
Conseil régional Nakonha:ka Regional Council
Meeting of the Executive
Wednesday, April 23, 2025

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

Norman Robert Boie	Chair, President
Adedeji Sunday Akintayo	Member (arrived at 10:45 AM)
Peter Bisset	Member, Finance and Extension Board
Rev. Florence Bukam	Member at Large
Lisa Byer-de Wever	Members, (co-chairs) Living into Right Relations Leadership
Valerie Epps-Nickson	Member, General Meeting Planning
Rev. Pierre Goldberger	Member, La Table
Rev. Éric Hébert-Daly	Member, Executive Minister
Rev. Rosemary Lambie	Member at Large
Erika (Qian) Liang	Member at Large (departed 9:45 AM)
Paul Stanfield	Member, Treasurer
Aviyah Abrams	Corresponding Member, Communications and Administration
Shanna Bernier	Corresponding Member, First Thirds Ministry Minister
Dr. Esther Guillen	Corresponding Member, Communities of Faith Support Minister
Rev. Dan Hayward	Corresponding Member, Pastoral Relations Minister
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary

REGRETS/ABSENT

Denis Ashby	Member at Large, Rep. First Third Ministries
Rev. Barbara Bryce	Member, Granting and Enabling Leadership Team
Rev. Bailey Eastwood	Member, Community and Justice
Christine Marie Gladu	Member, Pastoral Relations
Rev. Marie-Claude Manga	Member at Large

This meeting of the Nakonha:ka Regional Council Executive will deal with regular business, but will focus on the following key areas:

- Discern next steps regarding *Towards 2035* Statistical Projections
- Discern next steps regarding Regional Council message for National Centennial Celebration

Land Acknowledgement – Lisa Byer-de Wever led the land acknowledgment and invited all to recognize the First People's territory from which they were residing from.

Opening Devotions – Norman Robert Boie led the opening prayer.

Calling Meeting to Order – Norman Robert Boie, President, called the meeting to order at 9:13 AM:

In the name of the Lord Jesus Christ, the only Sovereign head of the Church, and by the authority of the Conseil Régional Nakonha:ka Regional Council of the United Church of Canada, I hereby declare this executive meeting duly constituted and to be in session for conducting the business which will properly come before it.

Au nom de Notre Seigneur, Jésus-Christ, chef souverain de l'Église, et par l'autorité qui m'a été conférée par le Conseil régional Nakonha:ka Regional Council de l'Église unie du Canada, je déclare que cette réunion exécutive est dûment constituée et qu'elle siégera pour le déroulement de toute affaire dont elle sera adéquatement saisie.

Equity Support Person

2025-04-23_001 MOTION (L. Byer-de Wever/V. Nickson) that the Conseil régional Nakonha:ka Regional Council Executive name Rev. Pierre Goldberger as Equity Support person for this meeting. **CARRIED**

Minutes of March 20, 2025

2025-04-23_002 MOTION (P. Bisset/L. Byer-de Wever) that the Conseil régional Nakonha:ka Regional Council Executive approve the Minutes of March 20, 2025 as circulated. **CARRIED**

Order of the Day (10 AM) – Licensing LLWL, Chairs of LLWL Leadership Team Joining

Agenda

2025-04-23_003 MOTION (V. Nickson/P. Bisset) that the Conseil régional Nakonha:ka Regional Council Executive accept the agenda as amended:

1. Addition of sharing time

CARRIED

Circle Time of Sharing – All were invited to share.

