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**Conseil régional Nakonha:ka Regional Council**  
**Meeting of the Executive**  
**Thursday, March 21, 2024 – 9 AM**

**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**

Marc Grenon	Chair, President
Adedeji Sunday Akintayo	Member
Denis Ashby	Member at large, Rep. First Third Ministries
Peter Bisset	Member, Finance and Extension Board
Rev. Barbara Bryce	Member, Granting and Enabling Leadership Team
Rev. Samuel V. Dansokho	Member at large
Valerie Epps-Nickson	Member, General Meeting Planning Team
Rev. Pierre Goldberger	Member, La Table
Rev. Éric Hébert-Daly	Member, Executive Minister
Erika (Qian) Liang	Member
Rev. Read Sherman	Member, Living into Right Relations
Paul Stanfield	Member, Treasurer
Judy Coffin	Corresponding Member, Administration and Communication
David-Roger Gagnon	Corresponding Member, Minister Supporting Networks & Clusters
Rev. Dan Hayward	Corresponding Member, Pastoral Relations Minister
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary
Brian Ruse	Corresponding Member, Finance and Office Administrator

**REGRETS/ABSENT**

Rev. Linda Buchanan	Member at large, Past-President
Bailey Eastwood	Member, Community and Justice
Rev. Christine Marie Gladu	Member, Pastoral Relations
Rev. Marie-Claude Manga	Member at Large
Rev. Tami Spires	Member at Large

This meeting received recommendations from the Pastoral Relations Leadership Team; received information and recommendations from the Granting & Enabling Leadership Team; discerned a way forward as it relates to split responsibility between Executive and Finance & Extension Boards as it relates to delegation of property matters; received updates in regards to February 2024 benchmarks set by the Strategic Plan and the Growth Advisory Team; received a presentation (order of the day at 10 AM) on behalf of Montreal City Mission/St. James Edge Committee, in regards to Résonance Gathering; received recommendations regarding the use of the word “Mission” in the Governance Handbook; received a presentation (order of the day 11 AM) on behalf of Saint Columba House, in regards to request for funding; received an updated from the Living in Right Relations Leadership Circle, in regards to the list of Pastoral Charges who have not yet voted on Remit 1: Establishing an Autonomous National Indigenous Organization; received reporting from Communications, and an update in regards to Projet de loi 96; received reporting from the General Meeting Planning Leadership Team; received reporting from the Nominations Leadership Team; considered a recommendation in regards to the Executive Minister’s sabbatical replacement; received information in regards to the number of General Council 45 Commissioners the Nakonha:ka Regional Council can elect; considered guidelines for welcoming neurodivergent, as well as being a supporting organization in an individual’s application for the Rowntree Scholarship (by the

United Church Foundation); and considered a response to Eastern Ontario Outaouais Regional Council's request to stop paying towards lease of office space with Summerlea United Church.

**Land Acknowledgement and Opening Devotions** – Rev. Read Sherman shared the land acknowledgement used at Trinity-Anjou United Church. As part of opening devotions, each was asked to share their first experiences of spring. He reminded all that First Nations Peoples would have been very much intune with the changes of the seasons and invited all to be mindful to the changes in the seasons. Read shared Pat Mayberry's *Called by Earth and Sky*. Read closed this time of devotion with a prayer from the book called *Prayers for a Planetary Pilgrim* by Edward M. Hays.

**Calling to Order** – Marc Grenon, President, called the meeting to order at 9:26 AM.

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

**Good News Stories** – All were invited to share good news stories of things being witnessed in the Church.

### Agenda

**2024-03-21\_001 MOTION** (P. Goldberger/D. Ashby) that the Conseil régional Nakonha:ka Regional Council Executive accept the agenda as amended: Additions:

1. Correspondence p, q and s, t, u, v, w, x, y, z aa, bb and cc;
2. Growth Advisory Team;
3. Response to Eastern Ontario Outaouais Regional Council's request to stop paying towards lease of office space with Summerlea United Church;

### CARRIED

**Order of the Day (9:30 AM) – Montreal City Mission/St. James Edge Committee: Résonance Gathering & 100<sup>th</sup> Anniversary Service** – Rev. Paula Kline, Montreal City Mission, highlighted details in the proposal.

- See 1. *Correspondence g*, and 2. *Article "Hartmut Rosa says we're running faster just to stay in place: The German sociologist's theory of "resonance" offers an alternative: deceleration" as Appendix B*

Paula was asked to prepare a detailed recommendation (in consultation with Rev. Eric Hebert-Daly and David-Roger Gagnon). It was highlighted that \$9000 has already been granted to support this conference. It is the hope that this would be one big event, as a conference, regional council general meeting, and centennial celebration. Paula was asked to liaison to prepare details.

**Order of the Day (10:30 AM) – Break** 10 mins

**Order of the Day (10:45 AM) Maylanne Maybee, Saint Columba House: Request for Funding**

### Equity Support Person

**2024-03-21\_002 MOTION** (A. Akintayo/V. Nickson) that the Conseil régional Nakonha:ka Regional Council Executive names Peter Bisset as Equity Support person for this meeting. **CARRIED**

### Minutes of February 15, 2024

**2024-03-21\_003 MOTION** (P. Bisset/B. Bryce) that the Conseil régional Nakonha:ka Regional Council Executive approve the Minutes of February 15, 2024 as amended: see motion 2024-02-15\_009; correction of clerical error in the Lot number. **CARRIED**

### Correspondence In

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- a) February 14, 2024, Alix Dolson, Executive Director of Affirm United/S' affirmer Ensemble, Pam Rocker, Director of Affirming Connections, re Collective and urgent response to the legislated hatred of trans youth (*for information*);
  - b) February 16, 2024, copied on a letter from Lynella Reid-James, Chair, Nomination Committee, General Council, to Rev. Angelika Piche, re reappointment to the Canadian Council of Churches: Commission on Faith and Witness(*for information*);
  - c) February 22, 2024, copied on a letter from Rev. Adam Hanley, Program Coordinator, Minister Personnel Vitality, Theology and Ministry Leadership Unit, to Beryl Barraclough, re granting testamur for ordination (*for information*);
  - d) February 24, 2024, Copied on a letter from Fred Braman, Vice President of the Board and Chair of the Property Committee, The Finance and Extension Board of Conseil régional Nakonha:ka Regional Council, to Jum Fyles, re Formal Decision to approve the sale of the Beurepaire United Church property (*for information*);
  - e) February 25, 2024, copied on a letter from Rev. Neil Whitehouse, Minister, Westmount Park United Church, to Rev, Michael Blair, General Secretary, re unhappy about the lack of communication by our Regional Council and Kindred Works (*for information*);
  - f) February 26, 2024, Carol Bircher, Chalmers-Wesley United Church (Québec City), re single event insurance (*for information*);
  - g) February 26, 2024, copied on a letter from Rev. Paula Kline, Montreal City Mission/St. James Edge committee, to Marc Grenon, President, re request for agenda-time at upcoming Executive meeting to discuss Résonance gathering (*Order of the Day-10AM*);
  - h) February 26, 2024, copied on a letter from Rev. Dr. Jennifer Janzen-Ball Executive Minister, Theology and Ministry Leadership, to Diane Everitt, Alison Miculan and Amadeus Pyralis, re responding to letter received regarding DLM Ministries (*for information*);
  - i) February 29, 2024, Charlotte Griffith, Chairperson of the LLWL Leadership Team, re need for pastoral care training (*for information*);
  - j) March 1, 2024, Rev. Lee Ann Hogle, re formation of a pastoral care support team (*for information*);
  - k) March 2, 2024, Rev. Paula Kline, Montreal City Mission/St. James Edge committee, re article on Harmut Rosa and resonance theory (*Order of the Day-10 AM*);
  - l) March 4, 2024, Carol Bircher, Chalmers-Wesley United Church (Québec City), re update re single event insurance (*for information*);
  - m) March 11, 2024, Jan Langelier, Merging Waters, re gratitude for agreeing to request for permission to administer the sacraments (*for information*);
  - n) March 12, 2024, Maylanne Maybee, Chair, Board of Directors, Saint Columba House, re Request for time on Regional Council Executive meeting (*Order of the Day-11 AM*);
  - o) March 15, 2024, Emily Stuchbery, Communications Coordinator, Montreal Diocesan Theological College, re pre-convocation event with Michael Blair "State of the Church: Leaning into God's Future" (*for information*);
  - p) March 18, 2024, copied on a letter from Rev. Cathy Hamilton and Gary Tompkins, Presidents of the East Ontario and Quebec Candidacy Board, to Virgile Joel Kamga N., re promise of potential (*for information*);
  - q) March 18, 2024, copied on a letter from Rev. Cathy Hamilton and Gary Tompkins, Presidents of the East Ontario and Quebec Candidacy Board, to Marie Silvenie Chery., re suitability for candidacy (*for information*);

