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**Conseil régional Nakonha:ka Regional Council**  
**Meeting of the Executive**  
**Thursday, October 8, 2020 – 9 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. Linda Buchanan	Chair, President
Peter Bisset	Member, Finance and Extension Board
Fred Braman	Member, Property and Finance
Rev. Barbara Bryce	Member, Granting and Enabling Leadership Team
Vivienne Galanis	Member at large
Rev. Pierre Goldberger	Member at large (joined at 10:40 a.m.)
Marc Grenon	Member at large
Rev. Rosemary Lambie	Member, Executive Minister
Rev. Joëlle Leduc	Member at large, Youth and Family Ministries
Rev. Darryl Macdonald	Member, Pastoral Relations
Robert Patton	Member, Right Relations
Rick Sheffer	Member at large, Ministries in Development
Paul Stanfield	Member, Treasurer
Rev. Tami Spires	Member, General Meeting Coordinator (joined at 10:48 a.m.)
Shanna Bernier	Corresponding Member, Youth, Young Adult and Families Ministries
Judy Coffin	Corresponding Member, Administration and Communication
David-Roger Gagnon	Corresponding Member, Minister Supporting Networks & Clusters
Rev. David Lambie	Corresponding Member, Past-President, Nominations
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary
Brian Ruse	Corresponding Member, Finance and Office Administrator

**REGRETS/ABSENT**

Rev. Samuel Dansokho	Member at large (on sabbatical)
M <sup>c</sup> Sabrina Di Stefano	Corresponding Member, Pastoral Relations Minister
Rev. Shaun Fryday	Member, Justice and Community Ministries
Rev. Marie-Claude Manga	Member, Representative to La Table

**Opening Devotions** – Rev. Dave Lambie led opening devotion, and referred to Diane Cohen's weekly column in the Sherbrooke Record, and in her most recent column highlighted that next weekend is thanksgiving. She writes about the difference between being grateful and thankful. Being grateful is an action, being thankful is a feeling. Dave also highlighted the Stewardship *Minute for Mission* and asked: "What can we do for those who are less fortunate that we are; acts of gratitude?" Dave closed this time of devotions with a prayer of thanksgiving.

**Circle Time of Sharing** – All were invited to share.

**Acknowledgment of the Land** – After acknowledging that all were gathered on treaty land and thanksgiving was made for the stewardship of the land, a moment of silence was taken for Joyce Echaquan, 37-year-old Atikamekw woman who died on September 28, 2020 in the Centre hospitalier de Lanaudière in Joliette, Quebec.

**Minutes of September 10, 2020**

**2020-10-08\_120 MOTION** (F. Braman/J. Leduc) that the Conseil régional Nakonha:ka Regional Council Executive approved the Minutes of September 10, 2020 as amended. **Carried**

*Amendments:*

- 1) *removed monetary amounts and dates in email voting ending August 21, 2020 (Motion 2020-09-10\_112)*
- 2) *addition of "2% would go to Archives, 10% to support indigenous ministry, and 10% to the finance and extension board, and \$70,000 to Hatley Cemetery Association Incorporated ..." to Motion 2020-09-10\_115*

**Agenda**

**2020-10-08\_121 MOTION** (D. Macdonald/D. Lambie) that the Conseil régional Nakonha:ka Regional Council Executive accept the agenda as circulated. **Carried**

**Correspondence**

- a) September 18, 2020 St. Columba House re invitation to participate in Visioning Discussion with UCC partners (*for information*)
- b) September 21, 2020 David J. Lewis, Chair of Board of Trustees, Union Church, Ste Anne de Bellevue re assistance in selling donated burial plots (*for action – delegated*)
- c) October 3, 2020 Vera Young, Secretary of Council, Laurentian Area Ministry / Ministère regional des Laurentides re pastoral relations motions (*for action*)

**Business arising**

Supporting and enhancing the life of Communities of Faith where ministry takes place

**1. Pastoral Relations (Calls /appointments/ changes)**a) **Wesley United terms of call**

**2020-10-08\_122 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to recognise a change of call for the Rev. Heather McClure to Wesley United from 50% to 60% (regularising what is already happening) retroactive to January 1, 2020. **Carried**

b) **Laurentian Area Ministry / Ministère regional des Laurentides (LAM):**

**2020-10-08\_123 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendations of the Pastoral Relations Team, having amended the position descriptions to two part-time temporary positions with Laurentian Area Ministry / Ministère regional des Laurentides, covering the ministry of the recent vacancy. **Carried**

**2020-10-08\_124 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive concurs with the request of Laurentian Area Ministry / Ministère regional des Laurentides to appoint Reverend Darla Sloan to the position "Remplacement temps partiel temporaire en français" beginning October 12, 2020 for seven months. Terms are as follow:

- Eight hours per week, Hourly rate of \$28.31 per hour plus benefits;
- Continuing Education allocation of \$168.00;
- Travel costs of \$0.42 per kilometer;
- \$30.00 per month allotted for data and cell phone costs related to her work.

**Carried**

**2020-10-08\_125 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive concurs with the request of Laurentian Area Ministry / Ministère régional des Laurentides to appoint Kelley Molloy to the position “Temporary Part Time Replacement” beginning October 12, 2020 for seven months. Terms are as follow:

Ten hours per week for seven months;  
Hourly rate of \$27.06 per hour;  
Travel expenses are set at \$0.42 per kilometer;  
To be calculated from Morin Heights office as “home base”;  
\$30.00 per month allotted for data and cell phone costs related to her work.  
Kelley Molloy does not qualify for benefits or a Continuing Education allocation.