Business Arising

Correspondence In

- a) March 18, 2025, Maylanne Maybee, Chair of the Board, Saint Columba House, re salary and benefits for new Executive Director hire (*for information*);
- b) March 19, 2025, Maylanne Maybee, Chair of the Board, Saint Columba House, responding to letter of March 19th from Rev. Dan Hayward, Pastoral Relations Minister, re salary and benefits for new Executive Director hire (*for information*);
- c) March 26, 2025, copied on a letter to Adedeji Sunday Akintayo from Cathy Hamilton and Gary Tompkins, Co-Chairs, Quebec and East Ontario Candidacy Board, re readiness for ordination (*for information*);
- d) March 26, 2025, copied on a letter to Lisa Byer- de Wever from Cathy Hamilton and Gary Tompkins, Co-Chairs, Quebec and East Ontario Candidacy Board, re readiness for commissioning (*for information*);
- e) March 27, 2025, copied on a letter to Virginie Laure Nguemdjo Ngatchuessi from Cathy Hamilton and Gary Tompkins, Co-Chairs, Quebec and East Ontario Candidacy Board, re Readiness for Supervised Ministry Education (SME) (*for information*);
- f) March 29, 2025, Mark Karlson, United Church of Christ (UCC) North Country Association Registrar, re invitation to the UCC North Country Assoc Spring Meeting 4/26 (*for information*);
- g) April 1, 2025, Tyler Lodge, Administrative Assistant Governance Support, OMGS Programs and Administration, re Videos for GC45 Proposals (*for information*);
- h) April 2, 2025, Rev. Cynthia Reynolds, re request change in pastoral relations (*referred to Pastoral Relations Leadership Team*);

- i) April 2, 2025, Susan Jackson, Information & Statistics Coordinator, Organizational Development and Strategy, The United Church of Canada, re Pastoral Charges that have not yet submitted their 2024 Statistical Forms-PLS submit by April 28, 2025 (*for information*);
- j) April 3, 2025, Cheryl-Ann Stadelbauer-Sampa, Senior Governance Support Lead, re Centennial messages from regional council (*for action under new Business*);
- k) April 8, 2025, Rev. Angelika Piché, Ayer's Cliff Magog Georgeville Pastoral Charge, re yes for the Regional Council meeting in Magog on Nov 15 (*for information*);
- l) April 11, 2025, Rev. Paula Kline, Director, Montreal City Mission, re Resonance Conference in the RC newsletter (*for information*).

Correspondence Out

- m) March 19, 2025, Rev. Dan Hayward, Pastoral Relations Minister, responding to letter of May 18th from Maylanne Maybee, Chair of the Board, Saint Columba House, re salary and benefits for new Executive Director hire (*for information*);
- n) March 29, 2025, Rev. Eric Hebert-Daly, Executive Minister, responding to letter of March 29th from Mark Karlson, United Church of Christ (UCC) North Country Association Registrar, re invitation to the UCC North Country Assoc Spring Meeting 4/26 (*for information*);
- o) April 1, 2025, Rev. Eric Hebert-Daly, Executive Minister, to friends who have submitted proposal for GC 45, re videos for GC 45 Proposals/ submission and video guidelines (*for information*).

Supporting and enhancing the life of Communities of Faith where ministry takes place
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1. Pastoral Relations Leadership Team

- a) **(Order of the Day 10 AM) LLWL relicensing** – Rev. Dan Hayward recapped that the Regional Council relicensed LLWLs in the fall of 2024 for two years. Now there is an additional LLWL needing to be relicensed.

2025-04-23_004 MOTION (P. Bisset/L. Byer-de Wever) that the Conseil régional Nakonha:ka Regional Council Executive make Rev. Lee Ann Hogle and Charlotte Griffith corresponding members for the purposes of speaking to the relicensing of a Licensed Lay Worship Leader (LLWL). **CARRIED**

Rev. Lee Ann Hogle and Charlotte Griffith provided background information for what has led to this relicensing out of season.

2025-04-23_005 MOTION (V. Nickson/L. Byer-de Wever) that the Conseil régional Nakonha:ka Regional Council Executive receive and approve the recommendation from the Pastoral Relations Leadership Team and the License Lay Worship Leadership Team to re-license Tessa-Anne Griffin as a Licensed Lay Worship Leader (LLWL) effective April 1st 2025 to November 30th 2026. **CARRIED**

It was suggested that a recommendation come from the Chair of Pastoral Relations about mediation at Union United Church to help with some of the dynamics at Union United Church over any concerns for relicensing.