**Correspondence Out**

- r) March 1, 2024, Rev. Eric Hebert-Daly, Executive Minister, to Charlotte Griffith, Chairperson of the LLWL Leadership Team, re response to letter re need for pastoral care training (*for information*);
- s) March 18, 2024, Marc Grenon, President, to Louise Smith, Cowansville Pastoral Charge, re possibility to host the regional council's May general meeting (*for information*).
- t) March 19, 2024, Marc Grenon, President, to Ronwahaweta (Robert) Patton, re letter of thanks for having presented during the annual general meeting (*for information*);
- u) March 19, 2024, Marc Grenon, President, to Satewas (Harvey) Gabriel, re letter of thanks for having presented during the annual general meeting (*for information*);
- v) March 19, 2024, Marc Grenon, President, to Rev. David Lefneski, re letter of thanks for having presented during the annual general meeting (*for information*);
- w) March 19, 2024, Marc Grenon, President, to Rev. Marie-Claude Manga and Virgile Joel G., re letter of thanks for having presented during the annual general meeting (*for information*);
- x) March 19, 2024, Marc Grenon, President, to Craig Sauve, City Councillor, re letter of thanks for having presented during the annual general meeting (*for information*);
- y) March 19, 2024, Marc Grenon, President, to Rev. Maylanne Maybee, Director, Saint Columba House, re letter of thanks for having presented during the annual general meeting (*for information*);
- z) March 19, 2024, Marc Grenon, President, to Adedeji Sunday Akintayo, re letter of thanks for having presented during the annual general meeting (*for information*);
- aa) March 19, 2024, Marc Grenon, President, to Carol Porter, Beulah UC, re letter of thanks for having presented during the annual general meeting (*for information*).
- bb) March 19, 2024, Marc Grenon, President, to Ronwahaweta (Robert) Patton, re regret for having missed Bob's story on the Teepee project during the annual general meeting (*for information*);
- cc) March 19, 2024, Marc Grenon, President, to Rosa Cruz, re letter of thanks for having presented during the annual general meeting (*for information*).

**Business arising**

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

1. **Pastoral Relations Leadership Team** – Rev. Dan Hayward  
**2024-03-21\_004 MOTION** (R. Sherman/B. Bryce) that the Conseil régional Nakonha:ka Regional Council Executive concur with the recommendation of the Pastoral Relations Leadership Team (and also at the request of the Rev. R. Sherman) that members in good standing of Trinity United Church be permitted to serve on the Board of Anjou United Church, as an exception to normal procedure.  
**CARRIED (P. Bisset opposed)**

Members of this board structure would need to recuse themselves where conflict of interests could exist.

2. **Granting & Enabling Leadership Team** – Rev. Barbara Bryce

Receive for information from the Granting and Enabling Leadership Team the following distribution from the F.W. Kelley Fund, and bring to the next General Meeting for information:

1. Montreal Diocesan Theological College: Developing Bilingual & Low-Residency Programming: \$5,000

**2024-03-21\_005 MOTION** (B. Bryce/R. Sherman) that the Conseil régional Nakonha:ka Regional Council Executive:

Receive the recommendation from the Granting and Enabling Leadership Team regarding the Erskine & American – Mountainside Fund, approve the following distribution, and bring to the next General Meeting for information:

1. Beaconsfield United Church: Beaconsfield United Church Refugee Support and Integration Program: \$20,000
2. Beaconsfield United Church: Peer Support Group (Refugees): \$12,000
3. Beaconsfield United Church: Women's Collective: \$10,000
4. Camp Cosmos: Amazing Kids at Camp (AKAC) Expansion: \$15,000
5. Cedar Park United Church: Community Connections: \$4,820
6. Cedar Park United Church: Vacation Creation Camp: \$4,150
7. Knowlton-Mountain Valley Pastoral Charge: "Lift Your Spirit" Lunch & Learn Series: \$4,800
8. Knowlton-Mountain Valley Pastoral Charge: Sunday Service Virtual Publication Project: \$1,800
9. Montreal City Mission: Power Within! Power Without!: \$15,000
10. Montreal Diocesan Theological College: Developing Bilingual & Low-Residency Programming: \$20,000
11. Riverside United Church: Riverside Intercultural Ministry: \$17,400
12. St. James United Church: Multi-Faith Library: \$12,000
13. St. Martha's Chapel: Ecumenical Weekly Young Adult Bible Study: \$5,000
14. WILGBTQ2+ Centre: Youth Based Programming & Youth Outreach: \$30,000

### **CARRIED**

The question was raised about grants being used as core-funding. A request for Beaconsfield's United Church annual report was made.