**Carried**

- a) **Licensed Lay worship Leaders** – Interviews are in progress and recommendations for license renewal will come to the Regional Council as we re-license them with a special worship liturgy.
- b) **Care for Retirees** – David-Roger Gagnon reported that he has been contacting retirees, and hopes to finalize his list before creating online gatherings.

**2. Property and Finance**

- a) **2020-10-08\_126 MOTION** (F. Braman/P. Stanfield) that the Conseil régional Nakonha:ka Regional Council Executive receives the report of the Property & Finance Leadership Group:

*Whereas the Trustees of Union United Church in Ste-Anne-de-Bellevue received a generous bequest for two double interment plots at Rideau Gardens and wish to dispose of them by public advertisement for a price of up to \$16,000 in the aggregate, and*

*Whereas the Regional Council Policy on Leases, Major Renovations and Other Major Assets with Delegation effectively delegates to this Leadership Team the approval of the sale of any property (other than a Church building), and*

*Whereas the Regional Council Policy regarding Proceeds from the Sale of Property exempts transactions of less than \$50,000 from Regional Council guidelines;*

*RESOLVED that the Conseil regional Nakonha:ka Regional Council, acting by delegation through its Property & Finance Leadership Team, concurs in the request of the Trustees of Union United Church in Ste-Anne-de-Bellevue to sell its two double interment plots at Rideau Gardens for a price not exceeding \$16,000 in the aggregate on the understanding that any conflict of interest policies of the United Church will be duly observed and no Regional Council approval for the use of proceeds is required.*

- b) **2020-10-08\_127 MOTION** (F. Braman/P. Stanfield) that the Conseil régional Nakonha:ka Regional Council Executive concurs with the recommendation of the Property & Finance Leadership Group that its Policy on Leases, Major Renovations and Other Major Assets be amended to add the following sentence to Other Major Assets –“ Other Major Assets include only assets of more than \$50,000 in a contemplated transaction, it being the intent that Trustees exercise their fiduciary duties in respect of assets of lesser value and on the understanding that the conflict of interest policies of The United Church of Canada are fully respected. Other major assets include any part of the property on which the church building is located.” **Carried**

- c) **2020-10-08\_128 MOTION** (F. Braman/P. Stanfield) that the Conseil régional Nakonha:ka Regional Council Executive receives the current Financial Report and draft 2021 budget for information (see **appendix A**). **Carried**

Paul Stanfield shared the 2021 budget on his screen and provided detailed explanations.

3. **Granting and Enabling Leadership Team** – Barbara Bryce explained that the next meeting is on October 21; the leadership team has received 16 applications.

Nurturing Social Justice and Outreach programs
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#### 4. **Community of Faith/ Clusters/Networks**

- a) **Opening of Churches** – Peter Bisset reported the task group has received many questions, and continue to review plans that have been submitted. There are 93 buildings, 67 have agreed-to plans, and about another 20 plans are in progress. There are still 24 Communities of Faith which have not submitted a plan – some of these communities are not active. There are about 14 congregations that have deferred opening and Wyman Memorial and Bedford United Church will not be reopening as they are being sold. The Regional Council remains in Phase 2 of the United Church Emergency plan. Currently, gatherings are limited to 25 people in red and orange zones, and 50 people everywhere else.
- b) **Union** – Work is in progress.
- c) **Clusters/Networks** – see **appendix B**; David-Roger Gagnon, in addition to highlighting items in his report, added that there is the potential of a representative from the Regional Council to be part of Jewish Christian Dialogue. A confirmation will come in the near future.

Discussion: A request was made to help churches in the Chateauguay Valley begin clustering.

5. **Youth and Young Adults, and Family Ministries** – Shanna Bernier / Rev. Joëlle Leduc – meeting is scheduled to take place later in October. Shanna Bernier is preparing a care package to be sent out to youth and young adults.
6. **La Table** – Marc Grenon has been named the liaison person with Église St-Jean.
7. **Community and Justice Leadership Team** – Rev. Shaun Fryday – a draft letter to Monsieur François Legault, Premier Ministre du Québec regarding the death of Joyce Echaquan at l'hôpital de Joliette was distributed for discussion. Robert Patton will do some consultation with our own Indigenous communities and the Living into Right Relations Leadership Team before the letter is sent out in both official languages.  
**2020-10-08\_129 MOTION** (P. Bisset/D. Macdonald) that the Conseil régional Nakonha:ka Regional Council Executive send final version of letter to Monsieur François Legault, and for it to become a press release. **Carried**
8. **Indigenous Ministry** – Robert Patton reported that last week was orange shirt day, Sandy-Saulteaux Spiritual Centre asked Robert to write a prayer for Indigenous children, which was posted on their website. There was a National Elders meeting (Moderator was present). The next day, the Elders met with the National Indigenous Council. Yesterday, Robert met with the Indigenous Churches in Ontario and Quebec group, to share the good things and the struggles happening in the Indigenous Church. There was

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a celebration of the candidates who were ordained within the National Indigenous Council. The trauma of residential schools continues to exist within the community.

Building Communications
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9. **Communications** – Judy Coffin’s report to the Executive this month is an invitation to complete a five-minute communications survey (see link to draft of English survey below) as a test run before she does the French translation and distribution to the wider membership. She requests honest feedback and invites people to add any suggestions for improving the survey in the comment section at the end of the survey.