- b) **Delson Pastoral Charge**

2025-04-23_006 MOTION (R. Lambie/L. Byer-de Wever) that the Conseil régional Nakonha:ka Regional Council Executive receive and approve the recommendation from the Pastoral Relations Leadership Team to disband Delson Pastoral Charge effective May 25th 2025. **CARRIED**

It was shared that a plan is being developed for the distribution of remaining assets.

c) **Knowlton Mountain Valley Pastoral Charge**

2025-04-23_007 MOTION (R. Lambie/P. Bisset) that the Conseil régional Nakonha:ka Regional Council Executive receive and approve the recommendation from the Pastoral Relations Leadership Team to disband Knowlton Mountain Valley Pastoral Charge effective June 22nd 2025. **CARRIED**

It was shared that a plan has already been submitted for the distribution of proceeds from the sale.

2. **Finance and Extension Board (F&E) – Peter Bisset**

- See *Extract of minutes from meeting of the F&E Board held on 2025-04-10* as **Appendix A**

- a) **Update on St. James United Church** – Peter Bisset shared that a meeting is scheduled for April 24th between the F&E Board, the Regional Council and the Board at St. James, and it is the hope that there will be advancement planning the future of St. James. St. James currently has a significant debt load that needs to be addressed. It is hopeful that site-development can generate income to service the debt.

It was shared that the general council executive has made a change to conflict-of-interest policy – The Regional Council will have the right to make exception to this new change. In essence, governing bodies of Communities of Faith cannot have members on it who have familial relationships to ministry personnel.

- b) **Kindred Works** – Peter Bisset shared that work with Kindred Works has been delayed, but a meeting is taking place on April 28th for a status report and potential advancement of files. Land Trusts are not possible in Quebec; therefore, properties may be moved to the Finance & Extension Board. This would enable continued leasing of properties. A Trust Model will also be developed.

Nurturing Social Justice and Outreach programs
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3. **Living Into Right Relations Leadership Circle (LIRRLC)** – There are concerns about the dismissiveness of colonialism/settle denialism, most recently resurfacing during the annual general meeting in March. There have been ample opportunities for engagement with learning materials/resources and there have been plenty of engagement. The concern is what can be done for those who do not want to engage and are dismissive. Ultimately, some intentional discerning needs to take place and a proposal be made to be presented at the next Executive. It was suggested to reach out to Sara Stratton for another recording of her presentation or other resources.

Building Communications

4. **Communications** – Aviyah Abrams summarized some of the details in her report. There has been more views and traffic.
- See *Communications Report* as **Appendix B^{EN} - B^{FR}**
- a) **Social Media (X)** The General Council has closed the National Church has closed the X account in light of the changes made to the platform when it comes to moderation. It has also recommended that regional councils follow suit.

2025-04-23_008 MOTION (V. Nickson/L. Byer-de Wever) that the Conseil régional Nakonha:ka Regional Council Executive closes its X-account, and communicate its decision and recommend to

Communities of faith within the regional council to also close their X accounts, should they have one. **CARRIED**

5. **General Meeting Planning** – Valerie Nickson shared that the planning team held a wrap-up meeting for the AGM and have begun planning for the June general meeting. Plans are also underway for the Celebration of Ministry Service.

a) **General Meetings/Centennial Celebration**

- i. Indigenous Celebration of Ministry, May 25th 2025 at Kahnawake United Church (Commissioning Maureen Scott-Kabwe)
- ii. Celebration of Ministry, May 31st 2025 (Wesley United Church, Montreal) (begins at noon)
- iii. Spring General Meeting, June 7th 2025, (Palais des congrès, Montreal)
- iv. Centennial Celebration (November 15th 2025) - St. Paul's United Church, Magog, QC

2025-04-23_009 MOTION (V. Nickson/P. Goldberger) that the Conseil régional Nakonha:ka Regional Council Executive approve to hold the Fall General Meeting and Centennial Celebration at St. Paul's United Church, Magog, QC on Saturday, November 15th. **CARRIED**

