
Conseil régional Nakonha:ka Regional Council
Meeting of the Executive
Thursday, January 14, 2021 – 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
Fred Braman	Member, Property and Finance
Rev. Barbara Bryce	Member, Granting and Enabling Leadership Team
Rev. Samuel Dansokho	Member at large (departed at 10:40 a.m.)
Vivienne Galanis	Member at large
Rev. Pierre Goldberger	Member at large
Marc Grenon	Member at large (arrived at 10 a.m.)
Rev. Rosemary Lambie	Member, Executive Minister
Rev. Joëlle Leduc	Member at large, Youth and Family Ministries
Rev. Darryl Macdonald	Member, Pastoral Relations
Rick Sheffer	Member at large, Ministries in Development
Paul Stanfield	Member, Treasurer
Rev. Tami Spires	Member, General Meeting Coordinator
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

Peter Bisset	Member, Finance and Extension Board
M ^e 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
Robert Patton	Member, Right Relations

Opening Devotions – Rev. Joëlle Leduc opened the meeting with prayer.

Circle Time of Sharing – All were invited to share.

Minutes of November 5, 2020

2021-01-14_001 MOTION (T. Spires/F. Braman) that the Conseil régional Nakonha:ka Regional Council Executive approved the Minutes of November 5, 2020 as received, with minor corrections. **Carried**

Agenda

2021-01-14_002 MOTION (B. Bryce/V. Galanis) that the Conseil régional Nakonha:ka Regional Council Executive accept the agenda as circulated. **Carried**

Correspondence

- a) December 11, 2020 Jan Langelier, Chair, Merging Waters Pastoral Charge re communication from the Covid Team (*for information*)
- b) January 6, 2021 Rev. Scott Patton, Summerlea United Church re intention to retire effective July 1, 2021 (*for action – refer to Pastoral Relations*)
- c) January 11, 2021 Joanna Sauro, The Italian Church of the Redeemer re permission to begin process to sell the church property (*for information – refer to Property and Finance Team*)

Business arising

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

1. Pastoral Relationsa) **Calls /appointments/ changes****a. Union United Church**

2021-01-14_003 MOTION (D. Macdonald/ S. Dansokho) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team for Marc Grenon to serve as the Liaison for Union United Church (Montreal). **Carried**

Discussion: Union United Church is currently without a minister. The appointment for Reverend Robert Thompson ended December 31st and therefore Union needs a pastoral charge supervisor.

Samuel V. Dansokho provided some background information and suggested that perhaps a supervisor come from the Black Clergy Association if a supervisor from the Regional Council is not available. Samuel will provide contact information. It was noted that without a Pastoral Relations Minister it has been very difficult to advance any work at Union United Church.

b) **Licensed Lay worship Leaders** – nothing to report.c) **Care for Retirees** – See report attached hereto as **Appendix A**; David-Roger Gagnon is continuing to reach out to retirees. An Advent retirees' care packages was sent out. Thanks, and appreciation have been received.

It was announced over the holidays that Rev. Thomas Kurdyla died. His obituary was circulated in the Regional Council Newsletter. Judy Coffin will send sympathy card and flower to Thomas' family on behalf of the Regional Council.

2. Property and Financea) **2021-01-14_004 MOTION** (F. Braman/P. Stanfield) that the Conseil régional Nakonha:ka Regional Council Executive approves that Sabrina Di Stefano, John Bonomo, Joanne Sauro, Marisa Carlone, Marisa Colella and Lois Ann Parent constitute the Board of Trustees of the Italian Church of the Redeemer. **Carried**b) **2021-01-14_005 MOTION** (F. Braman/P. Stanfield) that the Conseil régional Nakonha:ka Regional Council gives first instance approval to the sale of the Church Property of the Italian Church of the Redeemer on the basis that the Property and Finance Leadership Team will have mandate to work with the Italian Church of the Redeemer and its Trustees as well as the United Church General Council Office

concerning the sale of the building. Neither the marketing nor the sale of the Church Property will be undertaken without advance approval and will be according to the directives of the Property and Finance Leadership Team with the understanding that final approval regarding the sale and distribution of assets will be required by the Executive. **Carried**

Recognizing/lamenting and celebrating any of our closures of buildings or communities of faith will be done during at the spring Regional Council worship time.