**2024-03-21\_006 MOTION** (B. Bryce/D. Ashby) that the Conseil régional Nakonha:ka Regional Council Executive:

Receive the recommendation from the Granting and Enabling Leadership Team regarding the Good Samaritan Fund, approve the following distribution, and bring to the next General Meeting for information:

1. Beaconsfield United Church: Beaconsfield United Church Seniors' Programs: \$33,800
2. Cedar Park United Church: Supper Together/Souper Ensemble: \$5,820
3. Montreal City Mission: Roger Snelling Phase Two: \$30,000
4. Montreal West United Church: Montreal Welsh Choir: \$5,000
5. Quebec Community Health Foundation: Patient Navigator Project: \$35,000
6. Richmond-Melbourne United Church: Seniors' Spiritual Awareness Program Phase Seven: \$35,000
7. Riverside United Church: "Out to Lunch" Program: \$21,000
8. Riverside United Church: Riverside Cares: \$35,720
9. St. Paul's United Church, Magog: Healthy Seniors' Living – Exercise Program: \$19,240
10. WILGBTQ2+ Centre: Seniors' Programming: \$30,000

### **CARRIED**

**2024-03-21\_007 MOTION** (B. Bryce/R. Sherman) that the Conseil régional Nakonha:ka Regional Council Executive:

Receive the recommendation from the Granting and Enabling Leadership Team regarding the Rosemary Lambie Fund, approve the distribution, and bring to the next General Meeting for information:

1. Camp Cosmos: Indigenous Reconciliation & Knowledge Pilot Project: \$5,000
2. Saint Lambert United Church: Blessing Bags/Street Patrol: \$2,000

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**CARRIED**

**2024-03-21\_008 MOTION** (B. Bryce/V. Nickson) that the Conseil régional Nakonha:ka Regional Council Executive:

Receive the recommendation from the Granting and Enabling Leadership Team regarding the Bhal-Jun Fund, approve the distribution, and bring to the next General Meeting for information:

1. Beaconsfield United Church: Beaconsfield United Church Refugee Support and Integration Program: \$5,000
2. Beaconsfield United Church: Peer Support Group (Refugees): \$6,770
3. Beaconsfield United Church: Women's Collective: \$5,000
4. Montreal City Mission: Resonance – Where Faith & Secularity Meet: \$9,000
5. Saint Columba House: Bridging Generations – Seniors & Teens Together: \$7,348
6. Westmount Park United Church: Faith in Nature Outreach: \$7,000

**CARRIED**

**2024-03-21\_009 MOTION** (B. Bryce/A. Akintayo) that the Conseil régional Nakonha:ka Regional Council Executive:

Receive the recommendation from the Granting and Enabling Leadership Team regarding the Trois-Rivières French Ministry Fund, approve the distribution, and bring to the next General Meeting for information:

1. Danville-Asbestos United Church: French Ministry: \$7,000

**CARRIED**

**2024-03-21\_010 MOTION** (B. Bryce/V. Nickson) that the Conseil régional Nakonha:ka Regional Council Executive:

Receive the recommendation from the Granting and Enabling Leadership Team regarding the Granting and Enabling Strategic Fund, approve the distribution, and bring to the next General Meeting for information:

1. Conseil régional Nakonha:ka Regional Council: Strengthening Invitation – Focus Group: \$10,000

**CARRIED**

The question was raised about how to fund non-United Church of Canada Communities of Faith (i.e., emerging ministries that are not registered as charities or already part of The United Church of Canada). This regulation needs to be considered for future funding.

The question was raised (within the Leadership Team) whether the Granting & Enabling Leadership Team could be formed as a Commission.

3. **Split Responsibility Between Executive and Finance & Extension Boards as it Relates to Delegation of Property Matters** – Rev. Eric Hebert-Daly highlighted that questions were raised during the annual general meeting about responsibilities during the process of sale of buildings. Peter Bisset has agreed to create a flowchart of accompaniment to congregations during the process of considering repurposing church property, etc. Eric and Peter will bring recommendations to next Executive meeting. There have been a couple of requests to sell buildings, Finance & Extension Board will hold off on any actions until the flowchart of accompaniment is completed and accepted.

4. **Strategic Plan** – Rev. Eric Hebert-Daly shared the report.
- See *Monthly Goalposts for February 2024 on the Path to Strategic Plan Implementation* as **Appendix A<sup>1</sup>**
  - a) Growth Advisory Team – Rev. Eric Hebert-Daly shared the terms of reference (prepared with help from Rev. Tori Mullin), and invited feedback that would help towards preparing a final draft and bring recommendation to the next Executive meeting.
    - See *Nakonha:ka Growth Advisory Team Draft* as **Appendix A<sup>2</sup>**

It was suggested that clustering could also be named as part of this process. This advisory group was encouraged to also look at planting new French Ministries.

**Order of the Day (10:30 AM) Break** – a 10 min.

5. **The Use of the Word “Mission” in the Governance Handbook** – Rev. Eric Hebert-Daly reminded members that during the January Executive meeting, a commitment was made to remove the word “Mission” and offer alternatives. The task is underway, and the hope is that at next meeting recommendations will be brought forward. Rev. Samuel V. Dansokho shared that he is also working at the same task with the General Council Executive.
6. **Order of the Day (10:45 AM) Maylanne Maybee, Deacon, Rev. Katherine Pigott, Saint Columba House (SCH): Request for Funding** – Maylanne Maybee, Director, Saint-Columba House
- See *Directions for Saint Columba House; Components of report to March 21 Nakonha:ka Regional Council Executive Committee* as **Appendix C**

**2024-03-21\_011 MOTION** (P. Goldberger./V. Nickson) that the Conseil régional Nakonha:ka Regional Council Executive make Maylanne Maybee and Katherine Pigott corresponding members for the purpose of this meeting. **CARRIED**

Maylanne shared greetings from Saint Columba House, and extended gratitude for past support from the regional council. Maylanne and Katherine highlighted items in the report provided, in particular long term, short term and medium-term proposals. The short-term urgency is the state of the building and much needed repairs.

The United Church of Canada Building Fund has already been approached; the response was that SCH could buy the building for a \$1. SCH has been providing \$10,000 to help support the upkeep of the building each year. SCH also does not pay rent for use of the building.

It was highlighted that the past and current Executive Ministers have approached the General Council with the recommendation to find a viable alternative, and the response has been the same (buy the building for \$1, received \$10,000 yearly for Repairs, continue to use the building rent-free).

It was highlighted that this property matter has been delegated to the F&E Board and recommendation will come to the Executive in the near future.

Nurturing Social Justice and Outreach programs
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7. **Living into Right Relations Leadership Circle (LIRR)** – Rev. Read Sherman shared that 65 % of Communities of Faith have voted across the country. The deadline for voting is March 31<sup>st</sup>.

- a) **Remit 1: Establishing an Autonomous National Indigenous Organization; Update on Voting** –  
- See 2023-03-11\_Nakhonha:ka updated list of Pastoral Charges who have not yet voted as **Appendix D**
- b) **Dedication Resources for the Mohawk Bible** – liturgy to be made available soon.