New Business –

- a) **Towards 2035 Follow Up** – Rev. Eric Hebert-Daly shared that other regional councils are planning gatherings of Ministry Personnel and Leadership within Communities of Faith (i.e. LLWL, members of the Board) to receive Towards 2035 statistical projections (in a similar fashion as the governing bodies of regional councils received these projections). The General Council Office has agreed to help fund such a gathering and some of this work. It was suggested that this take place in late September 2025. Furthermore, that consideration be given to the creation of a team that would help shepherd the work of the Towards 2035 project, taking a high-level view and helping manage data and decisions going forward. Members of the Executive were in agreement with this approach and a more detailed recommendation will come to a future meeting.
- b) **Centennial Message from the Regional Council** – Norman Robert Boie shared that greetings from the Regional Council are requested for the centennial celebrations being held in St-John's, Newfoundland on June 8th – see *correspondence j*.

West Island, Riverside & Beyond cluster have decided to commemorate the 100th at a joint worship service on June 8.

St-Lambert is also holding a gathering on June 8th to watch the livestream of the Centennial Celebration on June 8th. A dinner will take place afterwards.

Equity Monitor Reporting – Rev. Pierre Goldberger shared that he was moved by the tone and compassion that emerged while all shared their personal stories at the beginning of the meeting. Also, the members showed care for difficult subject matters and discerned respectfully.

Conclusion

The Chair declares that all business having come before this meeting of the Executive is duly completed, and that the meeting is concluded at 11:19 AM.

Closing Prayer – Rev. Eric Hebert-Daly

Next meeting dates

- Thursday, May 15, 2025 (9:00 to noon) on zoom

- Thursday, June 19, 2025 (9:00 to noon) on zoom

Save the Dates! Nakonha:ka Upcoming Regional Council Events

- Then, Let Us Sing!/ Ensemble, chantons! Release date has been delayed
- April 25th – 27th, Music Matters, St. James United Church, Montreal - <https://www.eventbrite.ca/e/music-matters-2025-tickets-1245242035449>
- May 31st 2025, Celebration of Ministry Service (Wesley United Church, Montreal) at noon.
- June 7th 2025, Spring Meeting, Location: Palais des congrès, Montreal
- November 15th 2025, Fall Meeting, (in person and incorporating the centennial celebration).

Norman Robert Boie
Chair, President

Rev. Eric Hebert-Daly
Executive Minister

Nakonha:ka Executive Duty Roster			
Responsabilités des membres de l'exécutif pour Nakonha:ka			
	Opening Devotions / Moment de réflexion	Equity Monitor / Équipe d'équité	Closing Prayer / Prière de clôture
<i>15 may/mai 2025</i>	Jan/Read/Lisa	Erika Liang	Rev. Rosemary Lambie
<i>19 june/juin 2025</i>	Peter Bisset	Adedeji Sunday-Akintayo	Denis Ashby

Appendices

Appendix A	Extract of minutes from meeting of the F&E Board held on 2025-04-10	Pages 7-8
Appendix B ^{EN}	Communications Report	Pages 9-10
Appendix B ^{FR}	Rapport de Communication	Pages 11-12

Appendix A



LE CONSEIL DE FINANCES ET DE L'EXPANSION du
THE FINANCE AND EXTENSION BOARD of

CONSEIL RÉGIONAL
NAKONHA:KA
REGIONAL COUNCIL

L'ÉGLISE UNIE DU CANADA – THE UNITED CHURCH OF CANADA

514-634-7015

225 50^e avenue, Lachine, QC, H8T 2T7

feendowment@gmail.com

Board Resolutions

Extract of minutes of the meeting of the Finance & Extension Board of Conseil régional Nakonha:ka Regional Council of the United Church of Canada held on April 10, 2025 at 4:00 p.m. via Zoom videoconferencing

Property Committee - Knowlton United Church: Plan of Distribution for Disbanding

MOTION (F. Braman /J. Vanstone) RESOLVED that Conseil régional Nakonha:ka Regional Council, acting by its Finance and Extension Board as a Commission, approve the Plan of Distribution of its assets, submitted by Knowlton United Church (Knowlton-Mountain Valley Pastoral Charge) upon disbanding estimated at \$325,000 being 5% to the Mission and Service Fund and the balance to other local community and church charities through the indicated CRA registered charities as set forth in the attached lists with any remaining balance to Creek United Church. It is understood that this resolution takes effect only upon the disbanding decision of the Regional Council. CARRIED.

