a review of the ministry personnel: “the failure of Ministry Personnel to maintain the peace and welfare of the church”.

#### **GS 56r Members of Joint Search Committee**

#### **GS 56s Warrant to Covenant**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council approve the deletion of the term “warrant to covenant” from the by-laws.

#### **GS 56t Articles of Faith - Gender-Neutral Language**

#### **GS 56u Full Members on Session, Church Board and Church Council**

#### **GS 56v Vacancies in Session, Church Board or Church Council**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) approve the policy that the Session, Church Board or Church Council may fill vacancies in its membership until a meeting of the pastoral charge can be held for that purpose; and
- (b) authorize a Category 2 remit to test the will of the church regarding this change.

#### **GS 56w Recognition of Designated Lay Ministers**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) approve a change in the Basis of Union in the lay membership of the Presbytery from “Designated Lay Ministers who have been recognized by the Conference” to “Designated Lay Ministers who have been recognized by the Presbytery”, in order to be consistent with current policy on the recognition of Designated Lay Ministers;
- (b) authorize a Category 1 remit to test the will of the church regarding this change;
- (c) direct that if approved, this change come into effect ninety days following publication of the Record of Proceedings of this 41<sup>st</sup> General Council 2012.

#### **GS 56x Staff as Lay Members of Presbytery**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) approve a change in the Basis of Union by deleting the category of presbytery membership for staff in administrative or program positions in the United Church; and
- (b) authorize a Category 2 remit to test the will of the church regarding this change;

**GS 56y Presbytery Representation from Presbytery-Accountable Ministries**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) approve the policy that presbytery membership include a representative from each presbytery-accountable ministry in the presbytery; and
- (b) authorize a Category 2 remit to test the will of the church regarding this change;

**GS 56z Transfer and Settlement – Presbytery-Recognized Ministries or Presbytery-Accountable Ministries**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) approve the policy that the Transfer Committee be given the authority to transfer Candidates to Conferences where they are best matched to presbytery-recognized ministries; and
- (b) authorize a Category 2 remit to test the will of the church regarding this change;

**GS 56aa Election of Commissioners by Overseas Personnel**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) approve the policy that overseas personnel appointed by the United Church be entitled to elect three commissioners to the General Council from among their number, and those elected must be members of the Order of Ministry or lay members of the United Church; and
- (b) authorize a Category 2 remit to test the will of the church regarding this change;

**GS 56ab Presbytery Calling Congregational Meetings**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that when the presbytery calls a meeting of the pastoral charge, congregation, official board, church board or church council, the notice of the meeting be read by the pastoral charge supervisor or, if there is no pastoral charge supervisor, another member of the presbytery other than the ministry personnel settled or appointed to the pastoral charge.

**GS 56ac Sending Documents by Email**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that notices and other official communications may be given by email to any person or court as long as

- (a) the e-mail message includes the sender's name, the sender's e-mail address, the date and time of transmission, and the name and telephone number of a person to contact if there are transmission problems; and
- (b) the recipient confirms by email to the sender that the document has been received.

#### **GS 56ad Oversight of Retired Members of the Order of Ministry**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that retired members of the order of ministry remain under the oversight and discipline of the presbytery.

#### **GS 56ae Members of the Order of Ministry under Appointment Exercising Functions of Ministry**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that members of the Order of Ministry under appointment to a United Church ministry or other presbytery-recognized ministry be permitted to exercise the functions of ministry associated with their appointed position without the requirement that they be in a formal association with a pastoral charge.

#### **GS 60 Definition of "Sexual Abuse"**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council approve the relocation of the definition of "Sexual Abuse" from Section 001 to Section 073(a) of the By-laws, with the existing paragraphs of Section 073 to be re-lettered accordingly.

#### **GS 61 Definition of "Party"**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council approve the deletion of "Party" from Section 001 of the By-laws and add a new paragraph to Section 075 of the By-laws as follows:

075 (e) The Formal Hearing Committee shall determine the parties to the Formal Hearing. In the case of a complaint, those parties shall be the complainant and respondent and may include another party or parties at the discretion of the Formal Hearing Committee

[existing paragraph 075(e) and subsequent paragraphs to be re-lettered accordingly]

#### **GS 62 Appeals and "Directly Affected Parties"**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council amend the current section 076(n) of the By-laws as follows:

076 (n) Preliminary decisions. Before any appeal may be heard, the Appeal Committee or

in the case of an appeal to the Judicial Committee of the General Council, its Executive, shall review the written statements referred to in subsections (h) and (j) above, and shall make the following decisions:

- i. a decision whether the appellant is directly affected by the decision so as to give the appellant standing to appeal as referred to in subsection (b); and
- ii. if the decision in i. above is affirmative, a decision either to refuse to hear the appeal because it does not meet the grounds for an appeal or to proceed to hear the appeal.

Notice of such decision shall be given in writing to the Parties concerned and, in the case of a decision to refuse to hear the appeal, shall include the reasons for such decision. Such decisions are not subject to appeal.

### **GS 63 General Council Review of Judicial Committee Decision: Options for Action**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) clarify the policy that the General Council may review but not rehear a decision of the Judicial Committee;
- (b) approve the deletion of the words “reverse” and “modify” in section 546 of the By-laws;
- (c) clarify the policy that the General Council may suspend a decision of the Judicial Committee if the General Council decides to send the decision back to the Judicial Committee for further hearing; and
- (d) direct that the By-laws be amended accordingly.

### **GS 64 General Council Review of Judicial Committee Decision: Grounds**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council approve the following grounds for General Council reviews of Judicial Committee decisions, and direct that they be added to the By-laws:

Grounds for Review. The grounds for a review of a decision of the Judicial Committee are:

- i. the failure of the Judicial Committee to consider the matter as completely as practicable;
- ii. that the decision was not in accordance with the rules of natural justice;
- iii. that the decision was not reasonably able to be reached on the evidence;
- iv. that the decision was not in accordance with the Polity of the United Church; or
- v. the availability of evidence that could not reasonably have been adduced and that might be relevant.

### **GS 65 Termination of Pastoral Relationship With or Without Cause**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council:

- (a) revise section 046.1 of the By-laws as follows:  
046.1 Pastoral Charge Decision to Request Ending of Pastoral Relationship. A Pastoral Charge may, by decision of a meeting of the Pastoral Charge, request ending of a pastoral relationship. The meeting shall be called and convened in accordance with sections 047, 048, and 049. The decision shall be made by a majority vote of those in full membership who are present and voting. The decision shall propose an effective date at least ninety (90) days following the date of the meeting. The decision may propose an earlier effective date, subject to the approval of the Presbytery. The secretary of the meeting shall immediately give notice of the decision to: each Ministry Personnel in pastoral relationship with the Pastoral Charge; all employees of the Pastoral Charge; and the Secretary of the Presbytery. The Presbytery shall make a decision on the Pastoral Charge's request to end the pastoral relationship.

and

- (b) delete section 045 from the By-laws.

### **GS 66 Quorum**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council delete the definition of "Quorum" from s.001 of the By-laws and relocate the substantive provisions for quorum to relevant sections of the By-laws, as follows:

~~001 "Quorum" Except where a higher number or specific composition is provided in these By-laws, "Quorum" means:~~

- ~~(a) in any meeting of a Pastoral Charge, Congregation, Session, Committee of Stewards, Official Board, Church Board or Church Council, of those entitled to vote, the lesser of twenty (20) persons and one third (1/3);~~
- ~~(b) in any meeting of a Presbytery, either of the following requirements  
—— as adopted for the Pastoral Year by motion of the Presbytery:~~
  - ~~(i) not less than one third (1/3) of the settled, retained, or appointed members of the Order of Ministry and appointed Designated Lay Ministers on the roll of Presbytery, and not less than one third (1/3) of the lay members on the roll of Presbytery except those appointed as Designated Lay Ministers; or~~
  - ~~(ii) not less than one fifth (1/5) of those entitled to vote, of whom at least one third (1/3) shall be members of the Order of Ministry or Designated Lay Ministers, and at least one third (1/3) shall be lay members on the roll of Presbytery except those appointed as Designated Lay Ministers;~~
- ~~(c) in any meeting of a Conference, or the General Council, not less than one fifth (1/5) of those entitled to vote, of whom at least one third (1/3) shall be members of the Order of Ministry or Designated Lay Ministers, and at least one third (1/3) shall be lay persons except those appointed as Designated Lay Ministers; and~~
- ~~(d) in any other meeting, including a meeting of the Executive or the Sub-Executive of a Presbytery, a Conference, or the General Council, of those entitled to vote, the lesser of twenty (20) persons and one third (1/3).~~

Corresponding members shall not be counted in determining whether a quorum be present.