Building Communications
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8. **Communications**– Judy Coffin  
- See *Communications Report* as **Appendix E<sup>EN</sup> and E<sup>FR</sup>**
- a) **Projet de loi 96 (Update)** – nothing to report at this time
- b) **Submit your subject-matter experts** – Judy invited members to put forward names of people they feel have specific areas of expertise or knowledge on subject matter that would be good to serve in a communications capacity when the media come calling.
9. **General Meeting Planning** – Valerie Nickson
- a) **Spring General Meeting (May 25, 2024)** - Celebration of Ministries Service, Friday, May 24<sup>th</sup> at 7pm; there will also be media-training scheduled to take place on the Friday afternoon.
- Valerie highlighted that a location still needs to be found.
- b) **Nakhonha:ka Upcoming Regional Council Dates**
- c) October 25<sup>th</sup>, 26<sup>th</sup>, 27<sup>th</sup> 2024, (TBC) Ministry Retreat
- d) November 1<sup>st</sup> 2024 (evening), November 2<sup>nd</sup> 2024 (morning) Fall Meeting, Online
- March 28<sup>th</sup>, 29<sup>th</sup> 2025, Annual Meeting, Winter, Online
- June 7<sup>th</sup> 2025 (evening), June 8<sup>th</sup> 2025 (day), Spring Meeting, Location TBD – (Lennoxville?)
- November 14<sup>th</sup>, 15<sup>th</sup> 2025, Fall Meeting, Online

**New Business** –

- a) **Sabbatical Replacement Plan (*in camera*)** – Rev. Eric Hebert-Daly  
- See *Sabbatical Replacement Plan* as **Appendix F**

**2024-03-21\_012 MOTION** (D. Ashby/B. Bryce) that the Conseil régional Nakonha:ka Regional Council Executive move this portion of the meeting to an in-camera session. **CARRIED**

**2024-03-21\_013 MOTION** (S. V. Dansokho/P. Goldberger) that the Conseil régional Nakonha:ka Regional Council Executive move this portion of the meeting out of the in-camera session. **CARRIED**

**2024-03-21\_014 MOTION** (A. Akintayo/V. Nickson) that the Conseil régional Nakonha:ka Regional Council Executive agree to pay 1/3 of the supplemental pay of the acting Regional Council Executive Ministers, during the sabbatical of Rev. Eric Hebert-Daly. **CARRIED**

The Treasurer will determine which portion of the budget this expenditure will come from.

- b) **Number of Regional Council-elected Commissioners – GC45** – Rev. Eric Hebert-Daly highlighted that the deadline to submit the names of elected commissioners will be at the end of October. Diversity was highlighted as a priority when choosing nominees.  
- see *Number of Regional Council-elected Commissioners – GC45* as **Appendix G**



- c) **Guidelines for Welcoming Neurodivergent People: Nakonha:ka Regional Council support for an individual's application for the Rowntree Scholarship (by the United Church Foundation)** – Erika Liang shared information contained in the document provided.

- See *Welcoming and Including Autistic People in our Churches and Communities* as **Appendix H**

**2024-03-21\_015 MOTION** (D. Ashby/P. Goldberger) that the Conseil régional Nakonha:ka Regional Council Executive sponsor Erika Liang's application for the Rowntree Scholarship (by The United Church Foundation). **CARRIED**

Rev. Dan Hayward extended himself as a resource (having expertise through past committee involvements) to Erika as she works towards creating guidelines. It was also highlighted that Youth Forum's theme is neurodivergent awareness and support.

- d) **Response to EOORC re stopping payments towards lease with Summerlea United Church** – Rev. Eric Hebert-Daly

It was made known that EOORC is currently paying 1/6 of the costs (roughly \$5-6000 annually).

The CRNRC may need to consider not renewing its lease at Summerlea in 2025.

Marc will respond to the letter to indicate that Nakonha:ka requests that the EOORC executive continue to contribute to cost of lease until June 30<sup>th</sup> 2025 and to allow proper notice to be extended to Summerlea in March 2025. Marc will make reference to the Governance Handbook, *Relationships with Regional Councils 11, 12 & 13*.

**Equity Monitor Reporting** – Peter Bisset, tone was excellent, members were respectful, welcoming and there was space created for all to share.

### Conclusion

The Chair declares that all the business having come before this meeting of the Executive has been duly completed, and that the meeting is concluded at 11:56 AM.

**Regrets for next meeting:** Rev. Barbara Bryce

**Closing Prayer** – Rev. Samuel V. Dansokho closed the meeting with a prayer.

**Next meeting dates**

- Thursday, April 18, 9:00 to noon on zoom
- Thursday, May 16, 2024 9:00 to noon on zoom
- Thursday, June 20, 2024 9:00 to noon on zoom

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Marc Grenon  
Chair, President

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Rev. Éric Hébert Daly,  
Executive Minister

<b>Nakonha:ka Executive Duty Roster</b>			
<b>Responsabilités des membres de l'exécutif pour Nakonha:ka</b>			
	<b>Opening Devotions / Moment de réflexion</b>	<b>Equity Monitor / Équipe d'équité</b>	<b>Closing Prayer / Prière de clôture</b>
<i>Été/summer</i>			
<i>18 apr/avr 2024</i>	Tami Spires	Pierre Goldberger	Christine-Marie Gladu
<i>16 may/mai 2024</i>	Erika Liang	Denis Ashby	Valerie Epps-Nickson
<i>20 june/juin 2024</i>	Valerie Nickson	Adedeji Sunday- Akintayo	Denis Ashby

### **Appendices**

Appendix A <sup>1</sup>	Monthly Goalposts for February 2024 on the Path to Strategic Plan	Pages 11-12
Appendix A <sup>2</sup>	Nakonha:ka Growth Advisory Team Draft	Page 13
Appendix B	Hartmut Rosa says we're running faster just to stay in place: The German sociologist's theory of "resonance" offers an alternative: deceleration.	Page 14
Appendix C	Directions for Saint Columba House; Components of report to March 21 Nakonha:ka Regional Council Executive Committee	Pages 15-17
Appendix D	2024-03-11 Nakonha:ka updated list of Pastoral Charges who have not yet voted on Remit 1: Establishing an Autonomous National Indigenous Organization	Page 18
Appendix E <sup>EN</sup>	Communications Report	Page 19
Appendix E <sup>FR</sup>	Rapport des communications	Page 20
Appendix F	Sabbatical Replacement Plan	Pages 21-22
Appendix G	Number of Regional Council-elected Commissioners – GC45	Pages 23-24
Appendix H	Welcoming and Including Autistic People in our Churches and Communities	Pages 25-50

Appendix A<sup>1</sup>

### **Monthly Goalposts for February 2024**

**February 2024***Stream 1 – Agendas, format and topics for visiting teams confirmed (Dan)*

Visit team has met three times to strategize the Building & Strengthening Relationship visits. It was recognized that the invitation to communities of faith will be crucial - it must clearly set out expectations of the visitors and the hosts.

*Stream 3 – Establish terms of reference for Growth Advisory Team (Tori/Éric)*

Conversation took place during February Executive meeting to gather thoughts and ideas. Draft is being prepared for consideration by Executive.

*Stream 5 – Develop a framework and a plan for the expansion of the Justice and Community Ministries Leadership Team (David-Roger)*

A description of the Justice Disciples has been validated by Justice & Communities Leadership Team. An invitation was included in the recent newsletter with no responses. And the J&CLT has lost a member to calendar overload. J&CLT are thinking that the Justice Disciples description, as well as a brief one-pager could go into the tool kit for visitation.

*Stream 8 – Deep Spirituality Showcase planning begins (Dan)*

A venue for the May Worship Showcase/Vitrine liturgique has been selected, although it requires moving the date to June 8. Presenters are being invited, including a Godly Play trainer from the national group.

*Stream 9 – First Thirds Ministry Team meets to create plan (Shanna)*

First third met in person and had a great conversation. A summary is being prepared.

*Stream 10 – Recruitment phase for Environment Network (David-Roger)*

Recruitment efforts in the past have been challenging for this team. We connected one of our existing regional council network members with the national planning team for upcoming events, which may create some energy and opportunity for involvement from others.