Property Committee – Mount Royal United Church Sale of Mance

MOTION (F. Braman/D. McCormack) RESOLVED that the Conseil régional Nakonha:ka Regional Council ("CrNRC"), acting through its Finance and Extension Board as a Commission, concur in the request of the Trustees of Mount Royal United Church ("MRUC") to grant first instance permission to the said Trustees to market MRUC's Mance located at 2210 Seneca, Mont-Royal, Québec H3P 2N3, Lot 1 682 622 of the Cadaster of Québec within the price range submitted to the CrNRC and on an as-is, where-is basis, the final sale being subject to CrNRC consent.

FURTHER RESOLVED that the CrNRC accepts the undertaking of the said Trustees and Congregation for the Plan of Distribution as set forth in the CrNRC Policy on the Use of Net Proceeds from the sale of church property – 10% for Indigenous Ministries of The United Church of Canada, 5% for the Mission and Service Fund and 10% for the

CrNRC's Strategic Ministries Fund. The remaining 75% will be administered by the MRUC congregation's Board of Trustees. CARRIED.

Certified true minutes of Board meeting of April 10, 2025.

Caroline Leamon

Caroline Leamon
Secretary

Appendix B^{EN}

2025-04-22 **Communications Report to the Executive** (submitted by Aviyah Abrams)

STRATEGIC OBJECTIVES

Leadership: Rev. Éric Hébert-Daly’s message about the upcoming electoral campaign was the one that resonated the most with readers, and we received positive emails about the pertinence and importance of such communication.

During the mid-March to mid-April period, overall engagement and number of followers has “risen” throughout our social media platforms and website. The open rate for messages was also higher, getting up to 69.33% for the pre-AGM Newsletter of March 26. As shown below, we are also doing better than other faith-based organisations in terms of communications open rates.

COMMUNICATIONS ANALYSIS

Email Analytics

The chart below shows the detailed list of communications that were emailed out between mid-March and mid-April 2025.

Sent date	Message	Subject	Sends	Open %	Click %	Bounce %	Revoked %
Apr 14, 2025	Message from Rev. Éric Hébert-Daly	A message from Rev. Éric Hébert-Daly/ Un message ...	425	65.89	4.42	0.21	0.00
Apr 14, 2025	Sad News/Triste nouvelle	Sad News- Reverend Douglas John Hal/Triste nouvel...	425	59.58	2.53	0.21	0.00
Apr 11, 2025	Rappel pour le centenaire	Rappel pour les célébrations du centenaire	426	56.09	3.15	0.21	0.00
Apr 9, 2025	Newsletter / Infolettre 2025-04-09	Newsletter / Infolettre du 2025-04-09	425	64.84	23.76	0.21	0.00
Apr 7, 2025	LIIR Newsletter: 2025-04-07	LIIR Newsletter/ Infolettre du VERU-2025-04-07	425	62.95	17.26	0.21	0.00
Apr 6, 2025	Infolettre EUSJ Trimestre 1 2025	Infolettre EUSJ Trimestre 1 2025	124	58.06	25.81	0.00	0.00
Mar 26, 2025	Reminder / Rappel	Reminder / Rappel Regional Council Gathering-Rass...	477	64.78	8.18	0.42	0.00
Mar 26, 2025	Newsletter / Infolettre 2025-03-26	Newsletter / Infolettre 2025-03-26	426	69.33	25.00	0.42	0.00

AI Overview of open rates for faith-based organisations during March 2025.

In March 2025, faith-based communities generally saw a decent email open rate, with some exceeding 50%. The click-to-open rate (CTOR), which reflects how many recipients click after opening, was also quite high, exceeding 10%.