### General

004.1 Quorum. In any meeting of a court or committee, there shall be a quorum present of those entitled to vote. Except where another number or a specific composition is provided in these By-Laws, a quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote.

### Congregation

112.1 Quorum. In any meeting of the Pastoral Charge or Congregation, there shall be a quorum present of those entitled to vote. A quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote.

### Session

144. Quorum. In any meeting of the Session, there shall be a quorum present of those entitled to vote. A quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. A quorum for the Session shall also require the attendance of:

- (a) a member of the Order of Ministry who has been settled in or appointed to the Pastoral Charge;
- (b) a Designated Lay Minister who has been recognized by a Presbytery and appointed to the Pastoral Charge;
- (c) the Pastoral Charge Supervisor; or
- (d) an appointee of the Presbytery.

### Committee of Stewards

160.1 Quorum. In any meeting of the Committee of Stewards, there shall be a quorum present of those entitled to vote. A quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote.

### Official Board

182.1 Quorum. In any meeting of the Official Board, there shall be a quorum present of those entitled to vote. A quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. A Quorum for the Official Board shall also require the attendance of:

- (a) a member of the Order of Ministry who has been settled in or appointed to the Pastoral Charge;
- (b) a Designated Lay Minister who has been recognized by a Presbytery and appointed to the Pastoral Charge;
- (c) the Pastoral Charge Supervisor; or
- (d) an appointee of the Presbytery.

### Church Board

201.1 Quorum. In any meeting of the Church Board, there shall be a quorum present of those entitled to vote. A quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. A Quorum for the Church Board shall also require the attendance of:

- (a) a member of the Order of Ministry who has been settled in or appointed to the Pastoral Charge;
- (b) a Designated Lay Minister who has been recognized by a Presbytery and appointed to the Pastoral Charge;
- (c) the Pastoral Charge Supervisor; or
- (d) an appointee of the Presbytery.

#### Church Council

218.1 Quorum. In any meeting of the Church Council, there shall be a quorum present of those entitled to vote. A quorum shall be the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. A Quorum for the Church Council shall also require the attendance of:

- (a) a member of the Order of Ministry who has been settled in or appointed to the Pastoral Charge;
- (b) a Designated Lay Minister who has been recognized by a Presbytery and appointed to the Pastoral Charge;
- (c) the Pastoral Charge Supervisor; or
- (d) an appointee of the Presbytery.

#### Presbytery

304 Quorum. In any meeting of a Presbytery, one of the two following options for quorum is required as adopted for the Pastoral Year by motion of the Presbytery:

- (a) (i) not less than one-third (1/3) of the settled, retained, or appointed members of the Order of Ministry and appointed Designated Lay Ministers on the roll of Presbytery, and  
(ii) not less than one-third (1/3) of the lay members on the roll of Presbytery except those appointed as Designated Lay Ministers; or
- (b) not less than one-fifth (1/5) of those entitled to vote, of whom:  
(i) at least one-third (1/3) shall be members of the Order of Ministry or Designated Lay Ministers, and  
(ii) at least one-third (1/3) shall be lay members on the roll of Presbytery except those appointed as Designated Lay Ministers.

Existing paragraph 304 to be renumbered as 305.

#### Presbytery Executive

322 Executive.

- (a) there shall be an Executive in order to continue the work of the Presbytery between regular meetings.
- (b) The Executive shall consist of at least five (5) persons, of whom at least one (1) shall be a lay person other than a Designated Lay Minister, and at least one (1) shall be a member of the Order of Ministry or a Designated Lay Minister. If the Executive consists of more than five (5) persons, the proportion of lay members shall be maintained.
- (c) In any meeting of the Presbytery Executive, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote.



- (d) The Executive has all of the duties and powers of the Presbytery unless the Presbytery otherwise determines.
- (e) When the Executive acts for the Presbytery between regular meetings, its actions shall be reported to the Presbytery for information and for record in the minutes.

Presbytery Sub-Executive

373 Sub-Executive. Unless the Presbytery otherwise determines, the Executive may appoint a Sub-Executive with such of its duties and powers, exercisable between meetings of the Executive, as the Executive shall determine. In any meeting of the Presbytery Sub-Executive, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. The actions of the Sub-Executive shall be reported through the Executive to the Presbytery for information and for record in the minutes.

Presbytery Commission

374 Commission. The Presbytery or its Executive may act by Commission. In any meeting of a Commission, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. The Commission shall report its decision to the appointing body in keeping with its terms of reference for record in the minutes. Such decision is not debatable.

Conference

403 Quorum. In any meeting of the Conference, the following quorum shall be required:

- (a) not less than one-fifth (1/5) of those entitled to vote;
- (b) members of the Order of Ministry and Designated Lay Ministers, who shall number at least 1/3 of those present;
- (c) lay members except for Designated Lay Ministers, who shall number at least 1/3 of those present; and
- (d) members from at least two (2) Presbyteries.

Conference Executive

426 Executive.

- (a) there shall be an Executive in order to continue the work of the Conference between regular meetings;
- (b) in any meeting of the Conference Executive, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote;
- (c) The Executive shall have such duties and powers as the Conference may determine;
- (d) When the Executive acts for the Conference between its regular meetings, the actions shall be reported to the Conference for information and for record in the minutes; and
- (e) The powers of the Executive do not extend to the items expressly excluded in subsections 423(a) and 430(a).

### Conference Sub-Executive

436.1 Sub-Executive. Unless the Conference otherwise determines, the Executive may appoint a Sub-Executive with such of its duties and powers, exercisable between meetings of the Executive, as the Executive shall determine. In any meeting of the Conference Sub-Executive, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote. The actions of the Sub-Executive shall be reported through the Executive to the Conference for information and for record in the minutes.

### Conference Commission

437 Commission. The Conference or its Executive may act by Commission. In any meeting of a Commission, the following quorum shall be required: the lesser of twenty (20) persons or one-third (1/3) of those entitled to vote. The Commission shall report its decision to the appointing body in keeping with its terms of reference for record in the minutes. Such decision is not debatable. The powers of such Commission do not extend to the items expressly excluded in subsections 423(a) and 430(a).

### General Council

500.1 Quorum. In any meeting of the General Council, the following quorum shall be required:

- (a) not less than one-fifth (1/5) of those entitled to vote;
- (b) members of the order of ministry and Designated lay Ministers, who shall number at least 1/3 of those present; and
- (c) lay members except for Designated Lay Ministers, who shall number at least 1/3 of those present.

### Executive of the General Council

520.1 Quorum. In any meeting of the Executive of the General Council, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote.

### Sub-Executive of the General Council

526 Sub-Executive. At the triennial meeting of the General Council, after the appointment of the Executive of the General Council, the Executive shall appoint a Sub-Executive. In any meeting of the Sub-Executive of the General Council, the following quorum shall be required: the lesser of twenty (20) persons and one-third (1/3) of those entitled to vote.

The Sub-Executive shall have such of the duties and powers of the Executive, exercisable between meetings of the Executive, as the Executive shall determine. The powers of the Sub-Executive do not extend to the items expressly excluded in subsection 506(b) and section 602. The actions of the Sub-Executive shall be reported through the Executive to the General Council for information and for record in the minutes.

### General Council Commission

527 Commission. The General Council or its Executive may act by Commission. In any meeting of a Commission, the quorum shall be the lesser of twenty (20) persons or one-

third (1/3) of those entitled to vote. The Commission shall report its decision to the appointing body in keeping with its terms of reference for record in the minutes. Such decision is not debatable.