*Stream 12 – Nominations Committee work on structure of Regional Council Executive (Éric)*

First conversation took place with Executive and two consultations (La Table and Leadership Teams) took place. Decision was made at RC meeting to continue the dialogue for resolution at 2025 Spring Meeting.

*Stream 13 – Review budget alignment with strategic directions (Brian)*

Brian has reviewed the budget for alignment with strategic goals and identified that a \$300 contribution to Rural Ministry Network is proposed to be in the budget on an annual basis going forward. A \$10,000 grant is expected for the Focus Group work from GELT.

**March 2024***Stream 1 – Framework established, visiting teams confirmed (Dan)*

The invitation is being finalized this week to go out shortly. We are also finishing reporting and visit scheduling tools and the "picnic basket" of resources, and are confident in our ability to meet the goal of beginning visits in mid-April.

*Stream 3 – Executive approves terms of reference for Growth Advisory Team (Tori/Éric)*

Discussion will continue at March executive for possible approval.

*Stream 3 – Recruit membership of Growth Advisory Team and plan for first meeting in April (Tori)**Stream 4 – Earned media strategy adopted by Regional Council (Judy)*

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The targeted communications team has met three times and is developing key messages and language to best express the identity of The United Church of Canada in Quebec in response to the needs of Quebecers.

Stream 5 – Recruitment of justice disciples begins (David-Roger)

Stream 9 – First Thirds Ministry Team workshops plan (Shanna)

Preparing the final plan for the end of April.

Stream 11 – Conversations with coordinating bodies who do emergency services to determine how a community site could be used (David-Roger)

Stream 12 – Draft of proposed changes to structure for Executive presented to RC for comment (Éric)

See above – process began but needs more consultations and discernment

Stream 13 – Propose any amendments to budget for RC approval (Brian)

Proposal to Executive to add \$300 Rural Network membership fee to budget to align strategic priorities.

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## Nakonha:ka Growth Advisory Team Draft

**Terms of Reference**

Nakonha:ka Growth Advisory and Support Team

*March 2024*

Composition :

7 people with a passion for church development and growth who want to work on church planting and new ministry development. One will chair the group, another will track ongoing actions/requests. Others will develop skills and offer support to those doing this work.

NOTE: It is NOT the role of this group to actually do the church planting, but to accompany those who are doing it, become a group with expertise

Function:

**Connecting.** Provide accompaniment to new church communities and new ministries that are being developed. Each new project will be assigned to one of the members of the group to follow progress, answer questions, identify needs.

**Learning and developing expertise.** Team would follow the latest trends and learnings about growth and church viability, thereby being a reference group for those in the church who might be seeking to learn more on these topics. While not 'experts', the team is a group of motivated individuals who have developed relationships with those doing similar work and can connect planters with experienced people. This is experimental work for the United Church, so there would be no ultimate "prescriptive model of renewal/planting". The team would build knowledge over time and be helpful to the Regional Council as a whole about what they are learning. The team would help facilitate learning circles and educational events around growth throughout the year and help build a culture of invitation. The content of learning would be focused on the five "WARTS" areas: welcoming, attract, retain, transform and send out.

**Creation of materials.** Guides and processes would be prepared over time to help work through the steps of how ministry is created in its context and in the broader context of Quebec. This would not be a 'how-to' but rather 'things to consider as you're developing a new ministry in your context'. The team would avoid any 'quick fixes' or prescriptive models, but offer evolutive ways forward and a bank of creative ideas.

**Identify opportunitites.** Gathering public information to determine where there might be opportunities for new communities of faith in target areas (geographic and interest/identity based). Help match leaders with opportunities.

**Identify barriers.** The team would work to identify challenges and barriers and help a new community or ministry to overcome it. In cases where the barrier is in United Church polity, the team might make suggestions for changes or ways to address the problem.

**Resources.** This team would help identify needs and help find resources to meet those needs.

Term:

This team would have revolving terms of two years, renewable.

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**Directions for Saint Columba House**  
**Components of report to March 21 Nakonha:ka Regional Council Executive Committee**  
**Draft – March 12, 2024**

In October 2023, SCH reported to the Nakonha:ka Regional Executive on recent problems we have been facing with our building. Issues include electrical problems, water infiltration, and unattended repairs and upgrades needed to meet building code. The concern was whether the building has deteriorated to the point of affecting the health and safety of staff and users, and whether we should invest in significant structural renovations or consider other options.

Since then, we have taken these steps:

1. Long term:
  - At our March meeting the Board resolved to refine and update the 2021 Visioning Planning Document “with a view to building a robust future for Saint Columba House with viable governance, stable funding, renewed and strengthened programming, in premises that are safe, secure, and affordable.”
2. Short term
  - Temporary re-location of programs made to make urgent and immediate repairs
  - Making minimum repairs required for programs to continue safely
  - Initial consultation with Kindred Works who presented a rough draft proposal for redeveloping SCH into social housing and program space.
  - After due consideration of factors relating to cost, zoning, timeline, and SCH’s mandate, the Board decided not to proceed with their proposal.
3. Medium term:
  - Maintain and make necessary repairs to the building for the 2024 fiscal year only;
  - Request the Finance and Extension Board for a \$65,000 loan for the above;
  - Plan and begin a concerted fundraising and development campaign consisting of grant requests, corporate sponsorship, increasing individual donors, and soliciting major gifts.
  - Undertake an in-depth review of all SCH programs regarding cost, space and staffing requirements, uniqueness, community need, social impact;
  - Review and consider options for the future of St. Columba House’s building as set forth in the report of the Building and Property Committee made in May 2019;
  - Explore opportunities to collaborate with Montreal City Mission.

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**Hartmut Rosa says we're running faster just to stay in place: The German sociologist's theory of "resonance" offers an alternative: deceleration.**

As the pandemic began to recede in the early summer months and everyday life hinted at a new normal, I listened closely for how people in my congregation reflected on their experience of the last 15 months or so. One of the most common themes I heard—and I realize this says a great deal about my socioeconomic context—is that they never realized that another way of life was possible.

Specifically, they talked about how they experienced a whole different relationship to time. Almost to a person, they vowed to negotiate with their employers a different type of schedule—one that frees them to work part of every week from home and that requires much less overnight travel. Options were now conceivable, negotiable, and doable that had been previously unimaginable. They talked as if a collective treadmill had been turned off and we were now free to move at a speed conducive to a different way of life. They spoke of being more in touch, more in sync, even more alive. In effect, they'd experienced a new way of being with others, with themselves, and with things in the world around them.

We are all situated in and related to the world—that is a given. What is not given is how we are situated, what kind of relationship we have to the world.

German sociologist Hartmut Rosa believes that to live in late modernity in Western capitalist societies is to be caught up in an accelerating way of life that leaves us feeling that we must run faster and faster just to stay in place. What plagues late modern life is a way of being situated in the world that is oriented by a drive to make the world more available, accessible, useful, and controllable. We are continually seeking to expand our reach, and we live in fear that we will lose what we have already attained—as if we are on a down escalator and if we do not keep climbing we will inevitably fall behind. This is to be expected in a society in which maintaining the status quo requires constant escalation.

