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**Conseil régional Nakonha:ka Regional Council**  
**Meeting of the Executive**  
**Thursday, February 18, 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
Peter Bisset	Member, Finance and Extension Board
Fred Braman	Member, Property and Finance
Rev. Barbara Bryce	Member, Granting and Enabling Leadership Team
Rev. Samuel Dansokho	Member at large
Vivienne Galanis	Member at large
Rev. Pierre Goldberger	Member at large
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
Rev. Marie-Claude Manga	Member, Representative to La Table
Robert Patton	Member, Right Relations
Rick Sheffer	Member at large, Ministries in Development
Rev. Tami Spires	Member, General Meeting Coordinator
Paul Stanfield	Member, Treasurer (arrived at 10:40 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. Shaun Fryday	Member, Justice and Community Ministries
M <sup>c</sup> Sabrina Di Stefano	Corresponding Member, Pastoral Relations Minister

**Opening Devotions** – Samuel V. Dansokho led the opening devotions with a prayer. Shared three Proverbs: “The Remedy for human beings is human beings.” “If you like honey, you cannot fear being stung by a bee”. “Our face is not a jail, but when you look someone in the face (and let them in), they can feel it” – when we look people in the eyes, we traverse space and time to connect, and it is felt. Samuel closed devotion time with a silent prayer.

**Circle Time of Sharing** – All were invited to share which of the three proverbs in the opening devotion resonated most with them.

Rosemary was thanked for her leadership in the three Regional Councils and for her leadership during the Week of Prayer for Christian Unity liturgical service held online.

**Minutes of January 14, 2021**

**2021-02-18\_036 MOTION** (M. Grenon/B. Bryce) that the Conseil régional Nakonha:ka Regional Council Executive approved the Minutes of January 14, 2021 as received with minor corrections. **Carried**

### Agenda

**2021-02-18\_037 MOTION** (T. Spires/V. Galanis) that the Conseil régional Nakonha:ka Regional Council Executive accept the agenda with additions under Property and Finance, Pastoral Relations and Nominations. **Carried**

### Correspondence

- a) February 9, 2021 Rev. Barbara Fotheringham, KIT (Kinnears Mills, Inverness and Thetford Mines) Pastoral Charge re intention to retire effective July 1, 2021 (*for action – refer to Pastoral Relations*).

### Business arising

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

#### 1. Pastoral Relations

##### a) Calls /appointments/ changes

##### i. Armenian Evangelical Church of Montreal

**2021-02-18\_038 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to accept the change in Call of Rev. Ohannes Siwajian to the Armenian Evangelical Church of Montreal from full time to half time effective January 1, 2021 to February 28, 2021. **Carried**

##### ii. Laurentian Area Ministry

**2021-02-18\_039 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to appoint the Rev. Ohannes Siwajian to the Laurentian Area Ministry full time effective March 1, 2021 to June 30, 2021. **Carried**

##### iii. Laurentian Area Ministry

**2021-02-18\_040 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to post a vacancy on Church Hub for a full time coordinating minister to the Laurentian Area Ministry effective July 1, 2021. **Carried**

For Position Description: Full-time bilingual ordained minister, see **Appendix A**

##### iv. Laurentian Area Ministry

**2021-02-18\_041 MOTION** (D. Macdonald/M. Grenon) that the Conseil regional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to extend the appointment of Rev. Darla Sloan, providing 8-hour per week French Ministry to the Laurentian Area Ministry to August 31, 2021, with the same conditions as the original appointment. **Carried**

##### v. Laurentian Area Ministry

**2021-02-18\_042 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to extend the appointment of Kelly Molloy to the Laurentian Area Ministry to the position "Temporary Part

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Time Replacement and Transitional Liaison to Temporary Coordinating Minister" with increased hours effective February 1, 2021 to August 31, 2021. The following conditions will apply –

- Twenty-five hours per week
- Salary of \$27.61 per hour
- Phone and Data allowance of \$30 per month
- She will qualify for prorated continuing education allocation and benefits.
- Travel allowance of \$0.41 per km (Morin Heights Church as “home base”)

**Carried**

**vi. Waterville-North Hatley Pastoral Charge**

**2021-02-18\_043 MOTION** (D. Macdonald/M. Grenon) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Pastoral Relations Team to the appointment of retired Rev. Mead Baldwin to the Waterville-North Hatley Pastoral Charge for 5 hours per week from February 1 to June 30, 2021. **Carried** (T. Spires abstains)

**vii. Summerlea United Church**

**2021-02-18\_044 MOTION** (M. Grenon/F. Braman) that the Conseil régional Nakonha:ka Regional Council Executive approves the appointment of Rev. Daryl Macdonald as liaisons during their search for a new minister. **Carried** (D. Macdonald abstains)

Discussion: There are still many churches without supervisors (for lack of people volunteering to be supervisors, in particular people with experience in the work) – in particular multi-ethnic Communities of Faith. Samuel commented that he had reached out to the clergy black network, but has not yet received a response.