### **PCPMM 10 Review of Canadian Partnerships**

### **PCPMM 11 Towards Mutual Recognition Of Ministries**

That the Executive of the General Council direct the General Secretary, General Council, in consultation with the Theology and Inter-Church Inter-Faith Committee; the Permanent Committee, Programs for Mission and Ministry; and the Permanent Committee, Ministry and Employments Policy and Services, to initiate bilateral conversations with a number of Denominations towards Mutual Recognition of Ministry agreements. These conversations will include if possible at least one Canadian denomination, one U.S. based denomination, and one global or overseas denomination.

### **PCPMM 12 Mission Theme for 2013-2016**

That the Executive of the General Council adopt “Called by God, the Church into the Future” as the Mission Theme for 2013-16.

### **PCPMM 13 Gun Violence (New 7/GCE 15) (Addendum B)**

That the Executive of General Council:

- receive the following report “Gun Violence (GCE15)” as response to the referral of New7 from the 40<sup>th</sup> General Council,
- affirm the integrative approach to justice advocacy,
- communicate the ways in which the systems are in place to do advocacy,
- and take no further action on GCE15.

### **MEPS 27 Proposals on Changes and Additions to Admission Policies and Procedures**

That the Executive of the General Council:

1. Receive the report “Report on Changes and Additions to Admission Policies and Procedures.”
2. Approve the following amendments to the admissions process and procedures, and make appropriate changes to the “Admission to the Order of Ministry” Handbook (2010):
  - (a) Names for admission are circulated by September 30, a year prior to the candidate being recommended for admission.
  - (b) Replace the current wording in the 2010 Handbook of procedures with:

“The Ministry and Employment Unit acknowledges receipt and reviews the application within three to six weeks, then requests reference letters and a denominational letter of standing.

If the applicant is refused a letter of standing, reasonable efforts are made by the Ministry and Employment Unit to determine the applicant’s standing in the denomination. (Note: When a letter of standing indicates that the applicant is not in good standing based solely on criteria that would not prevent service within The United Church of Canada—such as divorce, marriage, or sexual orientation—the requirement of good standing in the applicant’s current denomination may be waived at the unit’s discretion.)”

- (c) Pastoral Charges shall pay moving costs for offshore applicants only at the port of entry to Canada.
- (d) The Ministry and Employment Unit shall annually inform the Conference Interview Board, Presbytery/District Pastoral Relations Committee, Conference Executive and the Conference Personnel Minister of the educational progress of each admittand appointed in that Conference.
- (e) The following sentence on page 14 of the Admission Procedures be removed from the procedures: “The pastoral charge supervisor reports on progress annually to the Presbytery/District Pastoral Relations committee.”
- (f) The appointment of a mentor by Presbytery/District be a requirement.
- (g) The Ministry and Employment Unit may interview an applicant living outside Canada and forward recommendations to the Conference Interview Board. In such cases, the applicant must be interviewed by the Conference Interview Board within the first six months of appointment, and Presbytery/District may terminate the appointment if it is not satisfied with the admittand.
- (h) It authorizes the Ministry and Employment Unit to facilitate initial appointments by matching applicants with Pastoral Charges through consultation with Conference Personnel Ministers and Presbytery/ District Pastoral Relations Committees.
- (i) The guidelines detailed in the attached report regarding objections raised for applicants who are in the process of being admitted into the Order of Ministry of the United Church of Canada.

#### **MEPS 28 Human Resources Policy Changes (Addendum C)**

That the Executive of the General Council approve the following policies:

- 1. Recruitment and Selection of Staff
- 2. Continuing Education
- 3. Sabbatical Leave

#### **MEPS 29 Proposal on Disability Policies and Procedures**

That the Executive of the General Council ...

- 1. remove the current provisions of s. 037 of *The Manual* in their entirety from the next edition of *The Manual* and replace them with an overall policy statement on the provision of disability insurance benefits plans to ministry personnel and employees working within the various courts of the Church, its pastoral charges, community ministries, missions, and other ministry sites which are currently covered by the Church’s short-term and long-term disability plans;
- 2. direct the General Secretary, General Council, to:
  - a. create a new Disability Resource which describes in greater detail the policies concerning the provision of short-term and long-term disability benefits, including the provision of benefits to those who become totally and permanently disabled. This single Disability Resource will also include all relevant information on procedures for accessing benefits under each of these plans, including relevant time frames, forms, contact information, and the responsibilities of and obligations on ministry personnel, ministry sites, lay employees, and employment sites. And
  - b. ensure that policy documents of the United Church reflect the principle that a person may not be removed from his or her office or position because of a disability. The wording

should refer to the ability of a person to perform the duties and responsibilities of the office or position rather than the presence of a disability.

### **MEPS 30 Report of the Interim Ministry Steering Group**

1. That the Executive of the General Council transmit with concurrence to General Council 41 the interim ministry policy proposals carried by motions GCE 2008-11-15-328 and GCE 2008-11-15-329.
2. That the Executive of the General Council approve the Interim Ministry Policy and Procedure Handbook.

**Carried**

### **41<sup>st</sup> General Council 2012 Planning Committee**

Stéphane Vermette, chair of the Planning Committee, gave an update on General Council including the challenge of staying within the existing budget and the uncertainties of a changing agenda. He also reviewed “Open Space” and the opportunity for the General Council to come together, without an agenda, for conversations on various topics. Questions included responses that ecumenical visitors will gather over lunch with the Commissioners, an update on the Youth Forum as a leadership training event and the hope that there will be a Youth Forum participant from each presbytery.

### **Permanent Committee on Finance Accountability Report**

Don Hunter, chair of the Permanent Committee, noted that while the budget for 2012 is balanced, he expressed the concern of increased spending with dependence upon our decreasing reserves. He noted that our structure is too big and complex for what we now can afford. The Comprehensive Review to be introduced later in the agenda will be key to help to bring spending in line with resources.

Don gave a message of hope with three years to do the work but in his call to action he noted the following time line to develop a sustainable model:

- 2012 – approved
- 2013 – plan in place
- 2014 – looking at intermediate steps
- 2015 – finalize recommendations of sustainable structure.

### **Theology, Inter Church, Inter Faith Accountability Report**

Arlyce Schiebout, chair of the Committee, updated their report including the Statement on Ministry and Ecclesiology, which will be presented to General Council.

### **Friend in Court**

Armand Houle made announcements throughout meeting.

### **General Secretary, General Council Accountability Report (Addendum D)**

Nora Sanders, General Secretary, updated her report and continued the theme of hope. She is keeping in touch with the record number of people nominated for Moderator. She also invited comments on the State of the Church Report which was drafted to give Commissioners a clear understanding of the challenges and opportunities before the church.

The Israel Palestine Working Group Report is expected to be ready for release May 1. There were efforts to have it ready by the time of this meeting, but the time it is taking is a reflection both of the challenging nature of the task, and the faithful way in which the Working Group is deliberating. The 40<sup>th</sup> General Council directed the General Secretary to study this topic and report with advice to the 41<sup>st</sup> General Council. Although Nora has journeyed with the Working Group through their process of hearing from many voices, traveling to Israel and Palestine, and discussing different possibilities for response, the report will be that of the Working Group. Nora intends to make the report of the Working Group the advice that is offered to the 41<sup>st</sup> General Council.

Nora expressed new hope with the integration of the General Council Office into the new Bloor Street United Church space. Michael Hilliard gave a video presentation from the congregation of Bloor Street United on some of the planning that has taken place.

### **Permanent Committee on Ministry and Employment Policies and Services**

Tracy Murton, chairperson of the Permanent Committee, reviewed the proposals before the Executive at this meeting. With video presentations she reviewed the implications on how changes may impact pastoral charges across the church. She noted that the Effective Leadership and Healthy Pastoral Relationships proposal will still involve pastoral charges in the same processes but oversight will be with the Conference rather than the presbytery. Joe Ramsay further looked at the principles including the consultation and feedback received since the last Executive meeting. Betty Kelly, Ivan Gregan and Bruce Faurschou humorously illustrated both sides of the issues in the Effective Leadership Report.

Tracy updated the ongoing work of the Permanent Committee including the Candidacy Pathway and the Diaconal Ministry Working Group that will be before the Sub Executive of General Council.

Table groups discussed the principles recommended to General Council on pastoral relationships including the move of oversight and discipline of ministry personnel from the presbytery to the Conference.