Open Rates:

Religion:

DesignRush data in March 2025 shows an average open rate of 59.70% for faith-based email campaigns.

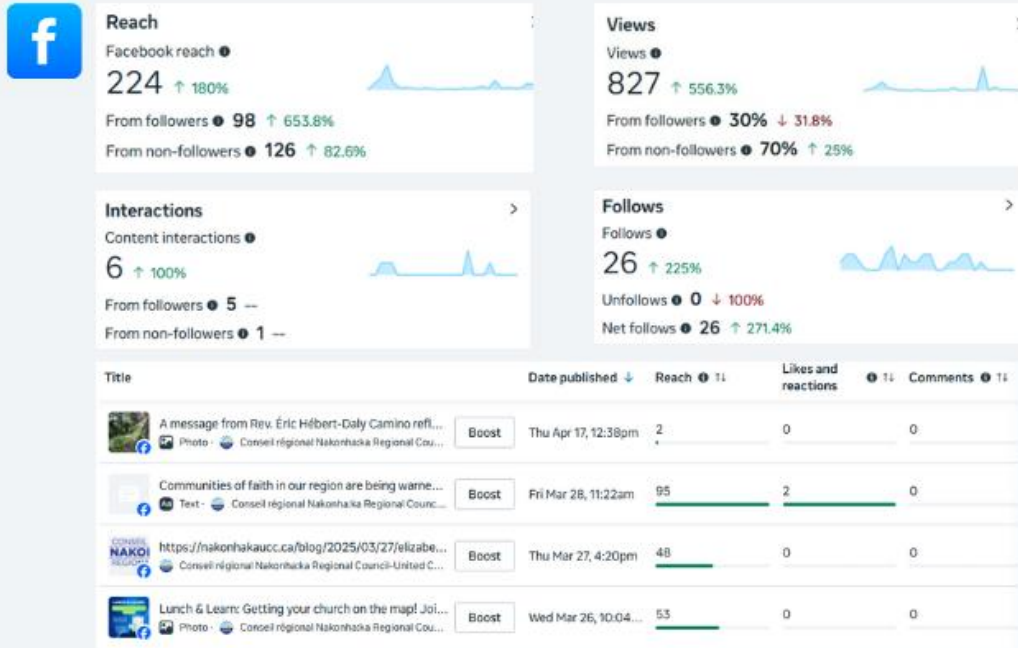
Nonprofits:

Nonprofits, which often include faith-based organizations, have an average open rate of 53.21%.

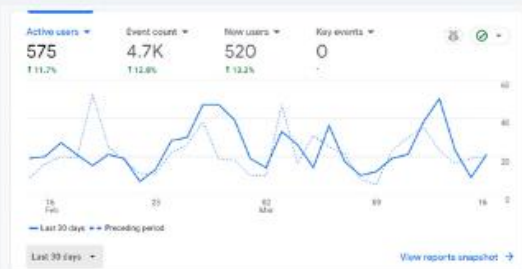
General Trends:

Open rates are generally higher in industries like religion and nonprofits compared to other sectors.

Social Media and Web Site Analytics (mid-March to mid-April 2025)



- Top Posts/Pages**
- Regional Council Gathering - March 2025 (private) - Nakonha Region 13
 - Home - Nakonha Region 13
 - Regional Council Gatherings - Nakonha Region 13
 - Business - Nakonha Region 13
 - ESBF - Nakonha Region 13
 - Actual - Conseil régional Nakonha:ka
 - Rassemblement du conseil régional - le 28 et 29 mars 2025 (en ligne) - Conseil régional Nakonha:ka
 - Newsletter - Nakonha Region 13
 - Events from May 25, 2019 - November 12, 2021 - Nakonha Region 13
 - General Council 45 - Nakonha Region 13



Appendix B^{FR}

2025-04-22 **Rapport de communication au Conseil exécutif** (présenté par Aviyah Abrams)

OBJECTIFS STRATÉGIQUES

Leadership : Le message du pasteur Éric Hébert-Daly sur la campagne électorale à venir est celui qui a le plus touché les lecteurs, et nous avons reçu des courriels positifs sur la pertinence et l'importance d'une telle communication.