Veillez noter que la version française du sondage sera développée une fois que la version anglaise est finalisée, mais les deux versions seront diffusées aux membres du Conseil régional en même temps. Elle va demander à Denis Fortin de vérifier la traduction comme d’habitude, mais si les membres francophones du Conseil exécutif seront disposés à remplir et à réviser le brouillon français aussitôt qu’il soit disponible, ça serait grandement apprécié!

<https://nakhakaucc.ca/regional-council-communications-survey-october-2020/>

Baking recipes to be shared soon! It was highlighted that outward communication needs to become a next-step and focus of the Regional Council.

10. **Nominations** – Rev. Dave Lambie explained that Nominations have not received any new expression of interest forms. A vacancy exists for the position of President-Elect. General Council Commissioners will be nominated in the spring, to date team has not received any new applications. The plan is to hold General Council 44 in Calgary in 2022.
11. **Regional Council Meetings** – Rev. Tami Spires / Rev. Linda Buchanan provided an oral update from the planning team. It was noted that the planning team recently has a vacancy. A summary of the draft agenda was verbally shared. Theme: “We are not alone / Nous ne sommes pas seuls / Iah teinontionha;tsiwa ”
- a) Fall meeting: Saturday November 21: worship focus on LLWL recognition, 2021 budget, clusters
12. **Finance and Extension Board** – Peter Bisset reported that John Meaker will be retiring at the end of the year. Susan Kaye was recently hired and will be replacing John as Secretary.

**Opening worship for next meeting** – Linda Buchanan

**Motion to adjourn** –

**2020-10-08\_130 MOTION** (D. Macdonald/B. Bryce) that the Conseil régional Nakonha:ka Regional Council Executive adjourn this meeting at 11:43 a.m. **Carried**

**Closing Prayer** – Robert Patton was asked to share a prayer he had written:

Prayer for our children, they all matter.

O loving Creator, our hearts are heavy with pain as we recall the abuse and suffering of our little Onkwehonwe brothers and sisters who came from many nations. Time is supposed to heal the wounds of abuse. Time has not erased the loneliness when we were taken away from our families, from our brothers and sisters, from our parents. O God of mercy, please forgive us for the anger that erupts when we are triggered by the evil forced upon us, both our parents and we the children. It may just take a word, a gesture. You gave us our language, you gave us our

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traditions, and our ceremonies. We were whipped for speaking and living who you made us to be. They took my brothers and sisters from our homes and separated us. They kept us apart until we lost touch and some never to be seen again. We remember those who never returned and died there. O God, I am angry, so angry this was allowed to happen.

We remember blaming our parents for allowing this to happen. We blamed them for not loving us, for making us suffer. We returned home in later years, finding our families not knowing us, we now spoke a different language, they couldn't understand us. We were lost, we were once again lonely. Now, Lord, we ask you to forgive us for blaming our parents who shed many tears and suffered so much pain when we were taken away.

O loving Creator, today many of us are struggling with all these terrible memories of our evil abusers who tried to wash away who you made us to be. Creator, we ask you to help us. Guide us to walk in a good way, strengthen our people to fight the racism and discrimination that still plagues our people. We ask you to make our Onkwehonwe people strong again.

O loving Creator, today we remember and honour all your children. We ask you to bless each and every one of them. All this in the name of our Lord, Jesus Christ. Niawen Kowa

**Next meeting dates**      Thursday, November 5; 9:00 – 12:00 (Zoom)  
Saturday, November 21 – Regional Council meeting

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Rev. Linda Buchanan  
Chair, President

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Rev. Rosemary Lambie,  
Executive Minister

### **Appendix**

Appendix A	Current Financial Report and draft 2021	Pages 212-215
Appendix B	Rapport du Soutien aux réseaux et aux regroupements / Report from the Minister supporting Networks and Clusters	Pages 216-217
Appendix C	Letter to Monsieur François Legault, Premier Ministre du Québec re death of Joyce Echaquan at l'hôpital de Joliette	Pages 218-221

