

Nakonha:ka Regional Council
Meeting of the Executive
Thursday, May 9, 2019 – 10:00 a.m.

Vision of the Commission by which we evaluate progress based on:

- Supporting and enhancing the life of Communities of Faith where ministry takes place
- Nurturing Social Justice and Outreach programs
- Building Communications

IN ATTENDANCE

Rev. David Lambie	Chair
Monique Moser	Member
Rev. Joëlle Leduc	Member
Paul Stanfield	Member
Patricia Lisson	Member
Judy Coffin	Corresponding Member, Administration and Communication
Robert Patton	Member
Rick Sheffer	Member
Sabrina Di Stefano	Corresponding Member, Pastoral Relations Minister
Rev. Rosemary Lambie	Executive Minister
Joel Miller	Program Assistant to Executive Minister, Recording Secretary

REGRETS/ABSENT

Rev. Pierre Goldberger	Member
Susan Gabriel	Member

1. ***Opening Devotions*** – Joëlle opened the meeting with a prayer.
2. ***Circle Time of Sharing*** – Bob Patton highlighted that he will be attending the United Church Aboriginal Ministries Council meetings in Winnipeg over the next few days. All encouraged him in his travels.
3. ***Minutes of April 25th 2019***

2019-05-09_99 MOTION (M. Moser/P. Lisson) That the minutes of April 25th be approved as received.
Carried

4. ***Agenda***

2019-05-09_100 MOTION (R. Sheffer/P. Stanfield) That the agenda be accepted as received. **Carried**

5. ***Correspondence***

- a) April 11, 2019 Lee Ann Hogle re Association of Ministers (*for discussion at a future date*);
- b) April 30, 2019 Gary Tompkins, Trinity United Church re change in the governance structure (*for action – referred to Property and Finance Leadership Team*);
- c) May 1, 2019 Nora Sanders, General Secretary re emotional support for flooding (*for circulation through communications*);
- d) May 6, 2019 L.E. Moir re death of Rev. Nettie Wilson Hoffman (*for circulation through communications*);
- e) May 8, 2019 David Clinker re Christian Jewish Dialogue of Montreal membership is due (*for action*).

2019-05-09_101 MOTION (P. Stanfield/R. Sheffer) that the Conseil régional Nakhonha:ka Regional Council

Executive authorize \$350 to be taken from contingency fund to pay for the annual Christian Jewish Dialogue of Montreal membership. **Carried**

<i>Supporting and enhancing the life of Communities of Faith where ministry takes place</i>

6. *Business arising*

Property and Finance

- a) **2019-05-09_102 MOTION** (P. Stanfield/R. Sheffer) that the Conseil régional Nakhonha:ka Regional Council Executive adopts the recommendation of members of the Synode Montreal & Ottawa Conference Finance Committee, (moved by B. Cornelius/P. Stanfield), that the Conseil régional Nakhonha:ka Regional Council Executive approve the 2018 Draft Audited Statements of Synode Montreal & Ottawa Conference. **Carried**

A similar motion was adopted by the Eastern Ontario Outaouais Regional Council Executive at a meeting on May 7, 2019.

- b) **2019-05-09_103 MOTION** (P. Stanfield/R. Sheffer) that the Conseil régional Nakhonha:ka Regional Council Executive adopts the recommendations of the Property and Finance Leadership Team on May 7, 2019.

“MOTION: (Paul Stanfield/Rick Sheffer) that the Property and Finance Leadership Group recommend to the Regional Council Executive that the accounting firm Tretiak Holowka be appointed to conduct the 2019 review engagement of the financial statements of Nakhonha:ka Regional Council. **CARRIED.**”

MOTION: (Jim Vanstone/Dave McCormack) that the Property and Finance Leadership Group recommend to the Regional Council Executive that the draft agreement with “Georgeville Preservation” be approved in principle with the following changes: an advance sale would require the permission of Nakhonha:ka Regional Council; use of the building by the congregation for funerals, weddings, and baptisms needs to be made a clear priority (Item 8); if the property is sold within 20 years the proceeds will be split equally between “Georgeville Preservation” and Nakhonha:ka Regional Council. **CARRIED.**

MOTION: (Dave Clinker/Paul Stanfield) that the Property and Finance Leadership Group recommend that the Regional Council Executive ratify the F & E motions offering loans of \$250K to St. James United Church and \$35K to the Korean United Church. **CARRIED.**

MOTION: (Dave McCormack/Dave Clinker) that the Property and Finance Leadership Group recommend to the Regional Council Executive that the request for financial assistance for a stove for St. Jean United Church be directed towards the Trois-Rivières French Ministry Fund. **CARRIED.” Carried**

- 2019-05-09_104 MOTION** (R. Sheffer/ P. Stanfield) that the Conseil régional Nakhonha:ka Regional Council Executive approves the 2018 Financial Statements of the Québec Presbytery of the United Church of Canada as prepared by Tretiak Holowka (draft March 8, 2019). **Carried**

Fund Granting Leadership Team

- a) Request from Mount Royal for support of a weekly French service – Sabrina provided an update

2019-05-09_105 MOTION (R. Sheffer/M. Moser) that the Conseil régional Nakhonha:ka Regional Council Executive mandate the Executive Minister and Pastoral Relations Minister to respond to the request from Mount Royal United. **Carried**

b) Camino de Emaus

2019-05-09_106 MOTION (M. Moser/R. Sheffer) that the Conseil régional Nakhonha:ka Regional Council Executive approves the application from Camino de Emaus for \$3700 to replace appliances.
Carried