It has been suggested that a team of supervisors be considered to supervise a community of faith, in order to spread out the work.

It cannot be confirmed whether or not the Pastoral Relations Minister will be returning in the spring.

b) **Licensed Lay worship Leaders**

c) **Care for Retirees:** David-Roger Gagnon – see *appendix C*

**2. Property and Finance**

a) **2021-02-18\_045 MOTION** (F. Braman/P. Bisset) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendation of the Property and Finance Leadership Team to form a committee consisting of Peter Bisset, Fred Braman, Rosemary Lambie and Paul Stanfield to be authorized to approve loans to communities of faith to bring their assessments up to date with an interest of 5% per annum. **Carried**

b) **2021-02-18\_046 MOTION** (F. Braman/P. Bisset) That the Conseil régional Nakonha:ka Regional Council Executive approve the recommendations of the Property and Finance Leadership Team that the Regional Council undertake to itself pay to the General Council Office the gap between the actual level of assessments coming from communities of faith and the desired level of national assessments; such undertaking to be phased in over the next three years (2022/2023/2024) so that from 2024 onward GCO receives the full amount of assessment income from the communities of faith of our Regional Council

(being the assessments from the communities of faith in the amounts fixed by the Regional Council plus the gap made up by the Regional Council itself). **Carried** (R. Sheffer abstains)

Discussion: A communication will go out to accompany this motion and explain the percentage gap.

It was reiterated that more planning and reflection must be undertaken to envision how the United Church of Canada's presence will be lived out in this Regional Council in the future. In particular, how the budgetary exercise proposed in the above motion will go forward in the future.

- c) **2021-02-18\_047 MOTION** (F. Braman/P. Bisset) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendations of the Property and Finance Leadership Team that the a volunteer be found to champion the cause of Mission & Service donations. **Carried**
- d) **2021-02-18\_048 MOTION** (F. Braman/P. Bisset) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendations of the Property and Finance Leadership Team that the Policy regarding proceeds from the sale of property be amended to recommend that 5%-10% of the net proceeds from the sale be remitted to Mission & Service Fund in the case of a community of faith that is not disbanding. **Carried**

Policy Regarding Proceeds from the Sale of Property (February 2021 revision) – see **Appendix B**

- 3. **Granting and Enabling Leadership Team:** Rev. Barbara Bryce – 24 applications received, meeting on March 3<sup>rd</sup> to review and recommend. The results will be reported at the Regional Council meeting on March 20<sup>th</sup>.

Discussion: it was suggested to communicate to the Regional Council a date for outcome-reporting in regards to grants.

Nurturing Social Justice and Outreach programs
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- 4. **Indigenous Ministry** – Robert Patton highlighted and updated happenings within Indigenous Ministries – a lot of communities are struggling in the west and up north. In particular he gave feedback on Kahnawake United Church; the Community of Faith continues to meet regularly through Zoom; continues to have a strong presence within the community. Robert was invited back to the Sandy Salteaux Centre to participate in educational events.
- 5. **Community of Faith/ Clusters/Networks**
  - a) **Opening of Churches:** Peter Bisset – provided update from task group; currently, the team is meeting on a monthly basis to apprise itself of any updates from the Quebec Government. There are still about 20 Communities of Faith have not submitted re-opening plans. Judy was thanked for her work in getting information out to Communities of Faith to keep them up to date.
  - b) **Clusters/Networks:** David-Roger Gagnon (See **Appendix C**) – provided highlights of various items in his report. David -Roger for his work and helping Network and Clusters. In addition to report it was added that:

*Jewish-Christian Dialogue and Relations*

1. The exploratory conversations with down town United Churches as a possible site to host a Renewal Synagogue Community continue, and there is a growing interest in helping this project move forward with a hope of concretizing a match by Rosh Hashanah and Yom Kippur, should it be possible for us to gather in our worship spaces by then.

2. Montréal West United Church has been asked to host the Christian Commemoration of Yom HaShoah on April 11, 2021. This represents significant work and dialogue, given that the last several years have had their challenges in terms of UCC involvement in Jewish-Christian dialogues both locally and nationally. The selection of Montréal West to host the service is a very encouraging development in the dialogue process.