3. Granting and Enabling Leadership Team

2021-01-14_006 MOTION (B. Bryce/F. Braman) that the Conseil Nakonha:ka Regional Council name Rev. Ryan Fae and Rev. Read Sherman to join as new members to the Erskine and American/Mountainside Trust, therefore also becoming members of the Granting and Enabling Leadership Team. **Carried**

February the 15th is the deadline

Nurturing Social Justice and Outreach programs

4. Indigenous Ministry - Regrets received from Robert Patton

5. Community of Faith/ Clusters/Networks

- a) **Opening of Churches** – Expecting more news to come from Government on February 8th.
- b) **Covid Task Group** – Rosemary met with Dr. Horacio Arruda, national public health director and Assistant Deputy Minister at the Ministry of Health and Social Services for the province of Quebec, and was informed that no gathering in churches could take place, and all churches are encouraged to do virtual meetings. New guidelines will be forth coming. Annual General Meetings: expectation that congregations will use technology. Decisions regarding Trustees cannot be made by the Board, must be at congregational meeting. There is still a concern for rural communities who do not have the technology. There are funds available to help congregations update their technologies and ability to gather.

A communication focussed entirely on this topic, with the documents attached will be prepared by Fred Braman working with Rosemary and Judy. It was suggested to add instructions for how annual reports are to be prepared. Reports this year may emphasise how Communities of Faith are staying engaged and remaining a worshipping community.

- c) **Clusters/Networks** – See report attached hereto as **Appendix A**; David-Roger Gagnon

6. Youth and Young Adults, and Family Ministries – Shanna Bernier / Rev. Joëlle Leduc – Rev. Michael Blair provided a response to concerns raised by this Regional Council about the lack of French during Rendezvous 2020. Joelle read the response letter aloud. See **appendix C**. It was suggested that a response letter be written after consultation with La Table. Pierre explained some of the history that Francophone congregations dealt with when continually receiving English communications, and how a letter had been written outlining specific suggestions and requirements of the community and provided signatures from countless individuals. The letter was responded to very quickly and propelled future solutions.

The winter campfire from United Spirit Camp was held, participants sang some camps songs and Christmas songs and discussed the gifts of the Magi. Planning virtual camps in the summer; considering applying for Young Canada Works grant in order to hire summer students. United Spirit Camp wants to donate to building project Camp d'action biblique where YAYA holds its summer camp, which will

benefit this sleep-away camp. United Spirit Camp will provide the Executive specific information for approving such a donation (proposal with \$ amount, CRA number and timing so that the Executive can address it in an informed way).

There are two ongoing weekly gatherings on Zoom for youth group and for children (*Children's Church at Home* programing has now been moved to Facebook: <https://www.facebook.com/Childenschurchathome>).

7. **La Table** – Rev. Pierre Goldberger reported that over the last six months La Table has been holding studies and reflections about mental health and manifestations of evil. These have been intercultural conversations. La Table is planning its annual virtual meeting (February 27th). La Table has been meeting every Tuesday, and are sharing/becoming aware of intercultural hardships faced here and abroad.
8. **Community and Justice Leadership Team** – Nothing to report.

Building Communications

9. **Communications** – See report attached hereto as **Appendix B**; Judy Coffin highlighted items in her report.
10. **Nominations:** Rev David Lambie reported that there is a difficulty for finding people to fill vacancies and participate at the Regional Council Level. There is still no nominee for President-Elect. There are other positions that need to be changed over (It has been two years). Two more nominations for GC commissioner have been submitted. It has been suggested that the policy for nominating GC commissioners be revisited.
11. **Regional Council Meetings** – Tami Spires reported the planning meeting to meet the following week. It was suggested that a broader scope be considered when creating an agenda to focus on larger issues (not just confined to what is ongoing in the business of the Regional Council). If there is an in-person gathering meeting in the fall, it was hoped that this would be more focused on worship/celebration, and not just business. GC 44 Commissioners are required to be nominated before end of June 2021
12. **Finance and Extension Board** – regrets received from Peter Bisset, no report.