Pastoral Relations – Sabrina

2019-05-09_107 MOTION (P. Lisson/J. Leduc) that having received from Mount Royal United Church a Request for Categorization of Lay Ministry Position for a Children and Youth Minister, the Nakhonha:ka Regional Council Executive concur with the Pastoral Relations Assessment and approve the categorization of the position description as being Congregationally Accountable. **Carried**

2019-05-09_108 MOTION (B. Patton/P. Lisson) that the Conseil régional Nakhonha:ka Regional Council appoints the Rev. Mead Baldwin as supervising minister of Baldwins Mill United Church. **Carried**

Governance

a) Nominations Leadership Team: Composition of the Executive – see appendix A

2019-05-09_109 MOTION (P. Lisson/B. Patton) that the Conseil régional Nakhonha:ka Regional Council Executive approves the composition of the Executive in principle:

Full voting Members:

President (2 years term)

President Elect (2 years term)

Past President (1 year for years starting after the 2019 election)

Representative of the following Leadership Teams (the Chair unless the Leadership Group decides otherwise – 2 years term):

Property and Finance

Pastoral Relations

Finance and Extension Board

New Ministry Development and Support/Visioning

Representative of La Table

Youth and Family Ministries

Right Relations

Justice and Community Ministries

Granting and Enabling Leadership Team

Four (4) Full Voting Members at Large chosen for their experience, wisdom etc.

Treasurer

Corresponding Non-Voting Members

Executive Minister

Communications Staff Person

Pastoral Relations Minister

Regional Network Minister (on request)

Program Assistant to the Executive Minister

Property, Finance and Administration Manager (on request)

Nominations (on request)

YAYA (on request)

Elected representatives to the Denominational Council (on request)

Carried

b) Governance Policy Handbook

2019-05-09_110 MOTION (P. Lisson/J. Leduc) that the Conseil régional Nakhonha:ka Regional Council Executive Regional approves the Regional Council Living Mission. **Carried**

Discussion: The Manual was highlighted for Annual Meeting Requirement (The Manual C.4.1):

“The regional council must meet at least annually.

The annual meeting may be a meeting of the entire regional council or the executive of the regional council, as determined by the regional council.”

More discussion will be had on May 25th to gauge Regional Council members’ needs. Brian Ruse will seek out possible venues for an October meeting (should a decision be favourable to have more meetings).

2019-05-09_111 MOTION (P. Lisson/J. Leduc) that the Conseil régional Nakhonha:ka Regional Council Executive Regional approves the Memorandum of Understanding. **Carried**

2019-05-09_112 MOTION (P. Lisson/J. Leduc) that the Conseil régional Nakhonha:ka Regional Council Executive approves the amended Draft Governance Policy Handbook. **Carried**

The following “Policy Regarding Proceeds From The Sale Of Property Conseil Régional Nakhonha:Ka Regional Council” replaces the policy that was voted on *2019-02-28_51 MOTION* :

Policy

When Church Property is being sold by a Community of Faith that is not disbanding, the following guidelines for the use of net proceeds from the sale

- a) 10% be remitted to the United Church of Canada for the on-going support of Indigenous Ministry.
- b) 10% be remitted to the Nakhonha:ka Regional Council to support the Mission Strategy Fund of the Regional Council administered by the Finance and Extension Board.
- c) Up to 78% be retained by the Community of Faith with an approved ministry plan for the use of the proceeds by the Regional Council that is financially sustainable. The Regional Council will normally require that the remaining capital from the sale be protected and invested and that the Community of Faith be limited to drawing up to 4% of the value of the invested capital in any given year to support its operating budget. If the Community of Faith puts before the Regional Council a ministry plan, the Regional Council may allow the Community of Faith to use some or all of the remaining capital from the sale to implement the ministry plan. This may include capital expenses.
- d) It is the policy of the Conseil régional Nakhonha:ka Regional Council that 2% of the net proceeds* from the sale of church property (except when it is the sale of a manse), be remitted to help fund the work of the Regional Council Archives.

When Church Property is being sold by a Community of Faith that is disbanding, the following guidelines apply for the disposition of net proceeds from the sale

- e) 10% be remitted to the United Church of Canada for the on-going support of Indigenous Ministry.
- f) 10% be remitted to the Nakhonha:ka Regional Council to support the Mission Strategy Fund of the Regional Council administered by the Finance and Extension Board.
- g) 10% be remitted to the United Church of Canada Mission and Service for on-going support of the ministry of the wider church.
- h) Up to 68% be directed for purposes within The United Church of Canada and which is approved by the Regional Council before the disbanding of the Community of Faith. If a Community of Faith

disbands without such a plan, it becomes the responsibility of the Regional Council to determine the disposition of the remaining funds.

- i) It is the policy of the Conseil régional Nakonha:ka Regional Council that 2% of the net proceeds* from the sale of church property (except when it is the sale of a manse) be remitted to help fund the work of the Regional Council Archives. .

*Net proceeds means the amount left over after all expenses directly related to the sale of the property have been paid, e.g.: real estate fees, legal fees, cost of surveys and so on.