Appendix A

	2021 - Budget			2020 - Budget			2019 - Actual			
	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	
<b>Revenue</b>										
General Council Office (GCO) Grant from Assessments	325,000 <sup>1</sup>	0	325,000	325,000 <sup>1</sup>	0	325,000	325,000	0	325,000	
GCO Grant for Executive Minister/Assistant	33,500 <sup>1</sup>	0	33,500	33,500 <sup>1</sup>	0	33,500	33,500	0	33,500	
GCO Grant for Mission & Ministry	0	240,000 <sup>2</sup>	240,000	0	289,000	289,000	0	289,000	289,000	
Finance & Extension Board funding	20,000 <sup>1</sup>	510,000 <sup>1</sup>	530,000	20,000 <sup>1</sup>	510,000 <sup>1</sup>	530,000	20,000	510,000	530,000	
Regions 11 & 12 for share of services	33,500	0	33,500	33,500	0	33,500	33,500	0	33,500	
Montreal and Ottawa Conference (closing transfer 2019)	0	0	0	0	0	0	69,745	0	69,745	
Transfer from Good Samaritan Fund to LAM	0	0	0	0	0	0	19,815	0	19,815	
Miscellaneous	0	0	0	0	0	0	5,571	0	5,571	
<b>Total Revenue</b>	<b>412,000</b>	<b>750,000</b>	<b>1,162,000</b>	<b>412,000</b>	<b>799,000</b>	<b>1,211,000</b>	<b>507,130</b>	<b>799,000</b>	<b>1,306,130</b>	
	<sup>1</sup> assumed to be the same as for 2020 budget			<sup>1</sup> assumed to be the same as for 2019 actual						
	<sup>2</sup> 80% of 2020 budget									
<b>Expenses</b>										
Staff Expenses (Schedule 1)	322,503	210,404	532,907	271,700	207,000	478,700	254,926	107,351	362,277	
Office Expenses (Schedule 2)	34,800	0	34,800	34,800	0	34,800	32,509	0	32,509	
Finance and Archives (Schedule 3)	15,500	0	15,500	15,500	0	15,500	15,476	0	15,476	
Committee & Meetings, Travel (Schedule 4)	18,000	3,000	21,000	18,000	3,000	21,000	19,983	0	19,983	
Clusters, Networks Support (Schedule 5)	5,000	0	5,000	5,000	0	5,000	167	0	167	
Youth & YAYV, LLWL Training Support (Schedule 6)	0	8,000	8,000	0	8,000	8,000	0	4,122	4,122	
Communications & Information Technology (Schedule 7)	10,200	2,000	12,200	10,200	2,000	12,200	9,170	0	9,170	
Transformation & Facilitation (Schedule 8)	0	10,000	10,000	0	10,000	10,000	0	10,800	10,800	
Union United Church (Montreal) (Schedule 9)	0	0	0	40,000	0	40,000	40,000	0	40,000	
Contingency (Schedule 10)	20,000	10,000	30,000	10,000	20,000	30,000	350	0	350	
Mission Support (Schedule 11)	0	506,214	506,214	0	506,214	506,214	0	550,000	550,000	
Miscellaneous & Unallocated	-14,003	362	-13,621	6,800	42,796	49,586	0	19,815 <sup>2</sup>	19,815	
<b>Total Expenses</b>	<b>412,000</b>	<b>750,000</b>	<b>1,162,000</b>	<b>412,000</b>	<b>799,000</b>	<b>1,211,000</b>	<b>373,581</b>	<b>692,088</b>	<b>1,065,669</b>	
Difference	0	0	0	0	0	0	133,549	106,912	240,461	
Difference (not including extraordinary revenue)							58,233	106,912	165,145	

Notes:  
<sup>1</sup> Including the \$ dealing of M&O Care and Misc \$

<sup>2</sup> Transfer from Good Samaritan Fund directed to Laurentian Areas Ministry

Conseil régional Nakonha:ka Regional Council

Statement of Income and Budgets

Prepared 2020-10-07

Schedules for Financial Statements

	2021 - Budget		2020 - Budget		2019 - Actual	
	Governance	Mission/ Ministry	Governance	Mission/ Ministry	Governance	Mission/ Ministry
<b>Schedule 1 - Staff Expenses</b>						
Executive Minister/Assistant (Including Benefits)	74,051	0	69,700	0	68,396	0
Salaries (Pastoral Relations, Communications, Finance & Office Administrator, Archivist for 2020)	185,722	160,974	151,600	161,200	135,956	135,956
Salaries (Youth Worker, Clerics & Networks)						
Benefits (United Church & Government) (26.3%)	52,573	42,077	40,800	40,600	40,162	20,240
Other Staff Costs	2,857	3,353	2,300	1,200	2,311	1,218
Meetings/Hospitality	500	0	500	0	0	0
Continuing Education	2,000	500	2,000	500	1,935	0
Travel	4,000	3,000	4,000	3,000	5,053	126
Cell Phone	800	500	800	500	942	0
Other	0	0	0	0	170	0
<b>Total Staff Expenses</b>	<b>322,503</b>	<b>210,404</b>	<b>271,700</b>	<b>207,000</b>	<b>254,926</b>	<b>107,351</b>
						<sup>1</sup> Based on 9 months Year-to-date
<b>Schedule 2 - Office Expenses</b>						
Rent (including Utilities)	19,000	0	19,000	0	17,447	0
Photocopier	8,800	0	8,800	0	8,357	0
Telephone	3,000	0	3,000	0	3,044	0
Supplies	3,000	0	3,000	0	2,191	0
Postage/Courier	1,000	0	1,000	0	401	0
Archives Maintenance	0	0	0	0	0	0
Other	0	0	0	0	1,059	0
<b>Total Office Expenses</b>	<b>34,800</b>	<b>0</b>	<b>34,800</b>	<b>0</b>	<b>32,509</b>	<b>32,509</b>
<b>Schedule 3 - Finance &amp; Archives Expense</b>						
Accounting & Review	15,000	0	15,000	0	8,466	0
Bank Charges	500	0	500	0	255	0
Archives (Honorarium)	0	0	0	0	7,755	0
Other	0	0	0	0	0	0
<b>Total Finance &amp; Archives Expense</b>	<b>15,500</b>	<b>0</b>	<b>15,500</b>	<b>0</b>	<b>16,476</b>	<b>16,476</b>
						<sup>1</sup> includes 5 months on GOO salary
<b>Schedule 4 - Committee &amp; Meetings Expenses</b>						
Region AGM	9,000	0	9,000	0	15,740	0
Other regional meetings	7,500	0	7,500	0	1,011	0
Other meetings	1,500	3,000	1,500	3,000	3,232	0
<b>Total Committee &amp; Meetings Expense</b>	<b>18,000</b>	<b>3,000</b>	<b>18,000</b>	<b>3,000</b>	<b>19,983</b>	<b>0</b>