Opening worship for next meeting – Rev. Samuel V. Dansokho

Motion to adjourn

2021-01-14_007 MOTION (D. Macdonald/F. Braman) that the Conseil régional Nakonha:ka Regional Council Executive adjourn this meeting at 12 noon.

Closing Prayer – David Roger Gagnon closed the meeting with Kaddish prayer (prayer of lament).

Next meeting date Thursday, February 18 9:00 – 12:00 ZOOM

Rev. Linda Buchanan
Chair, President

Rev. Rosemary Lambie,
Executive Minister

Appendices

Appendix A	Report from David-Roger Gagnon, Minister Supporting Networks and Clusters & Pastoral Relations	Pages 6-8
Appendix B	Communications Report	Page 9
Appendix C	Response Letter from General Council, dated November 20, 2020	Pages 10-13

Appendix A**Soutien aux réseaux et aux regroupements & Relations Pastorales - Soutien aux pasteures et aux pasteurs****David-Roger Gagnon, responsable****14 janvier 2021****Exécutif du Conseil régional Nakonha:ka Regional Council****Travail – développement Regroupements**

- Pour le regroupement de l'Ouest de l'île, la collaboration continue pour le partage des cultes en ligne les 5^e dimanches. Pour les célébrations des 5^e dimanches, les questions de base seront explorées par les participantes et les participants. Le groupe a créé un calendrier commun pour partager les programmes et les activités ouverts à toutes et à tous. Je continue de soutenir le groupe dans son développement vers une nouvelle vision d'un ministère collectif et partagé.
- Pour le regroupement Saint-François, le groupe va tenir son premier atelier de travail et visionnement samedi le 16 janvier 2021. J'animerai la matinée en ligne pour que nous pouvons vivre ensemble des moments de réflexion, de discernement et d'articulation d'une vision commune.
- Je continue mes efforts de convoquer une réunion par Zoom dans les prochains mois 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 – le développement des Réseaux

Je continue de soutenir le développement des réseaux, et je vais travailler avec Judy Coffin sur la construction d'une page toile informatique « Réseaux Nakonha: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 travaille plus directement dans le développement des réseaux suivants :

Les églises vertes; Pride et amies et amis (le groupe été mis en suspens pendant l'automne)

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

Soutien aux pasteures et aux pasteurs

Le groupe mensuel de soutien aux pasteures et aux pasteurs continue de développer avec une assistance fidèle. Je suis toujours sensible au conflit d'horaire qui existe avec le cercle francophone, et je continue de consulter afin de trouver une solution pour toutes et pour tous. Je me trouve aussi à faire du soutien un-à-un assez souvent ces derniers mois.

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

Regroupement des pasteures et des pasteurs à la retraite

Je continue mes contacts avec le personnel ministériel à la retraite par téléphone, mais par simple manque de temps, je suis rendu à la moitié de notre liste seulement. Par contre, j'ai créé et envoyé un petit livret de prières et de méditations pour l'Avent à l'Épiphanie, que j'ai envoyé avec un masque de l'Église Unie, pour souligner nos pensées et notre solidarité dans cette période difficile. J'aimerais remercier Judy Coffin, Shanna Bernier, Joel Miller, Brian Ruse, Rosemary Lambie et les Ministères en français de votre aide à réaliser ce projet! Je souhaite faire quelque chose de semblable pour la période entre le Carême à la Pentecôte, mais ça va dépendre du temps disponible.

Retraite pour les pasteures et les pasteurs en automne

Le 25 novembre 2020, nous avons eu la retraite pour les pasteures et les pasteurs en ligne avec Dre. Vivianne LaRivière et Dr. Matthew Fox comme invités. Il y a eu 35 personnes qui ont participé dans l'événement, et un sondage a été envoyé afin de voir comment s'organiser pour une prochaine retraite, possiblement à l'automne.