Leadership Team Mandates to be included in the Governance Document:

- Nominations Leadership Team
- Property and Finance Leadership Team
- Granting and Funding Leadership Team
- Right Relations Leadership Team

Covenant Relationship between La Table, the General Secretary and the Conseil régional Nakonha:ka Regional Council – see appendix B

2019-05-09_113 MOTION (P. Lisson/J. Leduc) that the Conseil régional Nakonha:ka Regional Council Executive adopts the Covenant Relationship between La Table, the General Secretary and the Conseil régional Nakonha:ka Regional Council. **Carried**

Nurturing Social Justice and Outreach programs
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Youth and Young Adult Ministry – Shanna; see appendix C

Bill 21 – Patricia; see appendix D

Discussion: All were in agreement with the modifications made to the original document presented as *appendix E* during the April 25th 2019 Executive meeting:

2019-04-25_96 MOTION (P. Lisson/J. Leduc) that the Conseil régional Nakonha:ka Regional Council Executive circulate a press release in response to Bill 21. Carried

<i>Building Communications</i>

Inaugural Meeting – The Regional Council has received registrations for 101 adults (95 on site, 6 remote), 5 youth and 2 children, and expects 19 guests, 38 clergy and 43 lay reps, plus the 5 youth reps and 2 children.

Report Book: Deadline to receive items for translation is May 13th. Deadline for receiving all material for report book is May 15th. This would allow for the final document to be circulated at least a week in advance of the Inaugural meeting (out by Friday, May 17th).

Communications – Judy; see appendix E

7. *New Business*

Opening worship for next meeting –

Closing Prayer –

Next meeting dates –Friday, May 17th 2019, 9 a.m. – Zoom meeting.**8. Adjournment****2019-05-09_109 MOTION** (P. Lisson) that the meeting be adjourned at 2:16 p.m.

Rev. David Lambie
Chair

Rev. Rosemary Lambie,
Executive Minister**Appendices**

Appendix A	Nominations Report Regarding the Make-up of the Executive Conseil Regional Nakonha:ka Regional Council May 9, 2019	Pages 147-148
Appendix B	Déclaration d'alliance entre la secrétaire générale, la Table des ministères en français et le Conseil régional Nakonha:ka / Covenant General Secretary, La Table des ministères en français and the Conseil régional Nakonha:ka Regional Council	Pages 149-154
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Appendix A

Nominations Report Regarding the Make-up of the Executive
Conseil Regional Nakonha:ka Regional Council
May 9, 2019

The Regional Council Executive serves, acts, and decides on behalf of the Regional Council between meetings of the Regional Council. As such, its duties and responsibilities are those of the Regional Council as a whole. These include (see the New Manual Section C-2 pp 76 to 80):

1. living out the covenantal relationship with Communities of Faith including entering into a new covenantal relationship with a new Community of Faith
2. living out a covenantal relationship with ministry personnel
3. support, advice and services to Communities of Faith
4. oversight of Communities of Faith
5. property and financial responsibilities
6. responsibilities relating to the preparation for ministry including ordination and commissioning, licensing LLWL's, recognizing DLM's (see manual Section C.2.7)
7. pastoral relations
8. oversight of incorporated ministries
9. looking to the future, visioning, and fostering the development of new ministries
10. financing including administration of the various granting programs and the development of new financing options to meet emerging needs.
11. relationship with the Finance and Extension Board a separate incorporated body within the purview of the Conseil Regional Nakonha:ka Regional Council
12. management relationship with the Executive Minister who reports jointly to the General Secretary of the Denomination Council and the Regional Council and, through the Executive Minister, with other staff members of the Regional Council.
13. Election of members to the Denomination Council (to be done at a full meeting of the Members of the Regional Council)

There are different models for forming the Executive including:

1 The Traditional Model. This model is built largely around functional responsibilities such that principal Leadership Teams are represented. An advantage is that the issues relating to functional responsibilities are represented and dealt with and communication among the different functions is enhanced as all are aware of what is happening which supports communication and collaboration. A possible disadvantage, depending on the personnel, is that this may or may not be fully representative of the polity of the Region and that Members see themselves as representing a range of interests vs a holistic view.

2. The Open Model. This aims at selecting an Executive that ideally is representative of the polity of the Region and/or aims at selecting Members who can see the larger picture without feeling a responsibility to represent a point of view or a particular functional responsibility. A possible disadvantage is that the real functional issues that need airing and the needed practical "hands on" experience can be shortchanged .

3. The Mixed Option. This aims at melding the best of options 1 and 2 above. This model would include representatives of the principal Leadership Teams, particularly those that have regular issues requiring ongoing decisions including Property and Finance and likely Pastoral Relations, and persons selected who can offer their experience and skills and wisdom to the decision making process.

Suggestion: My suggestion is that we aim for the Mixed Option with a maximum of 16 voting Members to include:

Full voting Members:

1. The ~~Chair~~/President (2 years term)
2. Vice ~~Chair~~ President/~~Chair~~-President Elect (2 years term)
3. Past ~~Chair~~-President (1 year for years starting after the 2019 election)
4. Representative of the following Leadership Teams (the Chair unless the Leadership Group decides otherwise – 2 years term):
5. Property and Finance
6. Pastoral Relations
7. Finance and Extension Board
8. New Ministry Development and Support/Visioning
9. Representative of La Table
10. Youth and Family Ministries
11. Right Relations
12. Justice and Community Ministries
13. Granting and Enabling Leadership Team
14. Four (4) Full Voting Members at Large chosen for their experience, wisdom etc.
15. *Addition* -Treasurer

Corresponding Non-Voting Members

Executive Minister

Communications Staff Person

Pastoral Relations Minister

Regional Network Minister (on request)

AGM Coordinator

Program Assistant to the Executive Minister

Property, Finance and Administration Manager (on request)

Nominations (on request)

Addition – YAYA (on request)

Addition - Elected representatives to the Denominational Council (on request)

In addition, I suggest that a Staff Committee comprising the Executive Minister, Chair/President, and Vice Chair be established with reporting as appropriate to the Executive.