<sup>1</sup> Based on 9 months Year-to-date



Conseil régional Nakonha:ka Regional Council

Statement of Income and Budgets

Prepared 2020-10-07

	2021 - Budget			2020 - Budget			2019 - Actual		
	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total
<b>Schedule 5 - Clusters &amp; Networks Support</b>									
Salaries/Consultant Fees	0	0	0	0	0	0	0	0	0
Education & Students Support	0	0	0	0	0	0	0	0	0
Pastoral Relations Support	5,000	0	5,000	5,000	0	5,000	167	0	167
Other Support	0	0	0	0	0	0	0	0	0
<b>Total Clusters &amp; Networks Support</b>	<b>5,000</b>	<b>0</b>	<b>5,000</b>	<b>5,000</b>	<b>0</b>	<b>5,000</b>	<b>167</b>	<b>0</b>	<b>167</b>
<b>Schedule 6 - Youth &amp; YAYA, LLWL Training Support</b>									
Youth & YAYA Activities Additional Support	0	3,000	3,000	0	3,000	3,000	0	3,233	3,233
United Spirit Camp	0	3,000	3,000	0	3,000	3,000	0	0	0
Licensed Lay Worship Leaders support	0	2,000	2,000	0	2,000	2,000	0	889	889
Other	0	0	0	0	0	0	0	0	0
<b>Total - Youth &amp; YAYA, LLWL Support</b>	<b>0</b>	<b>8,000</b>	<b>8,000</b>	<b>0</b>	<b>8,000</b>	<b>8,000</b>	<b>0</b>	<b>4,122</b>	<b>4,122</b>
<b>Schedule 7 - Communications &amp; Information Technology</b>									
Internet	1,200	0	1,200	1,200	0	1,200	0	0	0
Web Site Development	0	0	0	0	0	0	2,670	0	2,670
GC/IT Support	4,000	0	4,000	4,000	0	4,000	3,650	0	3,650
IT Equipment	3,000	0	3,000	3,000	0	3,000	2,850	0	2,850
French/English Translation (written)	2,000	2,000	4,000	2,000	2,000	4,000	0	0	0
Other expenses	0	0	0	0	0	0	0	0	0
<b>Total - Communications &amp; Information Technology</b>	<b>10,200</b>	<b>2,000</b>	<b>12,200</b>	<b>10,200</b>	<b>2,000</b>	<b>12,200</b>	<b>9,170</b>	<b>0</b>	<b>9,170</b>
<b>Schedule 8 - Transformation &amp; Facilitation</b>									
Consultants Fees	0	0	0	0	0	0	0	0	0
"Light A Spark" support	0	10,000	10,000	0	10,000	10,000	0	10,800	10,800
<b>Total - Transformation &amp; Facilitation</b>	<b>0</b>	<b>10,000</b>	<b>10,000</b>	<b>0</b>	<b>10,000</b>	<b>10,000</b>	<b>0</b>	<b>10,800</b>	<b>10,800</b>
<b>Schedule 9 - Union United Church (Montreal)</b>									
50% share of Minister's salary & benefits	0	0	0	40,000	0	40,000	40,000	0	40,000
Rev. Thompson due to retire Dec. 31/20	0	0	0	0	0	0	0	0	0
<b>Total - Union United Church (Montreal)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>40,000</b>	<b>0</b>	<b>40,000</b>	<b>40,000</b>	<b>0</b>	<b>40,000</b>
<b>Schedule 10 - Contingency</b>									
General Contingency	5,000	5,000	10,000	5,000	15,000	20,000	350	0	350
Personnel Emergency Fund	15,000	5,000	20,000	5,000	5,000	10,000	0	0	0
<b>Total - Contingency</b>	<b>20,000</b>	<b>10,000</b>	<b>30,000</b>	<b>10,000</b>	<b>20,000</b>	<b>30,000</b>	<b>350</b>	<b>0</b>	<b>350</b>

**Conseil régional Nakonha:ka Regional Council**

**Statement of Income and Budgets**

Prepared 2020-10-07

	2021 - Budget			2020 - Budget			2019 - Actual		
	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total
	Mission Support from UCC	Mission Support from F&E	Total	Mission Support from UCC	Mission Support from F&E	Total	Mission Support from UCC	Mission Support from F&E	Total
<b>Schedule 11- Mission Support</b>									
Auberge Madeleine									
Bishops University/Chaplain Chaplancy									
Camino de Emaus de l'Église Unie									
Comité d'Aide aux Réfugiés									
Concordia Multi-Faith and Spirituality Centre									
Église Unie Saint-Pierre et Pringuet									
Harrington Harbour									
McGill Ecumenical Chaplaincy									
Montreal City Mission									
COCLA (Mount Royal UC)									
Remise's UC									
Saint Columba House									
Sainte Genevieve UC ORA Loss and Living									
Southwest Mission									
Union United Church (Montreal) Outreach Ministry									
United Theological College									
West Island LGBTQ2 Centre (Beaconsfield UC)									
Kanesatake United Church									
<b>Total Mission Support</b>	<b>33,000</b>	<b>473,214</b>	<b>506,214</b>	<b>82,000</b>	<b>424,214</b>	<b>506,214</b>	<b>177,450</b>	<b>372,550</b>	<b>550,000</b>

3 GCO's projected grant of \$240,000 less \$207,000 staff costs

4 2020's budget less \$amount from GCO of \$33,000 less \$207,000 staff costs

Not spent as budgeted  
8,750 14,375 23,125  
Split 5 ways 4,625

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Appendix B \* *English version follows directly after French*