Mes remerciements à toutes celles et à tous ceux qui ont rendu possible cet événement ! Il y a eu aussi une demande d'atelier axé sur le partage des savoirs technologiques entre pasteures et pasteurs dans les prochains mois pour aider à augmenter la maîtrise des différentes plateformes de diffusion pour les cultes, les programmes, et les animations. J'explore avec plusieurs comment offrir cet atelier, et je souhaite l'organiser pour le mois de février.

David-Roger Gagnon, M.A.S.P.

Responsable du soutien des réseaux et des regroupements & Soutien aux pasteures et aux pasteurs

Supporting Networks and Clusters & Pastoral Relations - Support to Pastors

David-Roger Gagnon, Minister

14 January, 2021

Executive of le Conseil régional Nakonha:ka Regional Council

Cluster Development Work

- For the West-Island Cluster, the collaboration continues for sharing on-line worship on the 5th Sundays. For the 5th Sunday celebrations, the basic questions will be explored by those participating. The group has created a Common Calendar to share programmes and activities which are open to all. I continue to support the group in its development towards a new vision of a collective and shared ministry.
- For the St. Francis Cluster group, the group will hold its first event for working and visioning together on Saturday 16 January, 2021. I will be animating the on-line morning so we can we experience together some moments of reflection, discernment, and to articulate a common vision.
- I continue my efforts to call a meeting by Zoom in the coming months 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 will be working with Judy Coffin on the construction of an information Webpage "Nakonha:ka Networks" which will group 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 (the group has been put on "hold" for the Fall)

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

Support to Ministers

The monthly on-line ministers' support group continues to develop with a faithful attendance. I remain sensitive to the scheduling conflict that exists with the cercle francophone, and I continue to consult in order to find a solution for all. I also find myself doing one-on-one support rather frequently these past months.

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

Support to Retired Ministers

I continue my contacts with retired ministers by phone, but by simple lack of time, I have only gotten through half of the list. However, I did create and sent out a small booklet of prayers and meditations for Advent to Epiphany, which I sent out with a mask from the United Church, to underline our thoughts and our solidarity in this difficult period. I would like to thank Judy Coffin, Shanna Bernier, Joel Miller, Brian Ruse, Rosemary Lambie and les Ministères en français for your help in realizing this project. I wish to do something similar for the period of Lent to Pentecost, but that will depend on available time.

Fall Ministers' Retreat

On November 25th, 2020, we had the on-line retreat for ministers with Dr. Vivianne LaRivière and Dr. Matthew Fox as invited guests. There were 35 people who participated in the event, and a survey was sent out in order to see how we can organize for the next retreat, possibly in the Fall. My thanks to all those who helped to make this event possible! There has also been a request for a workshop geared to the sharing of technological know-how between ministers in the coming months to help increase the mastery of different platforms for broadcast worship, programmes and animated events. I am exploring with many how to offer this workshop, and I hope to organize it for the month of February.

David-Roger Gagnon, M.A.S.P.

Minister Supporting Networks and Clusters & Support to Ministers

Appendix B



Communications Report for Executive Meeting – January 14, 2021

The first few weeks of the New Year have been focused on evaluating and reshaping the communications strategy for our Regional Council in 2021. Two key aspects will be balancing the distribution of:

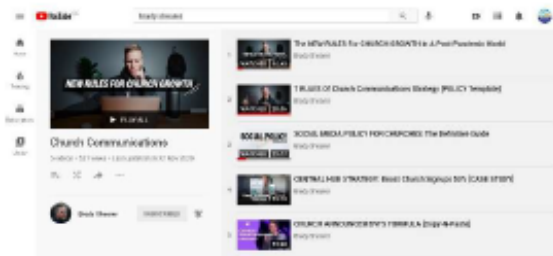
- **INFORMATION (what, when, who and how):** Internal communications about guidelines, policies, resources and opportunities to support the life and work of communities of faith and leadership teams within the United Church of Canada at local, regional and national levels
- **INSPIRATION (why):** Internal and external (public) communications about the mission, values and identity of the United Church of Canada in ways that may encourage communities and individuals to feel a sense of connection and recognition of shared values.