Frederick Sheffer

May 8, 2019

Appendix B

Déclaration d'alliance
entre la secrétaire générale, la Table des ministères en français
et le Conseil régional Nakonha:ka

Cette alliance tripartite a pour but de favoriser la collaboration à la consolidation des ministères en français et la promotion de leur présence au sein de la population francophone sur le territoire du Conseil régional Nakonha:ka Regional Council.

Toutes les parties saisissent l'importance de l'identité francophone dans ses dimensions culturelles et linguistiques, tout particulièrement au sein du Conseil régional Nakonha:ka Regional Council où cette réalité est prépondérante. Les parties reconnaissent que la croissance de l'Église et de communautés de foi vigoureuses dans ce contexte requiert le développement proactif de nos ministères en français, actuellement une fragile minorité au sein de l'Église même s'ils participent à la culture dominante ambiante.

La restructuration actuelle de l'Église Unie du Canada est un instant crucial pour éviter de simplement perpétuer ce qui a toujours été fait et de veiller à ne pas minimiser l'importance de la voix francophone au sein de l'Église ni de négliger la perspective propre à son contexte culturel. Il importe au premier chef que ce travail ne s'effectue pas de manière cloisonnée, en isolement.

Cette alliance a pour but d'aider l'Église à tenir vraiment compte de ces réalités aussi bien envers les ministères déjà en existence qu'à l'égard des ministères qui seront développés à l'avenir.

L'implication de la secrétaire générale, par l'entremise de membres du personnel au sein du regroupement des Ministères en français et du Bureau de la vocation, offrira l'appui nécessaire à la réalisation des objectifs partagés pour ce travail. La Table, avec son réseau national de membres du personnel et de laïques francophones, sera le maître d'œuvre et la porte-parole de ce travail. Le Conseil régional pourvoira au volet organisationnel en tenant compte de la spécificité propre au contexte local et en harmonisant le tout à l'ensemble de son intervention ministérielle dans le Conseil régional Nakonha:ka Regional Council.

Les ministères déjà en existence

En ce qui concerne la reconnaissance des ministères en français déjà en existence, elle sera faite conjointement par le Conseil régional et la Table.

En date du 1^{er} janvier 2019, les communautés de foi au sein du Conseil régional Nakonha:ka Regional Council qui sont reconnues officiellement par la Table étaient :

Belle-Rivière (Mirabel)
Camino d'Émmaus (Montréal métropolitain)
Drummondville
Sainte-Adèle (Ministère régional des Laurentides)
Saint-Jean (Montréal)
Saint-Pierre (Québec) et Pinguet (Saint-Damase-de-l'Islet)

Lors d'un changement prévisible dans la relation pastorale, la Table travaillera de concert avec le Bureau de la vocation pour constituer un comité d'accompagnement adéquat afin de préparer cette transition. Les personnes nommées par la Table au Conseil des candidatures seront sollicitées pour cette tâche, à laquelle d'autres personnes seront associées selon ce qui s'avère pertinent pour la situation.

Lorsqu'une communauté de foi identifiée comme francophone est soumise à une évaluation officielle ou à un examen conformément à la procédure établie par un Conseil régional, ce Conseil régional veillera dans la mesure

du possible à ce qu'au moins la moitié des membres du comité constitué pour cette tâche soient également membres de la Table et qu'ils soient impliqués dans la région où se déroule cette procédure. L'objectif est de s'assurer, au sein du comité, à la fois d'une communication claire avec la communauté de foi et de bénéficier de la sensibilité culturelle requise pour composer avec les enjeux propres à ce contexte. La Table peut renoncer à cette exigence si la chose s'avère inappropriée dans les circonstances.

La décision de terminer (dissoudre) un ministère en français en existence devra être approuvée à la fois par la Table et par le Conseil régional. Si aucune entente n'est trouvée entre les parties après une période de réflexion de 90 jours, une demande d'arbitrage décisionnel sera acheminée à la secrétaire générale du Conseil général. La (ou les) personne(s) qu'elle désignera pour ce faire devra être familière avec les enjeux propres au Québec et s'exprimer couramment aussi bien en anglais qu'en français. Par respect pour les personnes qui ont contribué au fil des ans aux ministères en français, lorsque des questions relatives aux biens immobiliers ou aux finances relevant d'un ministère en français sont soulevées, il appartiendra à la Table de décider ultimement de la disposition des avoirs, en consultation avec le Conseil régional. Les décisions courantes relatives à d'autres questions de propriétés demeurent de la compétence du Conseil régional.

Les nouveaux ministères

Le Conseil général, le Conseil régional et la Table travailleront activement dans un esprit de collaboration à la création de nouveaux ministères, au développement de communautés de foi et à l'édification de ministères novateurs ensemble, chacun consacrant ressources financières et humaines pour permettre la réalisation. La Table créera un groupe de travail portant sur les nouveaux ministères en français dans du Conseil régional Nakonha:ka Regional Council, lequel aura pour mandat d'établir un plan annuel et un budget permettant d'atteindre cet objectif. Aucune des parties n'entreprendra une telle planification sans la participation des autres à moins qu'il n'y ait eu une entente entre elles pour procéder différemment.