Rosa's critical analysis of late modern life is the focus of *Social Acceleration: A New Theory of Modernity* (Columbia University Press) and is presented in much shorter form in *Alienation and Acceleration: Towards a Critical Theory of Late-Modern Temporality* (Aarhus University Press). He summarizes it this way: "Modern society is one that can stabilize itself only dynamically, in other words one that requires constant economic growth, technological acceleration, and cultural innovation in order to maintain its institutional status quo." The result is that we become alienated from the world, ourselves, and each other.

Fortunately, Rosa does not leave us with a pessimistic, depressed, or demoralized outlook on our situation. We are not fated simply to make the best of a deteriorating situation. He believes there is another way to live, and it can be summed up in one word: resonance. In *Resonance: A Sociology of Our Relationship to the World* (Polity Press), Rosa provides an extensive introduction to resonance as the alternative way of being situated in the world. His subsequent (and much slimmer) volume, *The Uncontrollability of the World* (Polity), is a more concise introduction to resonance, with an emphasis on uncontrollability.

Resonance is both descriptive and normative for Rosa. It is descriptive in the sense that it names a basic human need and capacity; it is normative in that it serves as a "yardstick of the good life." If experiences of resonance are fundamental to our formation as human beings, then it follows that a good life is one in which experiences of resonance develop and recur.

According to Rosa, the experience of resonance has four characteristics. The first, which he calls "being affected," is the feeling of being called, addressed by something or someone external to us. This is the experience of being touched or moved, and it can be elicited by a piece of music, a book, a passage of scripture, poetry, a landscape, or a conversation with a friend. Second is self-efficacy—our response, our reaching out to what moves us to make a connection. The third characteristic is transformation. We are changed in some way; we feel alive.

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The final characteristic is uncontrollability. Resonance cannot be manufactured, predicted, purchased, stored, accumulated, or forced. Much like grace, Rosa writes, “resonance always has the character of gift, of something that is bestowed upon or befalls us.”

Rosa also identifies three axes, or spheres, in which we experience resonance. The horizontal (social) axis speaks to our experiences of being related to other community members—friends, family, and fellow citizens. The diagonal (material) axis names our relationship to objects, whether natural or artifacts, including works of art, books, and materials with which we work or play (as in sports). The vertical (existential) axis identifies our relationships to life, history, religion, existence, and the universe writ large. While distinct, these axes intersect and interrelate in our experiences of resonance.

Rosa uses the Eucharist as an illustration of an occasion in which all three axes of resonance are in play: the vertical (existential) axis of resonance in the worship of God in song, confession, and prayer; the horizontal (social) axis of resonance in experience of the fellowship of the gathered community; and the diagonal (material) axis of resonance in the way worshipers relate to sacred objects and artifacts such as the bread, chalice, wine, cross, and altar—all of which are charged with resonant capacities. This act of worship encompasses all three axes of resonance, “mutually activating and reinforcing each other.”

Reading Rosa evokes theological connections, and there are places in his writings where he explicitly incorporates religious experience and sensibilities into his theory of resonance. In his essay “Available, Accessible, Attainable: The Mindset of Growth and the Resonance Conception of the Good Life,” for example, he writes:

To me, the central element of the bible, or the Koran, is the idea that at the root of our existence, at the heart of our being, there is not a silent, indifferent or repulsive universe, dead matter or blind mechanisms; but a process of resonance and response; someone who hears and sees us, and who finds ways and means to touch us and to respond, who breathes life into us in the first place. The very practice of prayer for the believer opens up such an “axis” which connects his innermost core with outermost reality. The praying person turns inward and outward at the same time.

In *Resonance*, he frames the narrative of scripture and its relevance to resonance theory in the following way:

From Solomon’s plea to Jesus’ cry on the cross, the Bible seems to be a singular document of human pleading, begging and praying, waiting and hoping, whispering and shouting for an answer. And one might also add that its response to all of this pleading is a single great promise: There is one who hears you, who understands you, who can find ways and means of reaching you and responding to you.

What would it mean for church leaders to use the yardstick of resonance rather than relevance? What would it mean for the church to resist the temptation to keep pace and instead live into its mission as disclosing an alternative way of being situated in the world?

Rosa names what pastors (and congregants) yearn for in our congregational life: that our worship, our fellowship, and all the ways we live and serve together would be conducive to resonant experiences. How might the framework of resonance reshape and refocus pastoral leadership?

The soaring rates of burnout and depression among pastors are indicative of people who work among those who have high expectations (even if unarticulated) of resonance. For Rosa, educators and caregivers (and I would add pastors) work in contexts in which individuals seek not just to be attended to but responded to. If pastors are not leading lives that are conducive to resonance, inevitably it will undermine their capacity to cultivate a communal life as a sphere of resonance.



Reading Rosa, I am reminded of the memorable phrase from Ralph Waldo Emerson: “In skating over thin ice, our safety is in our speed.”

A version of this article appears in the print edition under the title “Embracing resonance.”

This article appears in the October 20, 2021 issue.

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**2024-03-11 Nakonha:ka updated list of Pastoral Charges who have not yet voted on**  
**Remit 1: Establishing an Autonomous National Indigenous Organization**

Argenteuil Pastoral Charge  
Armenian Evangelical Pastoral Charge  
Arundel Pastoral Charge  
Avoca Pastoral Charge  
Centenary Pastoral Charge  
Charge pastorale Drummondville-Mauricie  
Harrington Pastoral Charge  
Hemmingford Pastoral Charge  
Howick Pastoral Charge  
Japanese Pastoral Charge  
Korean Pastoral Charge  
Mascouche Pastoral Charge  
Morin Heights Pastoral Charge  
Rennie's Pastoral Charge  
Shawbridge Pastoral Charge  
St. Andrew's (Chateauguay) Pastoral Charge  
St. Andrew's (Delson) Pastoral Charge  
Sutton Pastoral Charge  
Ulverton-South Durham-Trenholm Pastoral Charge  
Valcartier Village: St. Andrew's Pastoral Charge  
Zion-Dundee Pastoral Charge

**2024-03-21 Communications Report to Executive** *(submitted by Judy Coffin)*

**STRATEGIC OBJECTIVES**

**Growth – Invite:** The targeted communications team has met three times and is developing key messages and language to best express the identity of The United Church of Canada in Quebec in response to the needs of Quebecers.

**Climate:** A lay member of the Nakonha:ka Environment Network has been recruited as a representative to the national group planning [Together for the Love of Creation Earth Week](#) (April 21-28, 2024)

**Indigenous Pathways / Justice / Common Good:** In conjunction with Avi Abrams of the Respect & Kanoronhkwátshera Initiative (Living in Right Relations Circle), the regional council web site is now home to a sub-site with significant information, news and resources about a wide variety of topics essential to indigenous justice issues. *(English site is almost complete, with French to follow shortly)*

**COMMUNICATIONS ANALYSIS**

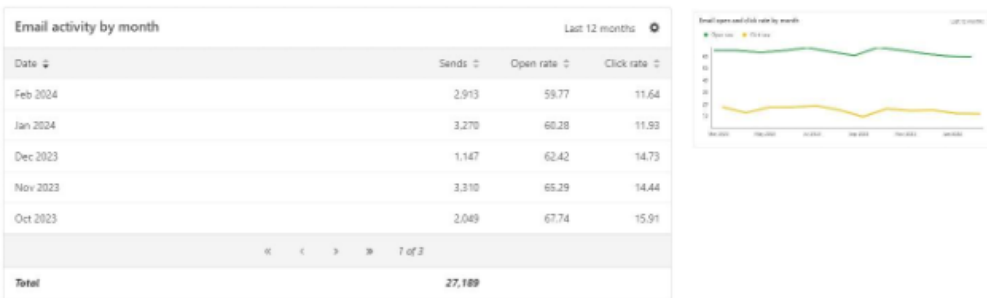
**Email Analytics**

The chart below shows the detailed list of communications that were emailed out between mid-February and mid-March 2024.