### **Simplification Process**

Nora Sanders gave feedback on the process with questions and discussion from the Executive including one document that includes all the proposed changes. This work is important because it offers simpler processes which may allow people in the church to spend more energy on the living their faith. It is also important in symbolic terms because it represents the possibility of doing things in new ways.

### **Permanent Committee on Governance and Agenda**

Paul Stott, chairperson of the Permanent Committee, updated the work of the Permanent Committee including making meetings of the Executive as useful as possible with the incorporation of suggestions from the evaluation survey. He also shared some personal observation at this last meeting for the triennium of the Executive.

**GS 69 Business Coordinator during the 41<sup>st</sup> General Council (Ottawa, 2012)**

**Motion: Nora Sanders/Stéphane Vermette 2012-03-24-208**

That Paul Stott be named the Business Coordinator during the 41<sup>st</sup> General Council (Ottawa, 2012).

**Carried**

**Permanent Committee on Programs for Mission and Ministry**

Christine Williams, chair of the Permanent Committee, reviewed the work of the Permanent Committee and noted the contributions of many volunteers and staff in the work presented. As she shared the broad mandate of the Permanent Committee, she noted that during this triennium the Committee has seen more clearly the connections within all the work.

In sharing the work of the Permanent Committee the following were discussed:

- Justice Seeking – Justice Living Church;
- Review of Canadian Partnerships;
- Open, accessible participation of persons with disabilities included a video from Executive member Colin Phillips and reflections from Tom Reynolds;
- Migrant Church Working Group including the mutual recognition of ministries and associate relationships within Canada;
- Becoming an Intercultural Church including a video on the key markers to be welcoming, relational, adaptive, justice seeking, and intentional;
- GLBTT National Consultation and policies related to Transgendered Persons included a sharing of experiences in the context of ministry from Ruth Wood;
- Covenanting for Life puts into action the resolutions as people in the church seek to live faithfully in the midst of empire.

**Global Partner**

Charlie Ocampo reviewed the challenges to the churches and the Christian Conference of Asia as he summarized peace, challenges and human security within Asia. He concluded by asking the United Church to extend support to those who are seeking asylum.

The Moderator thanked Charlie with prayer.

**Theological Reflection**

Tom Reynolds reflected on the day including the theme of hope heard throughout. This included moving forward as a pilgrim people with hope beyond the present as we listen together to one another.

The meeting adjourned for the evening at 6:30 p.m.

**Sunday, March 25, 2012**

**In Camera**

**Motion: Paul Stott/Shirley Cleave**

**2012-03-24-209**

That the Executive of the General Council move into an in camera session with the following membership: voting members of the Executive of the General Council.

**Carried**

**Meeting with the Moderator**

Voting members of the Executive met with the Moderator over breakfast.

**General Secretary's Supervision Committee**

**Motion: Paul Stott/Louise Rogers**

**2012-03-24-210**

To receive the report of the General Secretary's Supervision Committee with gratitude to Nora for the work she is doing for us.

**Carried**

**Motion: Paul Stott/Stéphane Vermette**

**2012-03-24-211**

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

**Carried**

**Worship**

Worship with Communion, in the chapel, reflected on "A Kernel of Wheat".

**Pension Board Accountability Report**

Charles Black, chairperson of the Pension Board, gave the accountability report and update from the Pension Board. After questions, comments and discussion, Charles thanked the Executive of the General Council for their work, and the Executive's representative, Linsell Hurd, for his contributions and leadership.

**Moderator's Accountability Report (Addendum E)**

The Very Rev. David Giuliano assumed the chair as Moderator Mardi Tindal gave her accountability report.

The Moderator reflected on the "reckless love" that she sees throughout the United Church including the many seeds she sees planted and growing. She noted that her report explores the paradox between scarcity and abundance. She expressed gratitude for the places she sees the power of the Spirit moving through the church which allows places for conversations, including with ecumenical interfaith leaders, around such topics as climate change.

The Moderator thanked the Executive for their work throughout the triennium. She gave a token of her appreciation to voting members.

David invited the Executive to lay their hands on the Moderator in a prayer of thanksgiving. The Moderator resumed the chair.

**GCE 61 Nominations Report**

Bruce Hutchinson gave the report of the Nominations Committee including statistics on the diversity of the committees.

**Motion: Bruce Hutchinson/Bev Kostichuk**

**2012-03-24-212**

That the Executive of the General Council:

**1. Receive for information the Nominations Report**

- a) receive for information the Nominations Report, directing the recommendation on recruitment of Permanent Committee Chairs to the Permanent Committee on Governance

*Approved – Motion 2012-10-26-013*



and Agenda for consideration in amending governance policy 1.08, *Committee Membership*

- b) appoint or reappoint the people named in section 2 of the report with roles and terms as noted:
- c) recommend to the 41st General Council the appointment or reappointment of the people noted in section 3 of the report with roles and terms as noted:
- d) receive for information the appointment of the people noted in section 4 named by other courts or authorized groups.
- e) extend gratitude for the service of people with terms ending or completed between December 2011 and June 2012.

## **2. Recommendations for Appointment by the Executive**

That the Executive of the General Council appoint or reappoint the following people, with roles and terms as noted:

### **Governing Board of the Canadian Council of Churches (August 2012 - August 2015)**

- Erin Burns (OM BQ)
- Doug Martindale (OM MNWO)

### **Racialized and Deaf Guests to the 41st General Council (GC41 August 2012)**

- Aruna Alexander (OM BQ)
- Helen Bickle (DLM BQ)
- Thérèse Samuel (OM M&O)

### **Nominations Committee, Chairperson (GC41 August 2012 – GC42 August 2015)**

- Florence Sanna (OM N&L)

### **Permanent Committee on Programs for Mission and Ministry (GC41 August 2012 – GC42 August 2015)**

- Jim Blanchard (Lay Mar)
- Alf Dumont (OM BC)
- Sarah Harrington (Lay Lon)
- Deborah Poirier (DLM M&O)
- Bryce Hodder (Lay N&L), 2<sup>nd</sup> term
- Moses Kanhai (Lay Sask), 2<sup>nd</sup> term
- Deborah Laforet (DM Ham), 2<sup>nd</sup> term
- Bob Mutlow (OM ANW), 2<sup>nd</sup> term
- Yoon Ok Shin Kang (DM ANW), 2<sup>nd</sup> term
- Maryann Skinner (OM Tor), 2<sup>nd</sup> term
- Jeffrey Smith (Lay M&O), 2<sup>nd</sup> term

### **Permanent Committee on Ministry and Employment Policies and Services (GC41 August 2012 – GC42 August 2015)**

- Ann Austin-Cardwell (DLM BC)
- Elizabeth Brown (OM MNWO)

- Brian Copeland (OM M&O)
- Victoria Fillier (OM ANW)
- Bob Gibson (OM Lon)
- Eric Hamlyn (DLM BC)
- Debra Kigar (DM M&O)
- Lorna King (DLM Sask)
- Marion Carr (Lay BC), 2<sup>nd</sup> term
- Lynda Gow (DM ANW), 2<sup>nd</sup> term
- Jack Spencer (OM Mar), 2<sup>nd</sup> term

**Permanent Committee on Finance (GC41 August 2012 – GC42 August 2015)**

- John Hurst (Lay Ham)
- Hugh Johnson (Lay ANW)
- Elsie Manley-Casimir (Lay BC)
- Randy Manikel (Lay BC)
- Peter Hardy (Lay Mar), 2<sup>nd</sup> term
- Ian McPherson (Lay Tor), 2<sup>nd</sup> term
- Marion Pardy (OM N&L), 2<sup>nd</sup> term
- David Rutherford (Lay Ham), 2<sup>nd</sup> term

**Partners in Mission Unit-Wide Committee (June 2015)**

- Kathryn Anderson (DM Mar)
- Kelly Colwell (Lay Tor)
- Wilson Gonesse (OM N&L)
- Kofi Hope (Lay Ham)