### **Soutien aux réseaux et aux regroupements**

#### **Travail – développement Regroupements**

- Pour le regroupement Ouest de l'île, la collaboration, bâti sur le succès de l'été, favorise la continuité de partage des cultes en ligne le 5<sup>e</sup> dimanche du mois. Le groupe a aussi décidé de créer un calendrier commun pour partager les programmes et les activités ouverts à toutes et à tous. Je continue de soutenir les discussions de futures collaborations que la Covid-19 rendent et à la fois obligatoire, et à la fois possible.
- Pour le regroupement de la Vallée Saint-François, le groupe se réoriente selon la nouvelle structure de fonctionnement. Je fais de la recherche pour offrir des modèles de gouvernance par consensus, que le groupe souhaite explorer comme option de fonctionnement. Beaucoup de bénéfices ont été notés dans le partage des responsabilités durant l'été, comme un temps supplémentaire qui s'est libéré pour offrir les soins pastoraux.
- Je continue mes efforts de convoquer une réunion par Zoom dans les prochaines semaines pour revisiter la grande collaboration de partage de cultes qu'il y a eu lieu avec des paroisses du centre-ville, ainsi que Hudson.

#### **Travail – développement Réseaux**

Je continue de soutenir le développement des réseaux, et je travaille avec Judy Coffin sur la construction d'une page toile informatique « Réseaux Nakonah:ka » qui regroupera tous les réseaux de notre Conseil régional sur une page avec vidéos et contacts pour que les gens puissent plus facilement trouver le buffet de choix qui existe.

Je continue mon travail plus directement dans le développement des réseaux suivants :

Les églises vertes; Pride et ami.e.s

Et je continue de soutenir le développement du réseau : Justice et communautés

Il faut noter que d'autres demandes dans le portfolio de Relations pastorales ont pris plus de temps ce dernier mois.

#### **Soutien aux pasteur.e.s**

Le groupe mensuel de soutien aux pasteur.e.s continue de développer avec une assistance fidèle. Je planifie toujours sonder le groupe afin de voir si un autre moment est possible pour ne pas entrer en conflit avec l'horaire du groupe des pasteur.e.s francophones les mardis.

#### **Regroupement des pasteur.e.s à la retraite**

Je continue mes contacts avec les pasteur.e.s à la retraite, et la grande majorité avec qui j'ai parlé souhaite une forme de regroupement occasionnel. J'ai proposé un regroupement en ligne, et une bonne majorité des pasteur.e.s expriment un intérêt. Mon but reste d'établir un premier rassemblement en ligne d'ici la fin novembre afin de négocier la fréquence et le format que les gens souhaitent pour ce regroupement de soutien et de connexion.

#### **Retraite pour les pasteur.e.s en automne**

Avec l'appui d'Éric Hébert-Daly et les Ministères en français, j'ai commencé à planifier une mini-retraite en ligne en novembre pour combler la demande de plusieurs pasteur.e.s d'avoir un temps de ressourcement spirituel. J'ai une personne spécifique en tête que je souhaite inviter, et j'attends la confirmation de sa disponibilité avant de suggérer des dates. Je prévois une matinée de temps de prière, de réflexion et de partage, ainsi qu'un(e) invité(e) spécial(e). Nous aurons l'occasion de dîner ensemble en petit groupe en ligne, et nous clôturons la journée avec une célébration liturgique juste après le dîner. Donc, quelques heures seulement, mais un bon moment de vivre notre foi ensemble, vivre des retrouvailles, et se ressourcer.

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## Supporting Networks and Clusters

### Cluster Development Work

- For the West-Island Cluster, the collaboration, built on the success of the summer, favours the continued sharing of worship on line for the 5<sup>th</sup> Sunday of the month. The group has also decided to create a common calendar to share programmes and activities which are open to all. I continue to support the discussions for future collaborations that Covid-19 has made on the one hand, obligatory and, on the other hand, possible.
- For the Saint-Francis Valley Cluster, the group is reorienting itself according to the new functioning structure. I am doing research to offer models of governance by consensus, which the group wishes to explore as an option for functioning. Many benefits were noted in the sharing of responsibilities during the Summer, like extra time that was freed up to offer pastoral care.
- I continue my efforts to call a meeting by Zoom in the coming weeks to revisit the large collaboration and sharing of worship that there was with down-town congregations, as well as Hudson.

### Network Development Work

I continue to support the development of networks, and I am working with Judy Coffin on the construction of an information Webpage “Nakonha:ka Networks” which will regroup all the Networks in our Conseil régional/Regional Council on one page with videos and contacts for people to be able to easily find the buffet of choices that exist.

I continue my work more directly with the following networks:

Green Church; Pride & Friends

And I continue to support the development of the Justice and Communities Leadership Team.

It should be noted that other demands of the Pastoral Relations portfolio have taken more time this past month.

### Support to Ministers

The monthly on-line ministers' support group continues to develop with a faithful attendance. I still plan to survey the group in order to see if there is another moment possible so as to not be in conflict with the scheduling of the francophone pastors on Tuesdays.

### Support to Retired Ministers

I continue my contacts with retired ministers, and the large majority with whom I have spoke wish to have some kind of occasional gathering. I have proposed an on-line gathering, and the majority of pastors have expressed an interest. My goal remains to establish a first on-line gathering by the end of November in order to negotiate the frequency and format that people wish for this gathering of support and connection.