Email activity details  Feb 12, 2024 - Mar 12, 2024

Sent date	Message	Subject	Sends	Opens	Clicks	Bounces	Revised content
Nov 11, 2024	2024-03-15-18-Reminder-CRNC	REMINDER / RAPPEL: CRNC meeting / rassemblement (2024-03-15-18)	456	249	98	0	1
Nov 5, 2024	2024-03-05-20-Reminder-NewsSubmissions	Show your stories! Partagez vos nouvelles! (2024-03-05)	456	246	9	2	1
Feb 29, 2024	2024-03-01-Reminder-OnlineChapSupport	REMINDER / RAPPEL: Online Chapel Support Circle / Rassemblement en ligne d...	83	33	2	0	0
Feb 28, 2024	2024-02-28-NewsletterBalkan	Hourly/Hebdomadaire News (2024-02-28)	456	212	88	0	0
Feb 27, 2024	2024-03-02-Invitation-LearningSession-StrengtheningInitiation	LAST CALL / DERNIER APPEL: Strengthening Initiation / Intensifier l'initiation (2...	456	221	25	1	0
Feb 26, 2024	2024-03-01-Reminder-NewsSubmissions	Show your stories! Partagez vos nouvelles! (2024-03-01)	527	38	0	0	0
Feb 14, 2024	2024-03-14-NewsletterBalkan	Hourly/Hebdomadaire News (2024-02-14)	456	221	95	1	0
Feb 12, 2024	2024-03-12-Inv-PMMinister-CRNC	Job Opportunity: Pastoral Relations Minister (part-time) - East Central Ontario R...	456	232	22	1	0
<b>Total</b>			<b>2,918</b>	<b>1,758</b>	<b>288</b>	<b>4</b>	<b>2</b>

**Open and Click Rates**



**Social Media Overview**

Top posts in social media this past month included stories about emerging communities of faith (Mission francophone de Longueuil), youth and young adult ministries (United Spirit Camp and Montreal Mission Internship), job opportunities (Community of Faith and Network Support Minister EOORC) and reflections from our Regional Executive Minister, Rev. Éric Hébert-Daly to an African swahili-speaking emerging community of faith.

**DID YOU KNOW?** In addition to the official social media sites for the regional council (and member communities of faith), there are also a number of social media sites dedicated to regional council leadership teams and networks: [Living into Right Relations](#) (and [Respect & Kanoronhkwátshera](#)), [CrNRC Environment Network](#), [Fierté et Ami.e.s / Pride and Friends](#), [First Third Ministries - Les Ministères jeunes](#), etc.

**2024-03-21 Rapport au Conseil exécutive à propos des communications**

*(soumis par Judy Coffin)*

**OBJECTIVES STRATÉGIQUES**

**Croissance – Invitation :** L'équipe de communications ciblées s'est réunie à trois reprises et développe des messages clés et un langage pour exprimer au mieux l'identité de l'Église Unie du Canada au Québec en réponse aux besoins des Québécois..

**Climat :** Une membre laïque du réseau écologique de Nakonha:ka a été recrutée en tant que représentante avec le groupe national de planification de la [Semaine de la Terre - Ensemble pour l'amour de la création](#) (21 au 28 avril 2024)

**Parcours autochtones / Justice / Bien commun :** En collaboration avec Avi Abrams de l'initiative Respect & Kanoronhkwátshera (Cercle Vivre en relations justes), le site web du conseil régional abrite désormais un sous-site contenant des renseignements, des nouvelles et des ressources importantes sur un large éventail de sujets essentiels aux questions de justice autochtone. *(Le site en anglais est presque terminé, le site en français suivra sous peu.)*

**COMMUNICATIONS ANALYSIS**

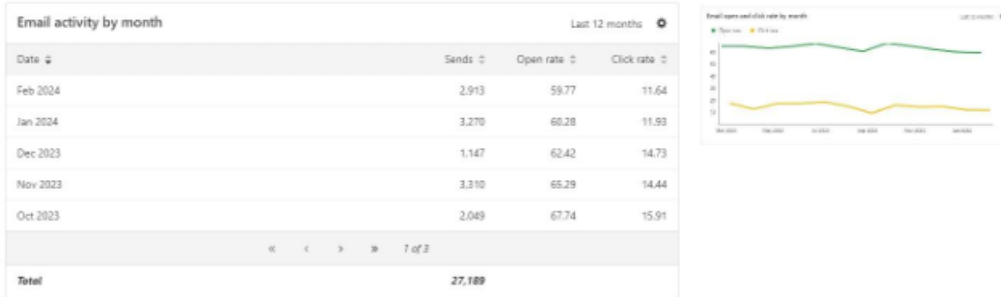
**Analyse des courriels**

Le tableau ci-dessous présente la liste détaillée des communications qui ont été envoyées par courriel entre la mi-février et la mi-mars 2024.

Email activity details Open Feb 12, 2024 - Mar 12, 2024

Sent date	Message	Subject	Sends	Opens	Clicks	Bounces	Revised consent
Mar 11, 2024	2024-03-15-16:Reminder-CRNC	REMINDER / RAPPEL: CRNC meeting / rassemblement (2024-03-15-16)	455	260	49	0	1
Mar 5, 2024	2024-03-05:Reminder:NewsSubmissions	Show your stories! Partagez vos nouvelles! (2024-03-05)	455	240	6	1	1
Feb 29, 2024	2024-03-01:Reminder:Online:Chargé/Guest	REMINDER / RAPPEL: Online Charge Support Circle / Rassemblement en ligne d...	52	32	2	0	0
Feb 28, 2024	2024-02-28:Newsletter:Bulletin	Newsletters Nakonha:ka News (2024-02-28)	455	273	33	0	0
Feb 27, 2024	2024-03-01:Invitation:Learning Session:Strengthening Inuitation	LAST CALL / DERNIER APPEL: Strengthening Inuitation / Intensifier l'Inuitation (...)	428	221	25	1	0
Feb 26, 2024	2024-02-23:Reminder:NewsSubmissions	Show your stories! Partagez vos nouvelles! (2024-02-23)	122	70	0	0	0
Feb 14, 2024	2024-02-14:Newsletter:Bulletin	Newsletters Nakonha:ka News (2024-02-14)	455	272	33	1	0
Feb 12, 2024	2024-03-12:Job:PHMinister-CRNC	Job Opportunity: Personal Relations Minister (part-time) - East Central Ontario R...	455	223	22	1	0
<b>Total</b>			<b>2,919</b>	<b>1,738</b>	<b>206</b>	<b>4</b>	<b>2</b>

**Les taux d'ouverture et de clics**



**Aperçu des médias sociaux**

Parmi les articles les plus consultés dans les médias sociaux au cours du dernier mois, mentionnons des articles sur les communautés de foi émergentes (Mission francophone de Longueuil), les ministères auprès des jeunes et des jeunes adultes (Camp Esprit Uni et Montreal Mission Internship), les possibilités d'emploi (Community of Faith and Network Support Minister EOORC) et les réflexions de notre ministre exécutif régional, le pasteur Éric Hébert-Daly, à l'intention d'une communauté de foi émergente africaine parlant le swahili.