**Communities in Ministry Unit-Wide Committee (August 2012 – August 2015)**

- Daniel Leaver (Lay ANW)
- Mitchell Anderson (Lay Sask), 2<sup>nd</sup> term
- Michael Caveney (OM BC), 2<sup>nd</sup> term
- Sarah Chapman (Lay Mar), 2<sup>nd</sup> term
- Fred Darke (DLM Lon), 2<sup>nd</sup> term
- Andrew Hyde (DLM Tor), 2<sup>nd</sup> term
- Jeanette Liberty-Duns (OM Sask), 2<sup>nd</sup> term
- Kevin Little (OM Mar), 2<sup>nd</sup> term
- Robert (Bob) Lockhart (OM Mar), 2<sup>nd</sup> term
- Scott MacAuley (OM MNWO), 2<sup>nd</sup> term
- Daniel Reed (Lay BQ), 2<sup>nd</sup> term
- Andrew Richardson (OM Mar), 2<sup>nd</sup> term
- Tom Sherwood (OM M&O), 2<sup>nd</sup> term
- Miriam Spies (Lay Ham), 2<sup>nd</sup> term
- Yvonne Wright (Lay Ham), 2<sup>nd</sup> term

**Canadian Forces Chaplaincy (June 2014)**

- Lee Heard (Lay Tor), 3<sup>rd</sup> term

**Financial Assistance Committee (June 2015)**

- Richard Hawley (OM Ham)

**Mission and Service Fund Advisory Committee (June 2015)**

- Patricia Edmonds (Lay Tor), 2<sup>nd</sup> term
- Carolyn Ruda (Lay M&O), 2<sup>nd</sup> term

**Academic Awards and Scholarships Sub-Committee (June 2015)**

- Erene Anthony (Lay M&O)
- Diana Ginn (Lay Mar)
- Paul Stott (Lay Tor)

**Pension Board (June 2015)**

- Paul Purcell (Lay), 2<sup>nd</sup> term

**General Secretary Supervision Committee (June 2015)**

- Mary Laidlaw (Lay M&O), 2<sup>nd</sup> term

**KAIROS Board of Directors (June 2015)**

- Desmond Jagger-Parsons (OM Ham)

**Caribbean and North American Council for Mission (CANACOM) (June 2015)**

- Sim Rushton (DLM Mar)

**Canadian Churches' Forum for Global Ministries (June 2015)**

- Maureen Scott-Kabwe (DLM ANC)

**Foundation for Theological Education in South East Asia (June 2015)**

- Joseph Kaung (Lay Ham)

**Canadian Health Coalition (June 2015)**

- Roger Hutchinson (Lay Tor), 2<sup>nd</sup> term

**Roman Catholic – United Church Dialogue**

- No appointment made at this time

**Steering Group on Recruitment (May 2013) and Task Group on Disability Policies (March 2013)**

The appointments of all currently serving members of these task groups are extended to coincide with the mandate extension approved by the Permanent Committee on Ministry and Employment Policies and Services

### **3. Recommendations for Appointment by the General Council**

That the Executive of the General Council recommend to the 41st General Council the appointment or reappointment of the following people, with roles and terms as noted:

#### **Executive of the General Council (GC41 August 2012 – GC42 August 2015)**

- Adam Brown (Lay BQ), member at large
- Adam Hanley (OM Ham), member at large
- Kellie McComb (DM Ham), member at large, 2<sup>nd</sup> term
- Colin Phillips (Lay Tor), member at large, 2<sup>nd</sup> term
- Vilvan Gunasingham (Lay Tor), ethnic ministries
- John Kim (OM BC), ethnic ministries
- Nicole Beaudry (Lay M&O), francophone, 2<sup>nd</sup> term
- Marie-Claude Manga (OM M&O), francophone, 2<sup>nd</sup> term

#### **Archives and History Committee (GC41 August 2012 – GC42 August 2015)**

- Bob Stevenson (Lay Ham), chairperson, 2<sup>nd</sup> term
- Jean Barman (Lay), academic, 2<sup>nd</sup> term

#### **Audit Committee (GC41 August 2012 – GC42 August 2015)**

- Janet Stockton (Lay Tor), 3<sup>rd</sup> term, chairperson
- Lindsay Mohn (Lay Sask)
- Mark Paetkau (Lay BC)
- Hugh Johnson (Lay ANW), 2<sup>nd</sup> term
- Jack Page (Lay Mtu), 2<sup>nd</sup> term

#### **Theology and Inter-Church Inter-Faith Committee (GC41 August 2012 – GC42 August 2015)**

- Bill Steadman (OM Ham), chairperson
- Darlene Brewer (Lay Mar)
- Teresa Burnett-Cole (OM Tor)
- Daniel Hayward (OM M&O)
- Adam Kilner (OM ANW)
- Martha Martin (DM Mar)
- Mathias Ross (OM Sask)
- Earle Sharam (Lay ANW)
- Aruna Alexander (OM BQ), 2<sup>nd</sup> term
- Jordan Cantwell (OM Sask), 2<sup>nd</sup> term
- Jill Curd (Lay ANW), 2<sup>nd</sup> term
- Loraine MacKenzie Shepherd (OM MNWO), 2<sup>nd</sup> term

### **4. Appointments made by other Courts or Authorized Groups (for information)**

That the Executive of the General Council receive for information the appointment of the following people, as named by other courts or authorized groups.

### **Archives and History Committee (GC41, August 2012)**

- Diane Trollope (DM Mtu), *as appointed by Manitou Conference*
- John Haas (OM Sask), *as appointed by Saskatchewan Conference*

### **Investment Committee (Finance) (November 2014)**

- John Grant (Lay Tor), *as appointed by the Board of The United Church of Canada Foundation*

### **Canadian Forces Chaplaincy Committee (June 2013)**

- Angela James (OM BC), *as appointed by the Canadian Forces Chaplains Association*
- L. Allan Lynk (OM BQ), *as appointed by the Canadian Forces Chaplains Association*

### **Carried**

### **New 6 GCE 59 Comprehensive Review of The United Church of Canada Structures and Programs**

Paul Stott introduced the process of Spiritual discernment used by the Moderator, chairs of the Permanent Committees and the General Secretary, which led to the proposal for a Comprehensive Review of Structures and Programs. To give a sense of this process the Moderator led the Executive through the principles of prayerful discernment including prayer, scripture and discussion in table groups on what God is saying to the church. Further discussion included “What about our current situation can you imagine being grateful for in the future?” Table groups reflected and shared discussion including thoughts and questions on the proposal.

### **Sessional Committees**

The Executive moved into three Sessional Committees.

### **World Council of Churches Accountability Report**

Carmen Lansdowne shared a video on the 9<sup>th</sup> annual Assembly of the World Council of Churches held in Brazil and talked about her first experiences at the World Council of Churches including ecumenical conversations on human sexuality, church, worship life, and community.

The Moderator prayed for World Council of Churches and all partners of the United Church of Canada.

### **Aboriginal Ministries Council**

Raymond Jones, chair, highlighted the report of the Aboriginal Ministries Council. He noted the active role of the United Church in filling ministry vacancies and thanked them for their continued input on the Northern Gate pipeline. The video on the Crest, to be presented at Conference meetings and General Council, was viewed.

### **GS 59 Site of the 42<sup>nd</sup> General Council 2015 (Addendum L)**

Nora Sanders introduced the invitation to host the 42<sup>nd</sup> General Council with a presentation on the facilities.

**Motion: Nora Sanders/Carmen Lansdowne****2012-03-24-213**

That the Executive of the General Council accept the invitation of Newfoundland and Labrador Conference to host the 42<sup>nd</sup> General Council 2015 (August 8-15, 2015) in Corner Brook, Newfoundland.

**Carried****Theological Reflection**

Tom reflected theologically using comparisons of scarcity and abundance in jazz music.

The meeting adjourned for the evening at 8:30 p.m.

**Monday, March 19, 2012****Worship**

Abiel Khalema and Joe Ramsay led worship and reflected on the lectionary reading from Hebrews 5:5-10, as a pastoral letter of encouragement.

The Executive gratefully acknowledged the following members of our Church family who have left bequest gifts, annuity residues and insurance proceeds – November 2011 to March 2012.

**Mission and Service**

Mary Acheson

Audrey Cobban

Helen Corcoran

Nellie Irene Forrest

Geraldine Elizabeth Gray

Frederick George Holberton

Marion Lee

Elizabeth Mellow

Adrienne Noble

Robert Hazekiah Switzer

Dorothy Wettlaufer

**The United Church of  
Canada**

Patsy Ann

George Arthur Day

Lorna Mariah Hancock

Orville Hancock

Maureen Persson

Ella Wilhelmina Rondeau

Eleanor Shaw

**Pension Fund**

Hazel Dezall

Paul Stott reviewed the agenda for the day and noted that any unfinished business at the end of the meeting would be referred to the Sub-Executive for action.