Lorsqu'une nouvelle communauté de foi, majoritairement francophone, se considère prête à être reconnue pour la poursuite de ses activités, la reconnaissance de ce ministère incombera à la Table et au Conseil régional par un processus de double reconnaissance. Si l'une ou l'autre des instances n'est pas disposée à reconnaître ce nouveau ministère, la communauté de foi poursuivra alors son fonctionnement comme une communauté non reconnue jusqu'au moment où les deux instances seront disposées à accorder cette reconnaissance. Les instances peuvent demander à la secrétaire générale un arbitrage décisionnel à cet égard, tel que décrit ci-dessus, dont le résultat peut être une reconnaissance complète ou partielle. Les motifs de tout refus d'une demande de reconnaissance devront être clairement expliqués à la communauté de foi demanderesse et à toutes les parties de la présente alliance afin que les mesures appropriées soient prises pour régler les aspects qui font encore problèmes. Les deux parties sont conscientes que la double reconnaissance est l'objectif recherché, mais admettent être ouvertes à d'autres éventualités qui résulteraient d'une négociation ou d'un arbitrage.

Candidature

Lorsqu'une personne qui se déclare francophone ressent un appel au ministère ordonné et souhaite entamer un parcours de candidature en français, le Bureau de la vocation, la Table et le Conseil régional œuvreront conjointement pour déterminer la composition du comité d'accompagnement de la personne candidate. Advenant que la personne provienne d'une région autre que l'*Eastern Ontario/Outaouais* ou *Nakonha:ka*, cette personne peut choisir de poursuivre son processus de candidature dans l'une de ces deux conseils régionaux qui offrent des ressources pour l'accompagnement en français. Le processus de candidature d'une personne francophone provenant des régions *Eastern Ontario/Outaouais* ou *Nakonha:ka* se déroula dans la région d'origine de cette personne.

Propositions au Conseil général

Le Conseil régional assurera la transmission au Conseil général des propositions provenant de la Table, sans que l'accord du Conseil régional à l'égard de ces propositions soit pour autant requis. Un tel fonctionnement est

considéré comme essentiel afin de permettre à la Table de mettre de l'avant les enjeux propres aux ministères en français et à leurs contextes culturels spécifiques.

Nominations

En tout temps, lorsque le Conseil régional est à la recherche de participantes et de participants francophones ou suffisamment bilingues pour siéger à des comités ou à des instances de direction, la Table s'efforcera de solliciter des personnes associées à son réseau qui possèdent une expertise pertinente afin qu'elles soient nommées à de tels postes en réponse à la demande du Conseil régional.

Autres questions

Lorsque surgissent d'autres questions qui ne sont pas mentionnées dans cette déclaration d'alliance, les parties feront preuve de sensibilité à l'égard des intérêts du fonctionnement régulier de leurs vis-à-vis afin de préserver des rapports *sans accros*, empreints de respect mutuel et de compréhension.

Évolution de la relation

La Table et le Conseil régional sont conscients qu'au fur et à mesure du développement de ministères en français, des modifications pertinentes de leur relation peuvent s'avérer nécessaires ou utiles et qu'ils devront alors en discuter explicitement, au besoin avec l'aide du Bureau du Conseil général.

Cette déclaration d'alliance peut être modifiée en tout temps avec l'accord des trois parties. Si une des parties souhaite se retirer de l'alliance, elle en donnera un avis préalable de 90 jours aux autres parties. Durant cette période de 90 jours, la secrétaire générale ou la personne qui la représentera œuvrera à la résolution de tout litige en cours entre les parties afin de permettre si possible le maintien de l'alliance. Toutes les parties s'engagent à participer de bonne foi à de tels efforts.

Ont entériné cet accord, en ce ____^e jour du mois de _____ 2019.

Nora Sanders, secrétaire générale

personnes assurant la présidence et le secrétariat du Conseil régional Nakonha:ka

personne(s) représentant la Table des ministères en français

Covenant
General Secretary, La Table des ministères en français and the
Conseil régional Nakonha:ka Regional Council

This tri-partite covenant is intended to assist the parties in working together to strengthen ministries in French and to seize the opportunity to grow our presence amongst Francophones across the territory of the Conseil régional Nakonha:ka Regional Council.

We collectively understand the importance of Francophone identity in cultural and linguistic terms, particularly within this regional council where this reality is the dominant one. We accept that if we are to grow as a church and develop strong communities of faith in this regional council, we will need to actively grow our ministries in French. While dominant in the broader culture, it is still a fragile minority within the church as it exists today.

The current restructuring of the United Church of Canada is a key moment for us to avoid doing things the way we've always done, but it is also important to ensure that we do not undervalue the importance of the Francophone voice within the church along with its cultural understanding of its context. It is also key that none of this work happens in isolation.

This covenant intends to help the church honour these approaches for existing ministries and those that are being developed in the future.

The involvement of the General Secretary, through staff in the Ministries in French cluster and the Office of Vocation will provide support to ensure that we meet our common goals in this work. La Table and its nation-wide network of Francophone ministry personnel and laity will engage as the voice and actions of this work. The Regional Council will provide structure and local context in a manner consistent with the rest of its ministry in the region.

Existing Ministries

When it comes to recognizing existing ministries in French, recognition will be done by both the Regional Council and La Table.

The following communities of faith within the regional council have been formally recognized by La Table as of January 1st, 2019:

Belle-Rivière (Mirabel)
Camino d'Émmaus (Montréal métropolitain)
Drummondville
Sainte-Adèle (Ministère régional des **Laurentides**)
Saint-Jean (Montréal)
Saint-Pierre (Québec) et Pinguet (St-Damase-de-l'Islet)

When a change in pastoral relations is anticipated, La Table will work with the Office of Vocation to create a suitable support committee to prepare for that transition. La Table's nominees to the Candidacy Board will be used or a suitable combination thereof on a case-appropriate basis.