- 6. Youth and Young Adults, and Family Ministries:** Shanna Bernier / Rev. Joëlle Leduc (see **Appendix D**) Joëlle will be leaving on maternity leave for one year.

**2021-02-18\_049 MOTION** (J. Leduc/F. Braman) that the Conseil régional Nakonha:ka Regional Council Executive approves the recommendations of the Youth and Young Adults, and Family Ministries Leadership Team to have Denis Ashby represent the team on the Executive, effective March 15<sup>th</sup>, for the duration of one year. **Carried**

- 7. La Table:** Rev. Marie-Claude Manga – highlighted the following points:

1. J'aimerais souligner que Sainte-Claire attend toujours la correction voulu par le Conseil régional. La Table attire votre attention sur l'importance de libérer ce document dans la mesure de vos possibilités
2. Selon l'alliance avec la région, la table a nommé Mr. Marc Grenon pour accompagner Saint-Jean en préparation de la retraite prévue de son pasteur.
3. Birgit Neuschild accompagne le ministère régional des Laurentides.
4. Nous attendons toujours la réponse du Conseil régional au sujet de la reconnaissance de la Table comme commission pour reconnaître et accompagner les célébrants laïques (Licensed Lay Worship Leaders).
5. Nous commençons des discussions avec Camino pour préparer la **retraite de la pasteure** dans le respect de la communauté et la continuité là aussi.
6. Le 27 Février aura lieu l'Assemblée Générale Annuelle. Les personnes qui peuvent parler français sont les bienvenus, mais il faut s'inscrire à l'avance.
7. Nous saluons la collaboration entre Shana Bernier et la Table concernant la participation - animation des jeunes.
8. Animation d'un atelier le 3 Février 2021 sur Église Unie contre le racisme au sein de l'Église Unie du Canada.

- 8. Community and Justice Leadership Team:** Nothing to report.

Building Communications
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- 9. Communications:** Judy Coffin – workshop in English for Communities of Faith about social media (and virtual worship) and communications, with the participation of the General Council staff – hopeful that this workshop will help expand who receives communications. Judy continues to remind communities of Faith to share their stories; provide updates on resources.
- 10. Nominations:** Rev. David Lambie; explained the proposed policy (see **Appendix E**):  
**2021-02-18\_050 MOTION** (B. Bryce/D. Macdonald) that the Conseil régional Nakonha:ka Regional Council Executive approves and accepts the amended Policy for Electing General Council Commissioners – Policy for Electing General Council Commissions. **Carried**
- 2021-02-18\_051 MOTION** (P. Goldberger/B. Bryce) that the Conseil régional Nakonha:ka Regional Council Executive approves to extend this meeting to 12:20 a.m. **Carried**
- 11. Regional Council Meetings:** Rev. Tami Spires / Rev. Linda Buchanan – the planning team (and worship planning team) met last week. The theme is “Rolling the Stone Away”. The date for the next meetings will be March 20<sup>th</sup> and June 12<sup>th</sup>.  
 The Planning Team is reworking page 9 of the handbook regarding annual general meetings. Linda will send out a version for feedback. The hope that it will be ratified on June 12<sup>th</sup>.
- 12. Finance and Extension Board** – Peter Bisset; Wesley United Church (Bedford) has been sold for \$176,000. Money is currently being held in trust, pending approval of a ministry plan. Discussion regarding sale of Italian United Church of the Redeemer continue. F&E will be meeting with United Property Resource Corporation to learn more about this group. The General Council approved the F&E re-constitution, effective November 2020.

**Opening worship for next meeting** – Shanna Bernier

\*Special Note: Covenanting Service for Rev. Joelle Leduc on Sunday, February 21, 2021 at 1.p.m.

**Motion to adjourn**

**2021-02-18\_052 MOTION** (D. Macdonald/S. Dansokho) that the Conseil régional Nakonha:ka Regional Council Executive adjourn this meeting at 12:21 p.m..