**New 6 GCE 59 Comprehensive Review of The United Church of Canada Structures and Programs**

Discussion on the proposal and its background continued. After table group time, questions and discussion, the proposal was referred to Reference and Counsel for editing.

**Yellow Sessional Committee Report Back**

Charlotte Griffith and Mary Royal reported for the Sessional Committee.

**Motion: Mary Royal/ Charlotte Griffith****2012-03-24-214**

That the Executive of the General Council approve the following:

**G&A 16 Audit Committee Governance – New 5**

That the General Secretary, General Council be directed to convene a meeting of representatives from the Audit Committee, the Permanent Committee on Finance, the Pension Board, the Permanent Committee on Governance and Agenda, and appropriate staff to:

- (a) Review section 2.03 (Audit Committee) of the Governance Handbook;
- (b) Propose improvements to the Audit Committee Terms of Reference;
- (c) Identify ways that better communication will allow the Audit Committee, Permanent Committee on Finance, and Pension Board to more effectively fulfill their mandates;
- (d) Examine whether the current location of the Audit Committee in the Governance structure of The United Church of Canada is appropriate;

and report back recommendations to the General Council Executive at its Fall 2012 meeting.

**GS 68 Administration of Sacrament of Baptism in Emergencies**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that the Sacrament of Baptism may be administered to both children and adults in an emergency situation where it is not possible to obtain the prior consent of the Session (or equivalent).

**Carried**

**GS 56r Members of Joint Search Committee**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-215**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

*That the General Council approve the policy that the pastoral charge be given the flexibility to elect the people it considers most suitable for its joint search committee, whether full members, members or adherents.*

**Carried**

**GS 56u Full Members on Session, Church Board and Church Council**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-216**

That no action be taken on GS 56u – Full Members on Session, Church Board and Church Council.

**Carried**

**GS 56t Articles of Faith - Gender-Neutral Language**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-217**

That no action be taken on GS 56t - Articles of Faith - Gender-Neutral Language.

**Carried**

**GS 67 Recommendation from Consistoire Laurentien**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-218**

That the Executive of the General Council refer to the Permanent Committee on Programs for Mission and Ministry, the Recommendation from Consistoire Laurentien which asks the Executive of General Council, through its designated Francophone representatives Nicole Beaudry and Marie-Claude Manga, that a Francophone commissioner to the 41<sup>st</sup> General Council

2012 report about the General Council's work to date in this area, in a plenary session at the 41<sup>st</sup> General Council.

**Carried**

**GS 56l Appointing a New General Secretary**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-219**

That no action be taken on GS 56l – Appointing a new General Secretary.

**Defeated**

**Motion: Brian Cornelius/Kellie McComb 2012-03-24-220**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

*That the General Council adopt the policy that  
the Executive of the General Council be empowered to appoint a General Secretary.*

**Carried**

**GS 56b Audited Financial Statements for Pastoral Charge**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-221**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

That the General Council adopt the policy that a pastoral charge be required to have prepared annually an independent financial review that includes all receipts and expenses relating to the pastoral charge.

**Carried**

**PCPMM 19 Open and Accessible: Ministries with Persons with Disabilities**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-222**

That the Executive of General Council

1. Affirm that The United Church of Canada is committed to being an open, accessible, and barrier-free church, where there is full participation of persons with disabilities in the church's ministry and mission, and make this known in the church.
2. Direct the General Secretary, General Council to convene a consultation with a diversity of persons living with disabilities—and their allies—in the United Church, and that the insights from this consultation be gleaned to develop a report with concrete policy recommendations for the Executive of General Council by the spring of 2014.
3. Develop a process—as part of its efforts to become an open, accessible, and barrier-free church—that would work in collaboration with participants of the national consultation of persons living with disabilities, and that would commit to developing a vision and action plan for ongoing work with persons with disabilities, which would include but not be limited to:
  - a comprehensive vision statement
  - a theological framework and rationale
  - processes and programs to continue the work
  - practical suggestions for congregations
  - ways in which all courts of the churches can regularly review their progress towards becoming an open, accessible, and barrier-free church (such as an audit)
  - recommendations for educational resources and

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- clear integration with other work, including the ongoing work around intercultural ministries and theology of ability.
- 4. Direct the General Secretary, General Council to develop intentional relationships and partnerships with other church-related and societal networks doing work related to persons with disabilities—such as universities and non-governmental organizations—in order to offer mutual insights and sharing resources for the work.
- 5. Direct that the General Secretary, General Council offer approaches for doing advocacy work and offering prophetic witness around work with disabilities, in consultation with persons living with disabilities, their families, and their care-givers and other allies.

**Carried**

**PCPMM 17 Intercultural Ministries: Living into Transformation** (Addendum F)

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-223**

That the Executive of General Council:

1. Receive the report “Intercultural Ministries: Living into Transformation”
2. Direct the General Secretary, General Council to produce, for approval by the Sub-Executive of the General Council, a re-formatted report of an appropriate length appear in the General Council 41 workbook, with reference to additional material accessible through The United Church of Canada website.
3. Forward the following proposal to the 41<sup>st</sup> General Council for decision.

Proposals:

That the 41<sup>st</sup> General Council of The United Church of Canada:

1. Receive the report of the Task Group on Intercultural Ministries, entitled “Intercultural Ministries: Living into Transformation.”
2. Adopt this “Vision for Becoming an Intercultural Church”, and recommend this vision to all courts of the church—including General Council and its Executive, Conferences, presbyteries/districts, and pastoral charges—for study and reflection, and encourage all courts to integrate aspects of this vision into their mission and ministry:

*Vision for Becoming an Intercultural Church*

*An intercultural church is one that is:*

*welcoming. It:*

- is open, accepting, joyful, and life-giving;
- trusts that God’s Spirit opens all to new and different experiences, however challenging, painful, and uncomfortable at times;
- seeks to use inclusive and expansive language in worship and community life, and honours diverse language in policy statements and official declarations;
- maintains a commitment to mutuality, inclusion, and radical welcoming as part of the church’s mission and ministry.

*relational. It:*

- affirms, honours, and treasures the God-given differences present in the context of its communities—recognizing that there are a variety of cultural expressions of faith;

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- offers a positive vision of community as a whole, with critical engagement within and between cultural perspectives;
- recognizes reciprocal relationships among and between one another, and our responsibilities to live in right relationship with all of creation;
- strives to become a culturally diverse and multilingual community.

*adaptive. It:*

- lives with God's grace enabling it to accept mistakes, and learns and grows from the past;
- opens itself to be vulnerable;
- continually affirms diverse cultural identities to avoid assimilation into dominant cultures;
- is not afraid to engage in transformation of heart, mind, structure, and policy—including continually adapting to change when change is called for.

*justice-seeking. It:*

- steadfastly and authentically seeks to share resources, redress power imbalances, and challenge systemic injustices, while seeking full and equitable participation of all—both inside and outside of the church;
- faithfully addresses racism and White privilege;
- recognizes the church's complicity in historic injustices and tries to do things differently;
- commits itself to becoming a globally minded, inclusive, and justice-seeking community.

*intentional. It:*

- seeks to be enriched by different cultural perspectives, and knows that what we hold in common does not deny difference;
- creates spaces for courageous conversations;
- proactively cultivates diverse leadership, particularly within cultural communities that have been historically minoritized and underrepresented;
- engages in self-examination, life-long learning, and reflection through ongoing prayer, education, training, consultation, monitoring, and evaluation of its intercultural engagement.

*missional. It :*

- seeks to discern, acknowledge, and embody biblical and theological bases for becoming an intercultural church;
- affirms that the God of mission has a church in the world, and that we—in all our differences—are active participants in God's mission.

3. Direct the Executive of General Council to establish accountability processes that would intentionally monitor and build on the intercultural vision, and report to the 42<sup>nd</sup> General Council 2015 about progress made on this intercultural commitment.