**LE SAVIEZ-VOUS ?** Outre les sites de médias sociaux officiels du conseil régional (et des communautés de foi membres), il existe également un certain nombre de sites de médias sociaux dédiés aux équipes dirigeantes et aux réseaux du conseil régional : [Living into Right Relations](#) (et [Respect & Kanoronhkwátshera](#)), [CrNRC Environment Network](#), [Fierté et Ami.e.s / Pride and Friends](#), [First Third Ministries - Les Ministères jeunes](#), etc.

## Appendix F

**Sabbatical Replacement Plan****Darren Liepold**June 1<sup>st</sup> to July 31<sup>st</sup>

## Key responsibilities in absence of Regional Executive Minister

- Lead Staff for leadership teams related to property and finance matters in all three regional councils (ECORC Mission Through Property, EOORC Future Through Property, Nakonha:ka Finance and Extension Board)
- Lead Staff for online Assembly of Elders' meeting on June 4<sup>th</sup> (including prep meeting)
- Lead Staff for *in-person* EOORC Executive meeting on June 13<sup>th</sup> (including prep meeting)
- Lead Staff for *in-person* Nakonha:ka Executive meeting on June 20<sup>th</sup> (including prep meeting)
- Handling any urgent or matters arising in all three regional councils that cannot wait for return
- Lead Staff for any email votes as needed
- Ensuring key milestones in strategic plans are carried out for June and July (based on Benchmarks documents)
- Approving expenses while following budgetary guidelines
- Approving holidays and leave time for staff as needed (following HR guidance)
- Liaison with GCO, General Secretary, legal department on any matters that require coordination
- Supervision of any activities of the Regional Council related to Pride Day events across the three regional councils (in coordination with appropriate staff)

**Dan Hayward**August 1<sup>st</sup> to September 15<sup>th</sup>

## Key responsibilities in absence of Regional Executive Minister

- Lead Staff for leadership teams related to property and finance matters in all three regional councils (ECORC Mission Through Property, EOORC Future Through Property, Nakonha:ka Finance and Extension Board)
- Lead Staff for Assembly of Elders' meeting on September 3<sup>rd</sup> (including prep meeting)
- Lead Staff for EOORC Executive meeting on September 12<sup>th</sup> (including prep meeting)
- Lead Staff for Nakonha:ka Executive meeting on September 19<sup>th</sup> (including prep meeting)
- Handling any urgent or matters arising in all three regional councils that cannot wait for return
- Lead Staff for any email votes as needed
- Ensuring key milestones in strategic plans are carried out for August and September (based on Benchmarks documents)
- Approving expenses while following budgetary guidelines
- Approving holidays and leave time for staff as needed (following HR guidance)
- Liaison with GCO, General Secretary, legal department on any matters that require coordination
- Coordination with EOORC Regional Council meeting planning lead (Barbara Reynolds) on Fall meeting agenda and plan (for meeting on October 5<sup>th</sup>)
- Working with the office of the Moderator on the Flourishing events in Ottawa and Montreal taking place in mid-September

**Rationale for exception to the 90-day pay policy**

- 
- Both of these staff individuals are highly qualified and equipped to take on this role and I see them both as possible successors.
  - There will be some significant projects during this period which will require their time and energy (creative and managerial) like meetings of Executive and finance bodies and some prep work on meetings that cannot wait until the return of the REM.
  - Furthermore, because of the timing of my sabbatical, a single replacement (choosing only one of the two that would meet the 90-day threshold) would mean ruling out any summer holidays, which would be unnecessarily punitive in my view.

**Additional salary to reflect these responsibilities:**

Additional salary differential total (Darren and Dan): \$10,148.57

Each regional council: \$3382.86 (1/3<sup>rd</sup>)

Paid as a lump sum bonus.

## Appendix G

**Number of Regional Council-elected Commissioners – GC45**

*Of the total 260 Commissioners, 204 are to be elected by the regional councils. This number is determined as 5 plus an additional number based on the proportion of the number of communities of faith within that regional council to the total number of communities of faith (Manual 2024 D.1.1.e)*

**Calculation of Commissioners to be elected by Regional Councils under paragraph (e)**

Regional Councils	Total Communities of Faith	% of total communities of faith	Proportional number of Commissioners (rounded)	Plus 5	TOTAL NUMBER OF (e) COMMISSIONERS
Pacific Mountain	186	7.2%	9	5	14
Chinook Winds	109	4.2%	5	5	10
Northern Spirit	130	5.0%	6	5	11
Living Skies	217	8.4%	10	5	15
Prairie to Pine	196	7.6%	9	5	14
Canadian Shield	89	3.4%	4	5	9
Shining Waters	180	6.9%	9	5	14
Horseshoe Falls	148	5.7%	7	5	12
Western Ontario Waterways	148	5.7%	7	5	12
Antler River Watershed	159	6.1%	8	5	13
East Central Ontario	179	6.9%	9	5	14
Eastern Ontario Outaouais	174	6.7%	8	5	13
<b>Conseil Regional Nakonha:ka</b>	<b>99</b>	<b>3.8%</b>	<b>5</b>	<b>5</b>	<b>10</b>
Fundy St. Lawrence Dawning Waters	181	7.0%	9	5	14
Bermuda – Nova Scotia	218	8.4%	10	5	15
First Dawn Eastern Edge	179	6.9%	9	5	14
<b>Total</b>	<b>2592</b>	<b>100%</b>	<b>124</b>	<b>80</b>	<b>204</b>

**The Manual 2024****D. GENERAL COUNCIL****D.1 Membership****D.1.1 Members of the General Council**

The General Council consists of the following 260 members. They must all be ministry personnel or lay members of the United Church:

- a) the Moderator;
- b) the immediate past Moderator;
- c) the General Secretary of the General Council;
- d) the leading Elder or presiding officer of each regional council;**
- e) 204 members elected by the regional councils on the following basis:**

- 
- i) Number: each regional council 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 other than 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; and**
- iv) Timing: the election takes place, where possible, at least one year before the next regular in-person meeting of the General Council;**
- f) 15 members chosen by the National Indigenous Organization who are in addition to any Indigenous members elected under paragraph D.1.1 e) above;
- g) the members of the Executive of the General Council who will be continuing to serve on the executive following the first General Council meeting of the triennium; and
- h) a number of members to be elected by the Executive of the General Council, on the recommendation of the regional councils, for the purpose of ensuring diversity in the General Council after the members listed in paragraph D.1.1 e) above have been determined to bring the total number of members to 260.