### Retraite pour les pasteur.e.s en automne

With the support of Éric Hébert-Daly and les Ministères en français, I have begun planning a mini-retreat on line in November to respond to the request of several ministers to have a time for spiritual resourcing. I have a specific person in mind who I would like to invite, and I am awaiting confirmation of their availability before suggesting dates. I foresee a morning time of prayer, reflection, sharing, and a special invitee. We would have the occasion to lunch together in small groups on-line, and we would close the day with a liturgical celebration just after lunch. So, only a few hours, but a good moment to live our faith together, reconnect, and renew.

David-Roger Gagnon, M.A.S.P., Minister Supporting Networks and Clusters

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**Appendix C**

\*\*\* *Version française ci-dessous*

Monsieur François Legault  
Premier Ministre du Québec

October 26, 2020

Cher Monsieur Premier Ministre,

The United Church of Canada, through its Conseil régional Nakonha:ka Regional Council, wishes to write to you to address the disturbing and tragic events surrounding the death of Joyce Echaquan at l'hôpital de Joliette. Like so many in Québec, the members of our church were deeply upset by this blatant display of racism towards a woman from the Atikamekw Community. The courage that Ms. Echaquan displayed in recording the treatment she received in the last moments of her life inspires us to respond to this tragedy and express our concerns.

As a church, the largest protestant church in Canada, we wish to strongly and unequivocally condemn such racism in our society, and we stand deeply in solidarity with the Indigenous Peoples of this land in their quest for Justice for Joyce, and in their sincere desire to return to Right Relations between Indigenous and non-indigenous Peoples. As a faith community, we have been for many years now trying to right the wrongs of our colonial past, some of the greatest wrongs committed by our and other churches here in Québec and across Canada. We have learned a great deal from our efforts to repair the damage of the past and build respectful relationships with Indigenous Peoples today. Some of that work has included hearing the stories and understanding the pain that was caused by past wrongs, but also, the pain that is still caused by prejudices and racisms that continue to exist in our society today which are wounding and degrading towards Indigenous Peoples. The learnings we have gained from this difficult and painful work has helped us to begin to listen better to what Indigenous Peoples say about their experience in our colonizing white society. One theme we hear very frequently is that the racism is found in many institutions, laws, cultural practices and services, which render this type of racism one that is *systemic* in nature. We fear that your reluctance to acknowledge the systemic racism in Québec society may be linked to an interchanging of the word "*systemic*", which we see as being found in systems, institutions, services and laws, with the word "*systematic*", which we see as being found in all people and aspects of a society. The difference between these words is very important, and we felt it essential that we state our perspective on this nuance of definitions.

Grounded in our understanding of "systemic" racism as being in systems, institutions, services and laws within a society, we wish to share with you that many of the Indigenous Communities with whom we work directly and share ministry tell us that a recognition of *systemic racism* is an essential step on the road of healing between Indigenous and non-indigenous Peoples in Québec. To refuse to do so actually continues to cause harm to the Indigenous Peoples in Québec. We believe that this would not be the intention of your refusal to use the term "systemic racism", so we have felt it important to communicate with you our view on this very important issue.

We therefore, with all due respect, ask you to please name the racism that is being targeted towards the Indigenous Peoples of Québec as *systemic racism*. We are aware that this may be contrary to the viewpoint of your party on this issue, however, we speak from extensive experience and years of efforts in trying to be part of healing solutions with Indigenous Peoples in our society. Even in a secular society, we feel that our experience in these sensitive issues as a faith community could be of assistance to the process of healing and mutual

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recognition. We would welcome the opportunity to work with you and the Government of Québec to make important changes in how our society listens to Indigenous Communities in Québec, and how we acknowledge the validity of their lived experience. The United Church of Canada is confident in its ability to be of help in this area.

At the end of the press conference a few weeks ago, the Atikamekw Chiefs made it clear that there remains a wide division between them and the government, and they cited specifically the lack of movement on a public recognition of the *systemic* nature of the racism which they face every day. The government, in its refusal to validate what the Indigenous Peoples are saying about their own experience, creates a significant roadblock to movement forward in the healing process. We cannot heal what we cannot first name. The Indigenous Peoples have clearly named this issue, but Québec continues to say that their experience is invalid. How does one build a road of healing when this is the point of departure?

We hope you will give serious consideration to our request, and we stand ready to work with you in efforts to acknowledge the true and full scope of systemic racism in Québec society as lived by the Indigenous Peoples of this land that we all share. We know that what we ask is not easy, but we as a faith community have done our own difficult work of naming the ugly truths of our past colonialist relationships with Indigenous Peoples. And we know from our own experience that things cannot move forward without these crucial first essential steps towards mutual healing.

In solidarity with the Indigenous Peoples of this land,  
And most sincerely,

**Rev. Rosemary Lambie**

Executive Minister

Conseil régional Nakonha:ka Regional Council

**Ms. Lisa Byer-de Wever & Rev. Read Sherman**

Co-Chairs

Living in Right Relationships Circle

**Rev. Shaun Fryday**

Chair

Justice and Communities Leadership Team

C.C. Grand Chef Constant Awashish  
Chef Ghislain Picard

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Monsieur François Legault  
Premier Ministre du Québec

Le 26 octobre 2020

Monsieur le Premier Ministre,

L'Église Unie du Canada, par l'intermédiaire de son Conseil régional Nakonha:ka, souhaite par la présente réagir aux événements troublants et tragiques qui ont entouré la mort de Joyce Echaquan à l'hôpital de Joliette. Comme beaucoup de personnes au Québec, les membres de notre Église ont été profondément bouleversés par cette manifestation flagrante de racisme envers une femme de la communauté atikamekw. Le courage dont M<sup>me</sup> Echaquan a fait preuve en filmant la façon dont elle a été traitée dans les derniers moments de sa vie nous inspire à réagir à cette tragédie et à vous exprimer nos préoccupations.