**Carried**

### **PCPMM 18 Associate Relationship with Migrant Church Communities**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-224**

That the Executive of the General Council forward for approval to the 41<sup>st</sup> General Council the following definitions to be added to the *Manual*:

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*Associate Relationship*: identifies the framework of the covenanted relationship by Mutual Agreement/Understanding between the General Council, United Church of Canada and a denomination, external to Canada, associated with the World Methodist Council, the World Communion of Reformed Churches or a partner denomination through the global partnership program of the United Church of Canada.

*Associate Membership*: identifies a covenanted relationship between The United Church of Canada and a migrant community congregation or ministry under the “*Associated Relationship*” category, seeking to be in relationship with The United Church of Canada. Associate Membership status may also, in exceptional circumstances, be established with individual migrant congregations. Policies and Guidelines for establishing Associate Membership agreements will be determined from time to time by the Executive of General Council.

*Ministry Personnel (Associate Relationship)*: is the category assigned to individuals who are in formal ministry leadership in Associate Relationship congregations or ministries. This recognition will be separate from formal processes of admission; will include full membership in the Presbytery in which the Associate Congregation is located; be dependent upon assignment as ministry personnel of the Associate Congregation or ministry, and other terms as from time to time adopted by the Executive of the General Council.

**Carried**

A video recording of the Executive of the General Council to show the decision making process through the use of the orange and blue cards, working with proposals and voting on motions was filmed for use at General Council.

### **GS 56n Powers of the Executive of the General Council**

**Motion: Mary Royal/Charlotte Griffith**

**2012-03-24-225**

That the Executive of the General Council approve the following proposal for submission to the 41<sup>st</sup> General Council 2012 for consideration:

1. That the General Council adopt the policy that the Executive of the General Council be empowered to exercise any of the powers of the General Council between regular or special meetings of the General Council except for:
  - (a) the election of a Moderator;
  - (b) the authorization of a remit; and
  - (c) any other power that the General Council decides that the Executive of the General Council may not exercise; and
2. affirm that the change referred to in paragraph 1 above does not extend to the Sub-Executive of the General Council. The powers of the Sub-Executive remain the same as under the current by-laws [2010]:
  - (a) as listed in section 524 of the current by-laws [2010]; and
  - (b) as otherwise limited by the Executive of the General Council.

**Defeated**

**Motion: Paul Stott/Shirley Cleave**

**2012-03-24-226**

That no action be taken on GS 56n Powers of the Executive of the General Council.

**Carried**

Heather Burton, on behalf of the Executive, thanked the Yellow Sessional Committee for their work.

### **Blue Sessional Committee Report Back**

Brian Cornelius and Martha Pedoniquotte reported on behalf of the Sessional Committee.

It was noted that it is the understanding of the Executive that the General Secretary, General Council can make minor changes related to grammar or punctuation.

### **MEPS32 Ministry Personnel Compensation (Addendum G)**

#### **Motion: Brian Cornelius/Martha Pedoniquotte**

**2012-03-24-227**

1. That the Executive of the General Council receive the final report on Ministry Personnel Compensation.
2. That, consistent with the compensation principles adopted by the 39<sup>th</sup> General Council 2006, the Executive of the General Council authorize the General Secretary, General Council to develop a Ministry Personnel Compensation Plan for implementation that includes:
  - a) replacing the existing “base salary plus various compensation allowances” with a “comprehensive salary” for ministry personnel that utilizes a “pay-zone” mechanism to compensate ministry personnel commensurate with the local cost of living (based primarily on housing costs but in some cases take into consideration other costs such as food and travel) and which maintains the current six step categories of A to F;
  - b) adjusting the salary schedule for those not yet Ordained, Commissioned or Recognized from six steps to two steps (the first for years one and two and the second for all years after year two) and that the minimum salary in the two steps be less than the minimum salaries for Recognized Designated Lay Ministers;
  - c) calculating service credits for movement through categories A to F will begin when ministry personnel are Ordained, Commissioned or Recognized;
  - d) recommending mechanisms to provide financial assistance to ministry personnel appointed or called to ministries in established “high cost, remote areas” when they encounter excessive financial costs associated with accessing distant emergency services or responding to family crises; and

that the General Secretary, General Council report to the Executive regarding the readiness of the plan before implementation.
3. That the Executive of the General Council, in recognition of the continuing discussion regarding the streams of ministry personnel, not at this time revise the differential in the minimum salary schedules between Ordered and for Recognized Designated Lay ministry personnel.
4. That the Executive of the General Council
  - a) take no action to establish a *maximum* salary for categories A to F;
  - b) take no action to establish a compensation policy for clergy couples in consideration of the Income Tax Act’s clergy residence deduction; and

That the Executive of the General Council report these decisions to take no action in their accountability report to the 41<sup>st</sup> General Council 2012.

**Carried**

Louise Rogers, on behalf of the Executive, thanked the Blue Sessional Committee for their work.

### **Red Sessional Committee Report Back**

Bev Kostichuk and Ivan Gregan reported on the work of the Sessional Committee.

### **GCE 60 Doctrine of Discovery**

**Motion: Ray Jones/Lewis Coffman**

**2012-03-24-228**

1. That the Executive of the General Council of The United Church of Canada:
  - i) makes the following statement disowning the Doctrine of Discovery, and
  - ii) asks General Council 41 to:
    - a. consider and adopt this statement itself,
    - b. commit the church to a process of discerning how its own values, actions, policies and structures continue to be informed by the Doctrine of Discovery, and
    - c. take steps to repudiate it in word and action.
2. That The United Church of Canada:
  - i) Expresses solidarity with the Indigenous Peoples of the world and supports the rights of Indigenous Peoples to live in and retain their traditional lands and territories, to maintain and enrich their cultures and to ensure that their traditions are strengthened and passed on for generations to come;
  - ii) Joins the World Council of Churches in denouncing the Doctrine of Discovery as fundamentally opposed to the gospel of Jesus Christ and as a violation of the inherent human rights that all individuals and peoples have received from God;
  - iii) Urges various governments in the world, including the government of Canada, to dismantle all legal structures and policies that are based on, or influenced by, the Doctrine of Discovery, to better empower and enable Indigenous Peoples to determine their own aspirations and issues of concern;
  - iv) Affirms its conviction and commitment that Indigenous Peoples be assisted in their struggle to involve themselves fully in creating and implementing solutions that recognize and respect the collective rights of Indigenous Peoples, and to exercise their right to self-determination and self-governance;
  - v) Requests the governments and states of the world, including the government of Canada, to ensure that their policies, regulations and laws that affect Indigenous Peoples comply with international conventions and, in particular, conform to the United Nations Declaration on the Rights of Indigenous Peoples and the International Labour Organization's Convention 169;
  - vi) Encourages all its member congregations to:
    - a. seek a greater understanding of the issues facing Indigenous Peoples,
    - b. support Indigenous Peoples in their ongoing efforts to exercise their inherent sovereignty and fundamental human rights,
    - c. continue to raise awareness about the issues facing Indigenous Peoples, and
    - d. develop advocacy campaigns to support the rights, aspirations and needs of Indigenous Peoples;
  - vii) Supports the continued development of theological reflections by Indigenous Peoples which promote Indigenous visions of full, good and abundant life and which strengthen their own spiritual and theological reflections.

- viii) Affirm the Royal Proclamation of 1763 as a legal precedent in Canada that upholds the rights of Indigenous Peoples in Canada.

**Carried unanimously**

**PCPMM 14 Covenanting for Life (Addendum H)**

**Motion: barb janes/Marie-Claude Manga**

**2012-03-24-229**

That the Executive of General Council:

Receive the report “Covenanting for Life” and incorporate a summary of this report into its accountability to the 41<sup>st</sup> General Council.

Establish a process that explores the ways in which the structure, polity, and culture of The United Church of Canada could better support the development of new forms of justice-seeking transformational ministry;

Develop principles, theological rationale, and lenses for use in developing and reporting on budgets that enables the church to identify how budgets contribute to the renewal of a vocation for engagement in God’s mission, justice seeking, and transformative ministry in the United Church.