**Closing Prayer**

**Next meeting dates:** Regional Council gathering Saturday, March 20 9:00 – 12:00 ZOOM  
 Thursday, April 15 9:00 – 12:00 ZOOM  
 Thursday, May 20 9:00 – 12:00 ZOOM  
 Regional Council gathering Saturday, June 12 9:00 – 4:00 ? ZOOM

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Rev. Linda Buchanan  
Chair, President

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Rev. Rosemary Lambie,  
Executive Minister

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**Appendices**

Appendix A	Position Description: Full-time bilingual ordained minister	Pages 22-24
Appendix B	Policy Regarding Proceeds from the Sale of Property (February 2021 revision)	Pages 25-26
Appendix C	Report from Minister Supporting Networks and Clusters & Pastoral Relations - Support to Pastors	Pages 27-28
Appendix D	YAYA Report to the Executive	Pages 29-30
Appendix E	Policy regarding Election of GC Commissioners	Pages 31-32

## Appendix A

<p><b>Description du poste :</b> Pasteur- Pasteure bilingue ordonné-e à temps complet Date de début: July 1 2021</p>	<p><b>Position Description:</b> Full-time bilingual ordained minister  Start date: July 1, 2021</p>
<p><b>Sommaire de la tâche :</b></p>	<p><b>Tasks Summary</b></p>
<p>Ce Pasteur, cette Pasteure ordonné-e sera la personne coordonnatrice du Ministère régional des Laurentides (MRL). Il s'agit du premier de deux postes à temps complet. (Un poste pour un-e pasteur pour les familles et le ministère en français sera ouvert subséquemment). La personne coordonnatrice veillera à la coordination des célébrations. Elle assurera la planification et la préparation des célébrations hebdomadaires avec l'équipe de culte laïque agréée en français et en anglais. Ces préparations seront utilisées dans les différentes paroisses du Ministère régional des MRL</p>	<p>This ordained minister shall act as Coordinator for the Laurentian Area Ministries (LAM). This is one of two full time positions (a minister for French and Family Ministries will be hired subsequently.) The Coordinating Minister shall be responsible for the coordination of the conduct of services. He or she shall be responsible for the planning and preparation of weekly services with the licensed lay worship team in both English and French. These orders of service shall be used at the various LAM communities of faith.</p>
<p><b>Responsabilité et soutien :</b></p>	<p><b>Responsibilities and Support</b></p>
<p>Le/La Pasteur/Pasteur ordonné-e est responsable devant le Conseil Régional Nakonha:ka et le MRL, par son comité du personnel et du ministère.</p>	<p>The order of ministry personnel is accountable to Nakonha:ka Regional council and to the LAM Board through its Ministry &amp; Personnel Committee.</p>
<p><b>Tâches générales, responsabilités et répartition de temps :</b></p>	<p><b>General Tasks, Responsibilities and Time Allotments</b></p>
<p>Le/La Pasteur/Pasteure ordonné-e œuvre à aider la paroisse dans la réalisation de sa vision et de ses objectifs. Il, Elle partage son temps à travers ces différentes tâches :</p>	<p>The order of ministry personnel works to assist the pastoral charges and communities of faith in achieving their vision and goals. He or she divides his or her time in the performance of the following duties and responsibilities:</p>
<p>- Administration et leadership : 15 %</p>	<p>- Administration &amp; Leadership: 15%</p>
<p>- Culte : 35 %</p>	<p>- Worship: 35%</p>
<p>- Agir comme célébrant – 15%</p>	<p>- Conduct of services: 15%</p>
<p>- Préparation – 20%</p>	<p>- Preparation: 20%</p>
<p>- Implication dans l'Église : 10 %</p>	<p>- Church Involvement: 10%</p>
<p>- Participation active au Conseil Régional et au Conseil général en consultation avec le comité du personnel et du ministère du MRL.</p>	<p>- Active participation in Regional Council and General Council duties and responsibilities in consultation with the LAM M&amp;P Committee</p>
<p>- Soins pastoraux : 15 %</p>	<p>- Pastoral Care: 15%</p>
<p>- Effectuer les soins pastoraux d'urgence et soutenir les personnes désignées pour</p>	<p>- Provide emergency pastoral care and support to persons designated to</p>



œuvrer à ce ministère.	provide pastoral care.
- Présence dans le milieu: 10%	- Presence in the Community: 10%
- Établir et maintenir des liens avec les organismes du milieu selon les priorités et les ministères associés au développement du MRL	- Establish and maintain links with local community groups and organisations based on the priorities and ministries linked to the development of LAM.
- Éducation chrétienne : 10 %	- Christian Education: 10%
- Étude biblique ou groupe de réflexion ou d'entraide personnelle	- Bible study, reflection or mutual assistance groups.
- Développement professionnel : 5% ( <b>en plus des trois semaines de formation chaque année</b> )	- Professional Development: 5% ( <b>plus 3 weeks study leave a year</b> )
- Participation à un programme de formation permanente, de développement professionnel et/ou spirituel en consultation avec le comité du personnel et du ministère.	- Participation in a continuing education and professional / spiritual development plan: in consultation with the LAM M&P Committee.