If a community of faith who identifies as francophone is undergoing a formal evaluation/review according to the Regional Council's established process, the Regional Council will seek to populate the committee with half of its membership from La Table in the regional council where the process is taking place. This is intended to ensure both the ability to communicate with the community and a cultural sensitivity to handle issues that arise within that context. La Table may waive this requirement should circumstances make this composition impractical.

The decision to end (“disband”) an established ministry in French will require approval by both La Table and the Regional Council. If they are unable to agree after a 90-day period of reflection between them, they shall refer their difference(s) to the binding arbitration by a person or persons (familiar with Québec issues and fluent in both English and French) designated by the General Secretary of General Council. In the interests of those who have contributed to ministries in French over the years, when issues of property or finances related to a ministry in French arise, La Table will make final decisions about the disposition of such property, in consultation with the Regional Council. Normal decisions about other property matters continue to be in the purview of the Regional Council.

New Ministries

The General Council, the Regional Council and La Table will work actively and collaboratively to create new ministries, develop communities of faith, and build innovative ministries together. All will contribute financial and human resources towards this objective. A Working Group on new ministries in French will be struck by La Table, developing an annual plan and budget to achieve this goal. La Table will invite the Regional Council to nominate people to serve on this committee in the interests of the significant potential for new francophone ministries in the region. Neither party will establish such a plan without the participation of the other unless there is an agreement between all three parties on an alternative way to proceed.

When a new community of faith that is predominantly francophone is ready for recognition as a going concern, recognition of this ministry will be done by approval of both La Table and the Regional Council in a dual recognition process. Should either body be unwilling to recognize the new ministry, it will remain an unrecognized community of faith until such time as both parties are prepared to proceed to recognition, but either party may apply to the General Secretary for binding arbitration as above and such arbitration may result in such recognition in whole or in part. Reasons for any unwillingness to grant such a request for recognition by a community of faith must be made clear to that community and to all the parties of this covenant so that suitable measures may be taken to address the outstanding issues. Both parties recognize that the optimal solution is dual recognition but acknowledge an openness to other solutions as negotiated or arbitrated.

Candidacy

When a self-declared Francophone has felt a call to ordered ministry and wishes to engage in the candidacy process in French, the Office of Vocation, La Table and the Regional Council will work together to establish the composition of the candidate’s accompaniment. Should the candidacy originate from a region other than *Eastern Ontario/Outaouais* or *Nakonha:ka*, the Candidate may choose to process their candidacy through one of these two regional councils where the accompaniment resources will be available in French. A Francophone candidacy that originates in *Eastern Ontario/Outaouais* or *Nakonha:ka* regional councils will be processed within their own Regional Council.

Proposals to General Council

The Regional Council will ensure the transmission of proposals from La Table to General Council. It is understood that such proposals will not require transmission with concurrence by the Regional Council. Providing La Table with an opportunity to raise issues that relate to Francophone ministries and their broader cultural lens is understood as valuable.

Nominations

At any time, should the Regional Council seek Francophones or suitably bilingual participants for committee or governance positions, La Table will make every effort to call upon members of its network with appropriate expertise to be nominated for such positions when requested by the Regional Council.

Other issues

As other issues arise that may not be covered by this covenant, the parties will be sensitive to the interests of other parties in their daily operations with the goal of ensuring a 'no surprises' relationship, mutual respect and understanding.

Evolving Relationship

La Table and the Regional Council recognize that as they develop ministries in French appropriate changes may become necessary or useful in their relationship and they shall discuss any such changes with assistance as necessary from the General Council Office.

This Covenant may be modified with the agreement of all three parties at any time. If a party intends to withdraw from this covenant, they will provide 90 days' advance notice to the other parties. During the 90-day period, the General Secretary or designate will lead efforts to resolve any outstanding issues among the parties that might assist in the covenant being continued. Each of the parties agrees to participate in good faith in these efforts.

Agreed to, this ___ day of _____, 2019.

Nora Sanders, General Secretary

Chair and Secretary of Conseil Régional Nakonha:ka Regional Council

Representative (s) of La Table des ministères en français

Appendix C**Report for IGM****Youth & Young Adult Ministry in Nakonha:Ka Regional Council**

I am four months into my new position as Program Support Minister for Youth and Young Adults and I sometimes still feel like this situation cannot be real because getting this job was a dream come true. Clichés and gushing aside, I am truly grateful to be working for the Nakonha:Ka regional council. As many of you know, I am not new to church work, or youth work. The better part of the last decade, I have been working at a congregational, presbytery and conference level with children, youth and young adults. I have loved volunteering and working part time planning youth events, but it was always my dream to make church work my career and not simply a passion project. The time since January 1st has rushed by, and I have been working hard to get my bearings and figure out, along with everyone else in the United Church of Canada, what the new regional councils will mean for my ministry.

The programming for Youth starting of with bang as I immediately needed to coordinate transport and lodging for the 50 youth and leaders who participated in EOOR's regional Youth Gathering "Worshiplude" which takes place during Ottawa's annual Winterlude festivities. We were privileged to meet our Moderator, stay in the historic and welcoming church of Parkdale United and enjoy the beautiful national capital together. Spring Youth Forum, which was held in Magog QC April 12-14th had the theme "Right Relations – Justice Issues for Indigenous peoples". We experienced the Blanket Exercise, a difficult and meaningful experience for youth to face their settler privilege and relearn the history of Canada from a different perspective. I am planning a bilingual Young Adult retreat in September, with Ecumenical collaborations.