Develop a process to live out the following recommendations approved by General Council 40:

- 1 a. analyze the structures and processes of The United Church of Canada using the principles and tools of the “Living Faithfully in Midst of Empire” resources. Such an analysis would consider, but not be limited to: the degree to which structures and practices exhibit networking and are non-hierarchical with respect to power sharing; and whether decision-making is promoting distributive justice, inclusivity, and is based within the principles of global and local sustainability.
- b. identify any places where Empire is being expressed;
- 2 a. to examine the nature, authority, accountability, and other issues related to church governance, in light of *Living Faithfully in the Midst of Empire* and *Mending the World*,
- b. to note any differences between present governance structures and those mandated by the Manual, and policies that have informed our practices historically,
3. to bring feedback and recommendations to the 41st General Council 2012 as to areas requiring change.

Direct the Planning Committee for the 41st General Council and all future Executives to ensure that one or more opportunities exist within the plenary sessions for the voices of global and Canadian partners to be heard during every General Council to represent a global/Canadian contextual understanding of the challenges of being church in order to enable General Council to effectively discern the vision and purpose of the United Church for each triennium.

**Carried**

**PCPMM 15 Policies Related to Gender Identity**

**Motion: Bev Kostichuk/Ivan Gregan**

**2012-03-24-230**

That the Executive of the General Council:

- a. Affirm that The United Church of Canada acknowledges the difference (distinction) between *gender identity* referring to a person’s innate, deeply felt sense of being male, female, both or

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neither; and *sexual orientation* - having to do with the gender to which one is emotionally and physically attracted, and

- b. Affirm that “gender identity” is not a barrier to membership and ministry of The United Church of Canada.
- c. Request the General Secretary, General Council to update all existing policy statements which refer only to “sexual orientation” by adding “and gender identities” to those policy statements and,
- d. Provide opportunities for members of the Transgender community to share their stories at the 41st General Council 2012.

**Carried**

**PCPMM 16 Toward 2025: A Justice Seeking/Justice-Living Church (Addendum I)**

**Motion: Ivan Gregan/Bev Kostichuk**

**2012-03-24-231**

That the Executive of General Council:

Receive the report “Towards 2025: A Justice Seeking/Justice Living Church” as an integrative report of the work of the PCPMM and make it available to the 41st General Council to inform its work and reflection on the identity of The United Church of Canada.

**Carried**

**PCPMM 10 Review of Canadian Partnerships (Addendum J)**

**Motion: Bev Kostichuk/Ivan Gregan**

**2012-03-24-232**

That the Executive of General Council:

Receive the report “Review of Canadian Partnership” and accept its Principles of Partnership and commend it to the church for reflection.

Affirm a commitment to partnership as an integral part of the identity of The United Church of Canada.

Offer this report to the 41st General Council through the Council website as a resource in the identity explorations of the Council.

Offer this report to the Theology and Inter-Church Inter-Faith Committee to inform the ongoing studies on ecclesiology and issues of membership in The United Church of Canada.

**Carried**

Bruce Hutchinson, on behalf of the Executive, thanked the Sessional Committee for their work.

**GCE 63 Preparation for the Workbook for General Council**

**Motion: Paul Stott/Marie Claude Manga**

**2012-03-24-233**

That the General Secretary, General Council be directed to apply the guideline that reports for the 41<sup>st</sup> General Council workbook that are from the Executive of the General Council, its committees, or from the General Council as directed by the Executive of the General Council should be normally no longer than 10 pages with additional material referenced on the website, or in print upon request.

**Carried**

**GCE 62 Change in Meeting Dates for the Triennium 2012 – 2015****Motion: Paul Stott/Christine Williams****2012-03-24-234**

That the Executive of the General Council amend motion number 2011-11-12-170, Meeting Dates for the Executive of the General Council 2012-2015 with meeting dates as follows:

- ~~November 17 – 19, 2012~~ October 26 – 29, 2012
- May 4 – 6, 2013
- November 16 – 18, 2013
- May 3 – 5, 2014
- November 15 – 17, 2014
- March 21- 23, 2015

**Carried****GCE 59 Comprehensive Review of How the United Church of Canada Lives Faithfully in God's World**

Reference and Counsel reported back on their work on GCE 59 and passed the proposal back to the Executive. Questions and comments were discussed, including asking the General Secretary to assist with a more engaging title rather than “Comprehensive Review”.

**Motion: Emmanuel Offori/Kellie McComb****2012-03-24-235**

That the General Council direct that, after the 41<sup>st</sup> General Council 2012, The Executive of the General Council, not later than its first meeting of the triennium appoint a task group of five to seven individuals, selected through the Nominations process, and supported by staff.

The overall task of this group is to examine the comprehensive vision and circumstances of The United Church of Canada and develop a report and recommendations for the 42<sup>nd</sup> General Council 2015 that will best enable the church to live faithfully in God's world at this time in the church's life.

The group will:

- Attend to the sense of identity emerging from the 41<sup>st</sup> General Council 2012.
- Articulate for themselves the vision which is found in the decisions made and work done in recent years and during the 41<sup>st</sup> General Council 2012 in order to inform their work.
- Look at all significant aspects of the organization and operations of The United Church of Canada in all its courts, including attention to the interaction and connection of courts.
- Draw on the information and analysis already gathered through Permanent Committees and staff led reviews.
- Prepare alternate models of program, governance and staff structures as the basis for soliciting in-depth input from diverse voices across The United Church of Canada.
- Develop a process for ensuring that future work brought by Permanent Committees or mandated by General Council will take into consideration the church's ability to fund it and considers how it fits with ongoing work.
- Give interim reports and receive feedback from the Executive of the General Council at each meeting throughout the triennium.

**Carried**



**MEPS 33 Revised Effective Leadership and Healthy Pastoral Relationships (Addendum K)**

Tracy Murton introduced the revised proposal:

**It is proposed that the Executive of the General Council:**

1. Receive the revised report Effective Leadership and Healthy Pastoral Relationships.
2. recommend to the 41st General Council that the Executive of the General Council be directed to develop and test simplified pastoral relations as well as oversight and discipline policies that are:
  - a) flexible to contextual and regional differences;
  - b) supported within overall financial capacity;
  - c) reflect, but not be limited to, a model that:
    - i. the pastoral charge and the presbytery be accountable for the discernment and articulation of mission and ministry leadership needs, and the support and nurture of pastoral relationships and ministry personnel
    - ii. the Conference be accountable for the pastoral relations processes related to placement, oversight and discipline of ministry personnel
    - iii. the courts be resourced by trained paid accountable staff;
3. recommend to the 41st General Council that the Executive of the General Council be authorized to implement policy changes that do not require a remit and that are consistent with and responsive to the ongoing work of the Comprehensive Review of How The United Church of Canada Envisions and Lives Out Its Identity.

That proposal MEPS 33 be referred to the sub-Executive of General Council to finalize the wording of the proposal to be recommended to the 41st General Council 2012.

**Cornelius/Murton**

**Carried**

There was a time for questions and comments. The Executive noted that the General Secretary could change the “Comprehensive Review”

**Motion: Brian Cornelius/Tracy Murton**

**2012-03-24-236**

Refer Proposal MEPS 33: Revised Effective Leadership and Healthy Pastoral Relationship to the Sub-Executive to finalize the wording and to forward to the 41<sup>st</sup> General Council.

**Carried**

Amber Ing and Emmanuel Ofori spoke on a point of personal privilege and the concern that the Ethnic Ministries structure has been lost. Ethnic Ministries congregations no longer have a committee in the Unit-Wide Committees to report through and asked the Executive to reconsider and restore the Ethnic Ministries Unit.

**Theological Reflection**

Tom reflected on the use of words, nuance and contradictions throughout the Executive and invited the Executive to be deliberate in deciphering differences. For example “is less more” or “is more less”. He also invited the Executive to compromise and find agreement even when there is no consensus.

The Moderator thanked Tom for helping us to listen to the Spirit throughout the meeting. The Moderator thanked Ross for his music.

**Table Group Closure**

The Executive said good-bye in table groups with reflections of gratitude to one another followed by prayer.

Nora thanked the staff and volunteers who supported the meeting.

**Closing Procedural Motion****Authorizing the Sub-Executive of the General Council**

**Motion: Nora Sanders/Paul Stott**

**2012-03-24-237**

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 next meeting of the Executive of the General Council.

**Carried**

The Moderator closed the meeting with a blessing and prayer.

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Moderator, Mardi Tindal

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General Secretary, Nora Sanders