Compétences:	Skills Set
<ul style="list-style-type: none"> <li>Habilités politiques et de communication favorisant une collaboration active et le développement.</li> </ul>	<ul style="list-style-type: none"> <li>Possesses political and communication skills that promote and encourage active cooperation and growth.</li> </ul>
<ul style="list-style-type: none"> <li>Communication écrite et orale claire, dynamique et inspirante</li> </ul>	<ul style="list-style-type: none"> <li>Is able to communicate orally and in writing in a manner that is clear, dynamic, and inspiring.</li> </ul>
<ul style="list-style-type: none"> <li>Pensée créative</li> </ul>	<ul style="list-style-type: none"> <li>Is able to think creatively.</li> </ul>
<ul style="list-style-type: none"> <li>Capacité de travailler en mode collaboratif et en équipe</li> </ul>	<ul style="list-style-type: none"> <li>Is able to work cooperatively and as part of a team.</li> </ul>
<ul style="list-style-type: none"> <li>Écoute empathique, avec la capacité d'établir et de maintenir des relations efficaces et constructives avec différents groupes de personnes</li> </ul>	<ul style="list-style-type: none"> <li>Is able to listen empathetically to establish and maintain effective and constructive relationships with various groups of individuals.</li> </ul>
<ul style="list-style-type: none"> <li>Capacité de soutenir et d'inspirer l'exploration spirituelle</li> </ul>	<ul style="list-style-type: none"> <li>Is able to support and inspire spiritual exploration.</li> </ul>
<ul style="list-style-type: none"> <li>Habilité à bien gérer son temps, à fixer des priorités et à répondre de manière coordonnée à des besoins concurrents</li> </ul>	<ul style="list-style-type: none"> <li>Is able to manage one's time effectively, to set priorities, and to respond in a coordinated manner to co-occurring needs.</li> </ul>
<ul style="list-style-type: none"> <li>Engagé à apprendre et à veiller à son propre développement</li> </ul>	<ul style="list-style-type: none"> <li>Is committed to one's own learning and personal development.</li> </ul>
<ul style="list-style-type: none"> <li>Maîtrise des principales technologies de l'information par exemple célébrations Virtuel/hybride et Powerpoint</li> </ul>	<ul style="list-style-type: none"> <li>Is fluent in the information technologies that are in common use for example, Virtual/hybrid services, powerpoint.</li> </ul>
<ul style="list-style-type: none"> <li>Confidentialité et discrétion</li> </ul>	<ul style="list-style-type: none"> <li>Is discreet and able to maintain confidentiality.</li> </ul>

<b>Connaissances:</b>	<b>Knowledge</b>
<ul style="list-style-type: none"> <li>• Capacité de développement de célébrations créatives</li> </ul>	<ul style="list-style-type: none"> <li>• Has knowledge of the ways and means of developing creative worship services.</li> </ul>
<ul style="list-style-type: none"> <li>• Compréhension fine de l'Église Unie du Canada, de son évolution et de ses enjeux majeurs, notamment, au Québec, par une expérience pertinente sur le terrain</li> </ul>	<ul style="list-style-type: none"> <li>• Has in depth knowledge of the workings of the United Church of Canada, its history, and challenges, particularly in the Quebec area context, through relevant field experience.</li> </ul>
<ul style="list-style-type: none"> <li>• Connaissance de la société, de la culture, des références intrinsèques de la population québécoise francophone et anglophone</li> </ul>	<ul style="list-style-type: none"> <li>• Has knowledge of the society, culture and inherent references of the French and English speaking populations of Quebec.</li> </ul>
<ul style="list-style-type: none"> <li>• Justice sociale et habileté dans le développement et dans le rayonnement.</li> </ul>	<ul style="list-style-type: none"> <li>• Has knowledge and is skilled in matters of social justice, community development and outreach.</li> </ul>
<ul style="list-style-type: none"> <li>• Ouverture aux réalités et aux besoins des communautés LGBTQ</li> </ul>	<ul style="list-style-type: none"> <li>• Has knowledge and is open to the realities and needs of the LGBTQ communities.</li> </ul>
<ul style="list-style-type: none"> <li>• Connaissances de base des médias sociaux</li> </ul>	<ul style="list-style-type: none"> <li>• Has basic knowledge of social medias.</li> </ul>
<ul style="list-style-type: none"> <li>• Connaissance de base du développement durable</li> </ul>	<ul style="list-style-type: none"> <li>• Has basic knowledge of the principles of sustainable development.</li> </ul>
<ul style="list-style-type: none"> <li>• Français (oral bien maîtrisé) et anglais (écrit et oral)</li> </ul>	<ul style="list-style-type: none"> <li>• Is fluent in spoken French and is fluent in both spoken and written English.</li> </ul>