The role of a Youth Minister is diverse and varied. I book buses, I coordinate rides, I buy snacks, and I listen to the woes of stressed out university students and the hopes and dreams of seventh graders. I plan games, buy nametags, pray, learn and read. Sometimes all of that happens in 48 hours with little to no sleep. Youth Ministry happens in weird spaces and times. It happens on a bus full of exhausted people who still cannot keep from singing. It happens late at night when a young person discusses theology with regard to their sexual orientation. Youth and young adults are vulnerable and they are aching for affirmation and safe space. I make that space happen and I let the spirit unfold the rest

I am so excited to have the time and space to do my work well. It is so amazing to have time to reflect, refuel and correct the things that can be done better in the future. I am listening to hear the needs as well as what communities of faith are doing for the young people in our region. More conversations need to happen. I need to meet more people and connect with the folks outside my pre-existing network. I will reach out to francophone people and to our indigenous communities of faith. This is a work in progress and it will take time for me to form trusting relationships with people.

Youth Work in a long-term investment, not only in the Church, but in the world. A world where empowering youth to seek justice and love their neighbour is more important than ever.

Appendix D**Le Projet de loi 21**

Nakonha:ka Region de l'Église Unie du Canada croit que le projet de loi 21 va restreindre indûment les droits et libertés fondamentaux des Québécois et Québécoises et s'oppose à ce que soit cantonné à la sphère privée la liberté de religion des fonctionnaires des secteurs public et parapublic.

29 Avril 2019 (Montréal, Québec) : Nakonha:ka Region de l'Église Unie du Canada croit que le projet de loi 21 va restreindre indûment les droits et libertés fondamentaux enchâssés dans la Charte Québécoise des droits et libertés de la personne et de la Charte Canadienne des droits et libertés. Nous nous inscrivons en faux contre toute atteinte ou toute tentative de restriction des droits et libertés des Québécois et Québécoises.

Nous tenons à réitérer qu'en tant que chrétiens protestants, nous sommes en faveur d'un modèle de société démocratique, inclusif et ouvert, qui ne soit pas réducteur et n'élimine pas de la sphère publique commune et des institutions toute forme de signes des diverses cultures religieuses. Nous estimons en effet, que les cultures religieuses – elles-mêmes en processus de diversification tout comme la société Québécoise- font partie du patrimoine culturel et de la texture de la société Québécoise et de ses valeurs humanistes.

Nous estimons que, loin de vouloir oblitérer toute forme de trace de culture ou d'appartenance religieuse, il est préférable, plus fécond et enrichissant d'apprendre à vivre avec les différences dans une pluralité respectueuse et ouverte à la fois sur l'autre et sur le monde.

En tant que Québécois et Québécoises, face à tous ces défis, nous affirmons que notre foi n'est pas diminuée quand nos frères et sœurs Juifs, Sikhs, Musulmans, Chrétiens d'autres dénominations et autres, pratiquent leur propre foi. De même notre identité culturelle n'est pas amoindrie parce qu'une autre personne vit sa propre culture.

Nous nous opposons à ce que la liberté de religion d'un-e employé-e de l'État soit cantonnée dans la sphère privée, comme une tare que l'on doit cacher. Nous croyons plutôt que les religions sont appelées à contribuer à des débats et à des enjeux de société avec toutes les autres voix de la société québécoise.

Pour notre part, nous nous engageons à continuer de cheminer avec tous nos citoyens et citoyennes vers un Québec plus ouvert, plus inclusif, où les droits fondamentaux de tous et toutes, de même que la démocratie sont respectés et où le dialogue interculturel nous amène plus loin ensemble pour bâtir notre avenir. Nous faisons appel à la raison et à l'accommodement, caractéristiques intrinsèques de notre histoire démocratique québécoise et appelons le gouvernement à faire un débat qui ne soit pas qu'électorale ou basé sur des suspensions ou des lieux communs.

Pour plus d'information ou pour une entrevue, veuillez communiquer avec : Rev. Rosemary Lambie
RLambie@united-church.ca - 1.800.268.3781, extension 6147.

Nakonha:ka Region de l'Église Unie du Canada fait partie de L'Église Unie du Canada, laquelle a de profondes racines dans la société québécoise. Bien qu'elle soit l'église protestante ayant le plus de membres au Canada, ses racines dénominationnelles sont au Québec depuis des siècles en tant que minorité religieuse. Au fil de son évolution, elle a choisi une route œcuménique, interreligieuse et interspirituelle; elle croit profondément, défend et pratique l'égalité des sexes, incluant l'ordination des femmes depuis 1936, l'égalité des personnes gays, lesbiennes et bisexuels ainsi que les droits humains, aussi bien dans l'Église que dans la société, dans la sphère privée et dans la sphère publique.

Bill 21, An Act respecting the laicity of the State

The Nakhonha:ka Region (Quebec) of the United Church of Canada (UCC) believes that the proposed Bill 21 will unduly restrict the rights of employees of the public and semi-public sectors to freedom of religion.

April 29, 2019 (Montreal, Quebec): **The Nakhonha:ka Region** of the United Church of Canada believes that the proposed Bill 21, An Act respecting the laicity of the State, will unduly restrict the fundamental rights and freedoms set in the Quebec Charter of Rights and Freedoms and the Canadian Charter of the Rights and Freedoms. We strongly denounce any infringement upon or any attempt to limit the rights and freedoms of all Quebecers.