Notre Église, qui est la plus grande confession protestante du Canada, souhaite condamner fermement et sans équivoque un tel racisme dans notre société. Nous sommes profondément solidaires des peuples autochtones de ce pays dans leur quête de justice pour Joyce, et dans leur désir sincère de revenir à des relations justes entre les peuples autochtones et non autochtones. En tant que communauté de foi, nous tentons depuis de nombreuses années de réparer les torts causés par notre passé colonial, dont certaines des plus grandes injustices ont été commises par notre Église et d'autres Églises au Québec et au Canada. Nous avons beaucoup appris de nos efforts pour réparer les dommages du passé et bâtir aujourd'hui des relations respectueuses avec les peuples autochtones. Nous avons ainsi écouté les histoires de leurs membres et compris la douleur causée par les torts du passé, mais aussi la douleur causée par les préjugés et les racismes qui continuent d'exister dans notre société actuelle, et qui blessent et dégradent les peuples autochtones. Les leçons que nous avons tirées de ce travail difficile et douloureux nous ont permis de commencer à mieux écouter ce que les peuples autochtones nous disent de leur expérience dans notre société blanche empreinte du legs du colonialisme. Un thème dont nous entendons parler très fréquemment est que le racisme se retrouve dans de nombreux services, institutions, lois, et pratiques culturelles, ce qui fait de ce type de racisme un racisme de nature *systemique*. Nous craignons que votre réticence à reconnaître le racisme systemique dans la société québécoise soit liée au fait de considérer comme interchangeables le terme *systemique*, qui selon nous se rapporte aux systèmes, aux institutions, aux services et aux lois, et le terme *systematique*, qui selon nous se rapporte à toutes les personnes et à tous les aspects d'une société. La différence entre ces termes est très importante, et il nous a semblé capital d'énoncer notre point de vue sur la nuance entre les deux.

Nous fondant sur notre compréhension du racisme *systemique* comme étant présent dans les systèmes, les institutions, les services et les lois au sein d'une société, nous souhaitons vous informer que plusieurs des communautés autochtones avec lesquelles nous travaillons directement et partageons notre ministère nous disent que la reconnaissance du **racisme systemique** est une étape essentielle sur le chemin de la guérison entre les peuples autochtones et non autochtones du Québec. Refuser cette reconnaissance continue en fait à causer du tort aux peuples autochtones du Québec. Persuadée que votre refus d'utiliser le terme *racisme systemique* ne vise pas à causer un tel tort, notre communauté de foi a jugé important de vous communiquer notre point de vue sur cette question cruciale.

Nous vous demandons donc, avec tout le respect que nous vous devons, de bien vouloir appeler **racisme systemique** le racisme qui vise les peuples autochtones du Québec. Nous comprenons que cette position peut aller à l'encontre du point de vue de votre parti sur cette question. Cependant, notre demande s'inspire de notre vaste expérience et des efforts que nous menons depuis des années pour participer aux solutions de guérison pour les peuples autochtones de notre société. Même dans une société laïque, nous pensons que notre expérience de ces questions délicates en tant que communauté de foi pourrait être utile au processus de guérison et de reconnaissance mutuelle. Nous serions heureux de travailler avec vous et le gouvernement du Québec à changer

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la façon dont notre société écoute les communautés autochtones du Québec et reconnaît la validité de leur expérience. L'Église Unie du Canada est persuadée qu'elle peut jouer un rôle utile dans ce domaine.

À la fin de la conférence de presse, il y a quelques semaines, les chefs atikamekw ont exprimé clairement qu'il subsiste un large fossé entre eux et le gouvernement, et ils ont mentionné en particulier le manque d'action pour reconnaître publiquement la nature *systemique* du racisme dont ils sont victimes chaque jour. Le gouvernement, en refusant de valider la position des peuples autochtones sur leur propre expérience, nuit grandement à l'avancement du processus de guérison. Nous ne pouvons pas guérir ce que nous ne pouvons pas nommer. Les peuples autochtones ont nommé clairement ce problème, mais le Québec continue de dire que leur expérience n'est pas valide. Comment peut-on bâtir un chemin de guérison avec un tel point de départ?

Nous espérons que vous prendrez en considération notre demande. Nous sommes à votre disposition pour participer aux efforts visant à reconnaître la portée réelle et complète du racisme systémique dans la société québécoise, tel que le vivent les peuples autochtones de ce territoire que nous partageons. Nous savons que ce que nous demandons n'est pas facile, mais en tant que communauté de foi, nous avons nous-mêmes fait l'exercice difficile de nommer les horribles vérités des relations colonialistes que nous avons entretenues dans le passé avec les peuples autochtones. Par expérience, nous savons que les choses ne peuvent pas progresser sans ces premières étapes essentielles et cruciales vers une guérison mutuelle.

En solidarité avec les peuples autochtones de ce territoire  
Veuillez agréer, Monsieur le Premier Ministre, nos plus sincères salutations.

**Pasteure Rosemary Lambie**

Ministre exécutive  
Conseil régional Nakonha:ka

**M<sup>me</sup> Lisa Byer-de Wever  
et pasteur Read Sherman**

Coprésidents du conseil  
Réseau Vivre des relations justes

**Pasteur Shaun Fryday**

Président du conseil  
Équipe dirigeante en matière de justice et  
d'implication communautaire

C.C. Grand Chef Constant Awashish  
Chef Ghislain Picard