## Appendix B

**Policy Regarding Proceeds from the Sale of Property (February 2021 revision)**

POLICY NAME: Policy Regarding Proceeds from the Sale of Property	Date Approved: February 18, 2021
	Review date:
Purpose: The purpose of this policy is to clarify expectations of Communities of Faith regarding the sale of Church Property. <i>The Manual C.2.6.</i>	

**Preamble**

This document outlines the Conseil régional Nakonha:ka Regional Council's policy and best practices regarding use of proceeds from the sale of church property with a view to encouraging the sharing of resources within the United Church of Canada, while being respectful of the rights and ongoing contributions of communities of faith.

This policy applies only when Regional Council consent is required and does not affect assets of less than \$50,000.

**Policy****Community of Faith that is not disbanding**

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 are meant to encourage a forthright discussion with the Community of Faith as to the opportunities for sharing of resources within the broader Church, and the Regional Council commits to being prayerfully respectful of the continuing needs of the Community of Faith to continue ministry in new and dynamic ways and may waive any or all of the following after such discussion.

- a) 10% be remitted to the United Church of Canada for the ongoing support of Indigenous Ministry.
- b) 5% to 10% be remitted to the Mission & Service Fund of the United Church of Canada.
- c) 10% be remitted to the Conseil régional Nakonha:ka Regional Council to support the Mission Strategy Fund of the Regional Council held by the Finance and Extension Board with disbursement at the direction of the Regional Council.
- d) The remainder to 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 5% 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.
- e) Before the distributions above, the Regional Council also asks that consideration be given to donating up to 2% of the net proceeds (but no more than \$5,000) 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.

**Community of Faith that is disbanding**

When Church Property is being sold by a Community of Faith that is disbanding, the following guidelines shall apply for the disposition of net proceeds\* from the sale, unless the Regional Council concludes that this would be contrary to the basis on which the assets were acquired or built up or otherwise contrary to the interests of the United Church in this instance:

- f) 10% be remitted to the United Church of Canada for the ongoing support of Indigenous Ministry.

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- g) 10% be remitted to the Conseil régional Nakonha:ka Regional Council to support the Mission Strategy Fund of the Regional Council administered by the Finance and Extension Board.
  - h) 10% be remitted to the United Church of Canada Mission and Service for ongoing support of the ministry of the wider church.
  - i) The remainder (subject to j below) 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.
  - j) 2% of the net proceeds, limited to \$5,000 from the sale of church property 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.

This policy shall be administered in a manner to encourage all folk involved to have input into the outcome which is to balance the contributions and continuity of communities of faith with the sharing required with the broader United Church of Canada

NOTE: In the sharing provisions, the Property and Finance Leadership Team recommends that consideration for the United Theological College be included as the only theological college in our Regional Council and the only one in Canada offering education in French.

## Appendix C

**Supporting Networks and Clusters & Pastoral Relations - Support to Pastors****David-Roger Gagnon, Minister****February 18, 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 5<sup>th</sup> Sundays, the last being on 31 January. The celebration concluded with small group discussions around the question “Who are we as church?”. The cluster has concluded its collaboration with Edge, and so, I will take on the responsibility of organizing this group as well.
- For the St. Francis Cluster group, the group held its first working and visioning workshop on Saturday 16 January, 2021. The Workshop, which I animated, was focused on the theme of loaves and fishes and the fact that we have enough to respond, as a church, to the ministry needs in our communities.
- A first meeting to build the Richelieu Cluster was held, and consultations with the pastoral leadership continue with the goal of having a first meeting with all at the beginning of April.

**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”.

I continue my work more directly with the following networks:

Green Church; Pride & Friends (the group has been put on “hold” for several months)

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.

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

**Support to Retired Ministers**

I continue my contacts with retired ministers by phone. Thanks to the fact that the little booklet for Advent-Christmas-Epiphany greetings was well received, I am working on the booklet of prayers and meditations for the seasons of Lent-Easter and Pentecost. I am working hard to get it to print in the next two weeks.

**Offer of a support process in grief for pastors**

Dr. Vivianne LaRivière is organizing a series of workshops on grief and approaches to living through this experience. These workshops are geared to work with grief as professionals in order to add tools to help respond to families and members of congregations who are living grief. We are exploring the possibility of offering this series as a follow-up to the retreat in November 2020.