In addition to streamlining and adapting existing communications initiatives (newsletter, web site, etc.) in response to feedback and results, new initiatives for 2021 will include:

- Designing an automated bilingual social media campaign on Facebook, Instagram and Twitter using the Hootsuite platform and highlighting excerpts from key statements of faith (A New Creed, Song of Faith, etc.) #Nakonhaka #UCCan #egliseunie #NewCreed #confessiondefoi



- automated bi-weekly reminders to key contacts (staff, leadership teams and networks) with deadlines to include their latest news in the newsletter/blog posts on web site
- development of web sections/pages dedicated to leadership teams and networks as the central platform for sharing resources relevant to their mission (eg. new web page for Living in Right Relations: <https://nakhakaucc.ca/proqrams/living-into-right-relations-lirr/>)
- empowering communities of faith and worship leaders by providing relevant resources for communications (workshops and links for digital communication tools, strategies and resources targeted to communities of faith and worship leaders). NOTE: I highly recommend this YouTube playlist by a dynamic young Canadian, Brady Shearer, about *Church Communications in a Post-Pandemic World*: <https://www.youtube.com/playlist?list=PLJflqShWpbGzBmamDWF3btjNqCwpIS7OC>



- highlighting profiles (staff, teams, communities of faith) to help us get to put faces to names and better understand the mission and identity of the various players in our Regional Council

As always, communication is a conversation, not a monologue... so the feedback and participation of staff, executive, ministry personnel and key contacts at communities of faith are essential elements to providing effective communication! Thanks for your ongoing support.

Judy Coffin

Communication et soutien administratif / Communications and Administrative Assistant

JCoffin@united-church.ca 1-800-268-3781, extension 6161 Office hours: Mon-Fri from 9 am to 2:30 pm

THE UNITED CHURCH OF CANADA

3250 Bloor St. West, Suite 200
Toronto, Ontario
M8X 2Y4 Canada

L'ÉGLISE UNIE DU CANADA

416-231-5931 1-800-268-3781
F: 416-231-3103
www.united-church.ca

17 novembre 2020

Jillian Lalonde
jillianlalonde19@gmail.comJoëlle Leduc,
joelleleduc@gmail.com

Co-présidentes de l'équipe de direction des jeunes et jeunes adultes du Conseil régional Nakonha:ka Regional Council

Tout d'abord, permettez-moi de vous remercier pour votre lettre pleine d'attention et d'avoir pris le temps de me faire part de vos préoccupations au sujet du déroulement de l'événement *Rendez-vous* de cet été. Je suis sensible à votre volonté de communiquer de manière franche et directe.

Comme vous le savez, cette année, *Rendez-vous* a été grandement remanié puisque nous sommes passés d'un événement en personne à Calgary à une rencontre qui s'est déroulée entièrement en ligne, et ce, dans un délai relativement court. Dans les premières discussions au sujet de l'événement à Calgary et en raison de la composition de la participation aux *Rendez-vous* antérieurs, nous avons pensé qu'il y aurait très peu de participants et de participantes francophones, compte tenu des frais de déplacement et de la distance. Après discussion avec certaines de nos paroisses francophones qui comptent de jeunes fidèles, nous avons déterminé que les efforts requis pour que l'événement soit entièrement bilingue n'étaient pas justifiés par un besoin important.

Lorsque nous avons décidé de diffuser *Rendez-vous* en ligne, nous avons reconsidéré la question de l'accessibilité et essayé de le rendre accessible aux participants et aux participantes francophones. Des interprètes spécialistes de la traduction simultanée ont été engagés de façon à ce que toutes les séances plénières et de célébration liturgique soient accessibles. Ceux et celles qui sont bilingues ont présenté une partie du contenu liturgique en français. Pour la publicité auprès des communautés de foi francophones, les moyens suivants ont été utilisés : bulletin électronique en français, courriels directs au personnel ministériel et discussion à la réunion ministérielle hebdomadaire de la Table. Nous avons même demandé à nos collègues de l'Église Protestante Unie de France d'envoyer une délégation.