As Protestant Christians, we are in favour of an inclusive and open, democratic society, which will not reduce or eliminate from the sphere of common public institutions, signs of our diverse religious cultures. Indeed, we consider that religious cultures are reflective of the changing Quebec society and are an important part of our collective cultural heritage. According to us, it is important to embrace and acknowledge in the public and semi-public sectors the richness of our diverse cultural and religious reality, enabling us to live together in an inclusive society.

As Quebecers, we assert that our faith is not diminished when Christians of other denominations or our brothers and sisters who are Jewish, Sikh, Muslims and from other beliefs openly live their faith. As well, we believe our cultural identity is not diminished because another person lives or demonstrates his or her culture.

We oppose the concept that the freedom of religion of an employee of the State is limited to the private domain, as if it were a defect, which must be hidden. We believe that members of diverse religions are called to contribute to Quebec society and have a right to express their voices, along with all other stakeholders in our society.

For our part, we make a commitment to continue to walk with all our fellow citizens towards a more open, more inclusive Quebec. We will continue to support democracy and the fundamental rights and freedoms of all and strive for intercultural dialogue that brings us closer together as we build our common future. We appeal at this time for reason and mutual respect, which are intrinsic characteristics of our democratic history in Quebec. We call upon the government for a more measured discussion based on this common heritage and not directed by a political agenda or suspicion.

For more information or for an interview, please communicate with: Rev. Rosemary Lambie RLambie@united-church.ca - 1.800.268.3781, extension 6147.

The Nakhonha:ka Region of the United Church of Canada is a Protestant church profoundly rooted in Quebec society. Although, it is the Protestant church with the largest membership in Canada, denominationally, we have been a religious minority in Quebec since 1925. In the course of its evolution, the UCC chose an ecumenical, interfaith approach to its spirituality and profoundly believes and defends gender equality, including the ordination of the women since 1936, the equality of the persons regardless of their sexual orientation, as well as their fundamental rights in the Church, society, and in the private and public spheres of society.

Appendix E**Communications Report for Executive Meeting – May 9th, 2019**

The following bullet points list some of the projects and communications tools that have been developing since January 1, 2019, along with some statistics about how they are being used:

1. Mailing Lists

- a. **Sources:** Conference, Quebec Presbytery, Consistoire Laurentien, General Council statistics/yearbooks (**note re 33 PC that haven't submitted 2018 stats yet**), new subscribers to emails; lists from GC office (Jim Lewis) received recently to be verified
- b. **Uses:** targeted mailings (ministers, pastoral charges, lay reps, youth reps, leadership teams, staff, etc.)

2. Newsletters (PDF distributed through MailChimp)

- a. Average 6-8 pages each language, weekly
- b. Number of subscribers: total of 460 emails, including lay reps (adult and youth), ministers (active and retired), communities of faith, staff and other interested parties.
- c. 27 new subscribers in the last 30 days
- d. Open rate : 50-60%
- e. Industry average for open rate : 31%
- f. Click rate : 30%

3. Social Media

- a. **Hashtags: #Nakonhaka #UCCan**
- b. **Facebook (group)**
 - i. Moderated group – anyone can post, but posts must be approved by admin (Rosemary, Judy, Joelle)
 - ii. Closed group – members must be approved by admin
 - iii. 103 members in group (40% increase since January)
 - iv. 319 posts, reactions and comments in last 28 days (56% increase)
 - v. Recent poll to gauge interest in what topics members would like to see posted in group – so far, regional news/policies (including changes to the region), regional events and news from United Church of Canada are the highest rated, followed by ecumenical activities
 - vi. Most popular posts to date include registration for inaugural regional gathering, video interview of Rosemary and Satewas about meaning and pronunciation for Nakonha:ka and road trip visit to Emmanuel United Quilt Show
- c. **Facebook (page)**
 - i. Created May 2019 and linked to existing group
 - ii. Will be used for public sharing (eg. events open to public) while closed group will be streamlined for posting specific content relevant to regional members
- d. **Twitter**
 - i. 180 tweets/retweets to date, following 72 feeds, 12 followers
 - ii. 3.6 k impressions since January 1
- e. **YouTube** – currently only one video interview (Rosemary/Satewas at Kanesatake) but will be used for livestreaming inaugural meeting and will add historical Light a Spark videos from Quebec Presbytery page as time allows
- f. **Instagram** – to come

4. Website

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- a. **Timeline:** currently in production by development team engaged by General Council office, hope to have first draft of basic English site (10 pages) available for approval end of next week or early the week after;
 - b. **Language:** we are the only region to date who will have two sites (English and French); will only have home page for French to start with, but once English is approved, the French site will be based on that to avoid having to make all changes twice.
 - c. **Content:** will continue to seek staff and leadership team engagement on content related to their particular area
5. **Visual Identity** (logo)
 6. **Inaugural Regional Gathering**
 - a. Registration form shared via newsletter and Facebook
 - b. 104 registrations to date (specific stats to follow)
 - c. Report books and collateral items to be produced/translated ASAP
 7. **Office signage** to be updated
 8. **Communications Team** – to be recruited during/after Regional meeting

PLEASE NOTE:

Input and feedback from members, staff and leadership teams of the Regional Council on communications content and methods of delivery will continue to be vital to improving communications throughout the region:

- Sharing stories of new and existing ministries
- Clarifying new governance structures
- Engaging participation in leadership teams and supporting development of clusters and networks
- Improving general knowledge re resources (financial and personal) available to support the region as we move forward
- Informing and inspiring action on local, national and global social justice issues