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

Minister Supporting Networks and Clusters & Support to Ministers

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**Soutien aux réseaux et aux regroupements & Relations Pastorales - Soutien aux pasteures et aux pasteurs****David-Roger Gagnon, responsable****18 février 2021****Exécutif du Conseil régional Nakonha:ka Regional Council****Travail – développement des Regroupements**

- Pour le regroupement de l'Ouest de l'île, la collaboration continue pour le partage des cultes en ligne les 5<sup>e</sup> dimanches, le dernier en ayant été le 31 janvier. La célébration à conclure avec des discussions en petits groupes au tour de la question « Qui sommes-nous en tant qu'église? ». Le regroupement aura mit fin à sa collaboration avec Edge, et donc, je prends la responsabilité de l'organisation de ce groupe aussi.
- Pour le regroupement Saint-François, le groupe a tenu son premier atelier de travail et de visionnement samedi le 16 janvier 2021. L'atelier, que j'ai animé, a été axé sur le thème des pains et des poissons et le fait que nous avons suffisamment pour répondre, comme église, aux demandes de ministère dans nos communautés.
- Une première réunion afin de bâtir le regroupement Richelieu a eu lieu, et les consultations avec le leadership pastorale continue avec le bût d'avoir une première rencontre avec toutes et tous en début avril.

**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 Nakonah:ka ».

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 depuis plusieurs mois)

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.

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

**Regroupement des pasteures et des pasteurs à la retraite**

Je continue mes contacts avec le personnel ministériel à la retraite par téléphone. Grâce au fait que le petit livret de souhaits pour le temps de l'Avant-Noël-l'Épiphanie a été bien reçu, je travaille sur le petit livret de prières et de méditations pour les saisons de Carême-Pacques et la Pentecôte. Je travaille fort pour que l'impression soit faite dans les deux prochaines semaines.

**Offre de processus de soutien en deuil pour les pasteures et les pasteurs**

Dre. Vivianne LaRivière organise une série d'ateliers sur le deuil et les approches pour vivre à travers cette expérience. Ces ateliers sont axés sur un travail sur le deuil comme professionnel afin d'ajouter des outils pour permettre de répondre aux familles et aux membres des paroisses qui vivent des deuils. Nous explorons la possibilité d'offrir cette série comme suivi à la retraite du mois de novembre 2020.

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

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

## Appendix D

**YAYA Report for Executive – February 2021****Ongoing Weekly Programming:**

**Children's Church at Home:** We have moved our time-slot from 9:00am to 9:30 am, mostly to accommodate my own family's needs, but it seems to be a fine time for lots of others as well. I created a dedicated Facebook Page for Children's Church

(<https://www.facebook.com/Childenschurchathome>)

155 people have "liked" the page and while growth has slowed a bit, more people are engaging each week. I am working on increasing the French content of Children's church, in hopes that we can engage an increasingly bilingual audience.

I have been working in collaboration with a number of different people to create Faith Formation resources for Church at home, and I really enjoy that work. I have hopes for more collaborations with our neighbouring regional councils, The Go project and La Tables des Ministeres en Francais. I am hoping to continue collaborating and anytime I make something for my own Community of faith, I try to adapt it to be sharable for the whole Regional council – For example: Pancake Colouring sheet.

**YaYa Check-in Space:** We continue to meet weekly on Thursdays at 6:30 pm. The group varies a bit but there are about a dozen total youth who come regularly, and an average of 8-10 weekly. Dana Ducette and I share leadership and it has become a very close-knit and supportive space. We are not actively growing, but we are always happy to welcome new teens in, and make them feel welcome.

These two weekly projects are also the subjects of my own "practicums" for the final steps of a certificate I am completing at AST. I began their Diploma and Youth ministry program 8 years ago, and I never completed it. Upon learning that this diploma has been discontinued, I decided to see if I could complete the last few steps and hopefully by June I will graduate!

**Worshiplude Online:**

Dana Ducette and her youth advisory group planned a fun night of worship and games last Saturday. About 40 people were in attendance, including half a dozen from Nakonha:ka Regional Council. This type of larger online event is really challenging and draining and I applaud EOR for their effort, but I don't think it is worth it to try to do a Spring Youth Forum online again, instead I will focus on engaging the youth who aren't coming to online events in different ways, by sending them mail or checking in by phone. Some people do not enjoy online activities, and I think at almost a year into this new reality, we need to respect those differences and be creative in our approaches.

**United Spirit Camp:**

United Spirit Camp is committed to offering a new and improved online Camp experience in the Summer of 2021 – We are hoping we will receive a large Young Canada Works grant, but even without that we will seek local funding and work on a creative project. We are hoping to collaborate with Pacific Mountain RC in the creation of "Camp in a Box" care packages which we can send out to all of our camper families. We want to find a good balance of participatory online activities, as well as content which can be shared and consumed anytime

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(like YouTube). We have lots of ideas of workshops, games and activities to be led by our devoted counselor crew.