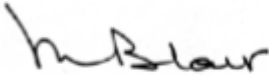
Comme nous avons apporté ces changements au dernier moment, il est clair que bien des éléments qui auraient dû être mis en place ne l'ont pas été. Un délai de préparation plus long et une direction bilingue auraient profité à la programmation, au contenu Web, à l'inscription et à la promotion auprès de l'ensemble de l'Église.

On ne sait pas très bien de quoi auront l'air les rassemblements à venir de *Rendez-vous*, étant donné que les événements et les activités tendent à se dérouler de plus en plus souvent en ligne. La viabilité de ces rassemblements de masse est également une question importante dans le contexte des contraintes

budgétaires importantes auxquelles le Bureau du Conseil général est confronté. Quelle que soit la forme que prendront les futures initiatives jeunesse comme celles-ci, nous tiendrons compte, dès les toutes premières étapes du processus de planification, des préoccupations que vous avez exprimées au lieu d'apporter des changements à la dernière minute. En réfléchissant sérieusement à la question dès le début du projet et en incluant un contenu francophone particulier au lieu d'une simple traduction, *Rendez-vous* peut répondre aux besoins des jeunes et des jeunes adultes d'une manière qui représente l'Église dans son ensemble.

Je suis également conscient que l'Église a parfois manqué à son engagement à l'égard du bilinguisme fonctionnel. Sachez que les problèmes que vous avez signalés ne seront pas ignorés et que nous continuerons à faire de notre mieux pour améliorer l'accessibilité et faciliter la rencontre, dans le souci de dépasser ce qui peut nous diviser.

Solidairement dans le Christ,



Michael Blair
Secrétaire général

THE UNITED CHURCH OF CANADA

3250 Bloor St. West, Suite 200
Toronto, Ontario
M8X 2Y4 Canada

L'ÉGLISE UNIE DU CANADA

416-231-5931 1-800-268-3781
F: 416-231-3103
www.united-church.ca

November 17, 2020

Jillian Lalonde
jillianlalonde19@gmail.comJoëlle Leduc
joelleleduc@gmail.com

Co-chairs of the Conseil regional Nakonha:ka Regional Council Youth and Young Adults,

Firstly, let me thank you for your thoughtful letter and for taking the time to express your concerns about how *Rendez-vous* rolled out this summer. I appreciate your willingness to share honestly and directly.

As you know, this year's *Rendez-vous* underwent significant transformation from an in-person event in Calgary, to an entirely online gathering with relatively little notice. In early discussions about the Calgary-based event, and factoring in participation from previous events, we had imagined minimal participation from francophones given the travel costs and distance of the event. After conversations with some of our French-speaking congregations with young people, it was determined that efforts to render the event entirely bilingual would not be a significant need.

When the decision was made to move the event online, accessibility was reconsidered and we attempted to make the event accessible to Francophone participants. Professional simultaneous translators were hired so that all plenary and worship sessions could be made accessible. Those who were bilingual offered some of the liturgical content in French. Advertising to Francophone communities of faith was done through the French electronic newsletter, direct emails to ministry personnel and conversation at la Table's weekly ministerial. We even reached out to our colleagues at the Église Protestante Unie de la France to send a delegation.

It is clear that the last-minute nature of this shift meant that many of the pieces that should have been in place were not. Programming, web content, registration, and promotion to the wider church, would have benefited from greater lead-time and bilingual leadership.

It is unclear what the future of *Rendez-vous* gatherings will look like given the increasing online nature of events and activities. The viability of such mass gatherings is also an important question in the context of significant fiscal constraints faced by the General Council Office. Whatever shape future youth initiatives like these will take, your expressed concerns will be considered from the very beginning of the planning process rather than last minute adjustments. Through active consideration at the start of the project, and including specific Francophone content rather than merely translating, *Rendez-vous* can meet the needs of youth and young adults in a way that reflects the church as a whole.

I am also aware that the church has at times failed in its commitment to functional bilingualism. Know that the concerns you have raised will not be ignored and that we will continue to make efforts to improve accessibility, as well as enable encounter across the things that divide us.

Yours in Christ,

A handwritten signature in black ink, appearing to read "M Blair". The signature is written in a cursive, slightly slanted style.

Michael Blair
General Secretary