Entre la mi-mars et la mi-avril, l'engagement global et le nombre d'adeptes ont augmenté sur nos plateformes de médias sociaux et sur notre site web. Le taux d'ouverture des messages était également plus élevé, atteignant 69,33 % pour l'infolettre pré-AGM du 26 mars. Comme le montre le tableau ci-dessous, nos résultats sont plus élevés que pour d'autres organisations confessionnelles en termes de taux d'ouverture des communications.


ANALYSE DES COMMUNICATIONS

Analyse des courriels

Le tableau ci-dessous présente la liste détaillée des communications envoyées par courrier électronique entre la mi-mars et la mi-avril 2025.


Sent date	Message	Subject	Sends	Open %	Click %	Bounce %	Revoked %
Apr 14, 2025	Message from Rev. Éric Hébert-Daly	A message from Rev. Éric Hébert-Daly/ Un message ...	425	65.89	4.42	0.21	0.00
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Aperçu de l'IA pour les taux d'ouverture des organisations confessionnelles en mars 2025.

In March 2025, faith-based communities generally saw a decent email open rate, with some exceeding 50%. The click-to-open rate (CTOR), which reflects how many recipients click after opening, was also quite high, exceeding 10%. 

Open Rates:

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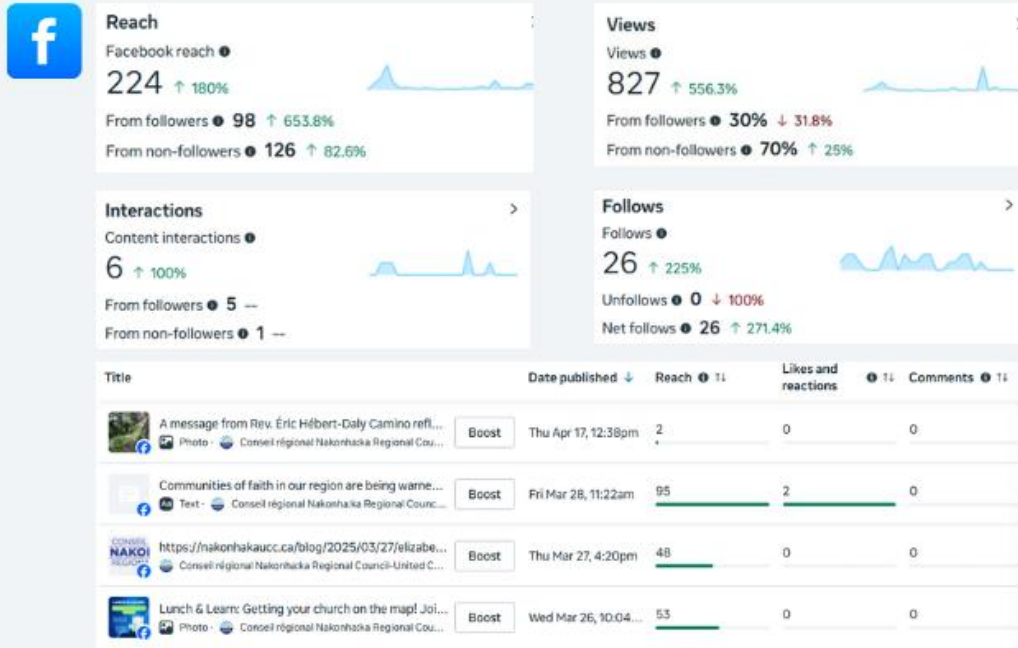
Nonprofits:

Nonprofits, which often include faith-based organizations, have an average open rate of 53.21%. 

General Trends:

Open rates are generally higher in industries like religion and nonprofits compared to other sectors. 

Analyse des médias sociaux et du site web (de la mi-mars à la mi-avril 2025)



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- Regional Council Gathering - March 2025 (private) - Nakonha Region 13
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