United Spirit's desire to support Camp D'action Biblique's capital campaign for a new dining hall has been discussed, and as soon as we have the information we need, we will bring a proposal forward to the Regional Council.

-Shanna Bernier



## Appendix E

**Conseil régional Nakonha:ka Regional Council  
Policy regarding Election of GC Commissioners**

POLICY NAME: Regional Council Policy regarding Election of General Council Commissioners	Date Approved: February 18, 2021
	Review date:
Purpose: This policy outlines the parameters for electing General Council Commissioners. <b>The UCC Manual 2019 Bylaws C.2.12</b>	

**Preamble**

This document outlines the Conseil régional Nakonha:ka Regional Council's Policy regarding Election of General Council Commissioners and best practices for ensuring equity in leadership.

UCC Manual 2019 Bylaws C.2.12 Participation in Denominational Life

*The regional council is responsible for*

*a) electing members to serve on General Council based on the following:*

*i) Number: it elects five members plus an additional number allocated to it based on the proportion of communities of faith within the bounds of that regional council to the total number of communities of faith in the United Church;*

*ii) Lay/ministry personnel balance: a minimum of 1/3 of the members elected must be ministry personnel on the roll of the regional council and a minimum of 1/3 of the members elected must be lay members of communities of faith within the bounds of the regional council who are not ministry personnel;*

*iii) Diversity: attention is given to diversity of gender and age, racial and cultural identities, and sexual expressions, as provided in policies set by the General Council;*

*iv) Timing: the election takes place, where possible, at least one year before the next regular in-person meeting of the General Council;*

*v) Eligibility of ministry personnel: the ministry personnel who are elected must be members of the regional council that elected them both at the time of the election and at the time that the General Council holds its next regular in-person meeting;*

*vi) Eligibility of lay members: the lay members who are elected must be members of a community of faith within the bounds of the regional council both at the time of the election and at the time that the General Council holds its next regular in-person meeting;*

*vii) Method of election: the regional council is responsible for deciding how to elect its representatives to the General Council; and*

*viii) Alternates: it must also elect a number of alternate representatives;*

*The General Council holds an in-person meeting every third year.*

*b) naming a leading Elder or presiding officer of the regional council to serve as a member of the General Council; The regional council has the flexibility to determine its own officers, except that there must be a leading Elder or presiding officer to fill this role.*

*c) receiving, dealing with, and forwarding proposals from members of the community of faith to the General Council; and*

*d) promoting and fostering direct dialogue between communities of faith and the General Council.*

### **Election of General Council Commissioners Policy**

The Policy of Conseil régional Nakonha:ka Regional Council regarding

1. It is vital that the persons elected by this Regional Council express the ministries of this Regional Council to the General Council and reflect this knowledge in their discernment of the ministries of the whole United Church and also be involved in communicating the outcomes of their General Council to this Regional Council and its communities of faith, including their own.
2. Accordingly, all nominees for election as Commissioners to General Council must:
  - a) Be an active and engaged confirmed member of a community of faith within the Regional Council
  - b) Be a member of the Regional Council (Ordered Ministry or Lay elected by their community of faith) or be a member of a Leadership Team of the Regional Council or its equivalent (including be an active member of *La Table des Ministères en Français*).
  - c) Covenant to regularly report to the Regional Council and its Executive on the work of the General Council
  - d) Covenant to witness to the work of the General Council in their community of faith and in the community at large.
3. This policy applies to elections to GC 44 and beyond.
4. To assure a balance of ordered/lay and diversity within nominees elected to the General Council by the Regional Council, and assuming 10 positions to be filled, the Nominations Leadership Team shall bring to the Regional Council nominations as follows: A slate of names nominated with all documents by the deadline:
  - 5 Ordered
  - 5 Lay
 Priority will be given as
  - 1 place reserved for the current elected President
  - 1 place reserved for the Youth Pilgrim (aged 16-18 at the time of the GC)
  - at least one (1) who identifies as under 30 years of age,
  - at least one (1) who identifies as functionally bilingual (E/F),
  - at least one (1) who identifies as Indigenous
 All names shall be on the presented slate, but nominees greater than the allowed 10 will be listed as 'alternate Ordered or Lay' in the case that someone needs to be replaced to participate at the GC meeting.
5. The delegation so elected shall choose a Leading Elder who shall be responsible for reporting on the work of the General Council to the Regional Council.