
Conseil régional Nakonha:ka Regional Council
Meeting of the Executive
Thursday, October 16, 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
Denis Ashby	Member at Large, Rep. First Third Ministries
Rev. Barbara Bryce	Member, Granting and Enabling Leadership Team
Rev. Florence Bukam	Member at Large
Lisa Byer-de Wever	Members, Living into Right Relations Leadership
Rev. Bailey Eastwood	Member, Community and Justice
Christine Marie Gladu	Member, Pastoral Relations
Rev. Pierre Goldberger	Member, La Table
Rev. Éric Hébert-Daly	Member, Executive Minister
Rev. Rosemary Lambie	Member at Large
Rev. Marie-Claude Manga	Member at Large
Royal Orr	Member, Finance and Extension Board
Paul Stanfield	Member, Treasurer
Rev. Virginia Wallace	Member, General Meeting Planning
Aviyah Abrams	Corresponding Member, Communications and Administration
Shanna Bernier	Corresponding Member, First Thirds Ministry Minister
Dr. Esther Guillén	Corresponding Member, Community of Faith Support Minister
Rev. Dan Hayward	Corresponding Member, Pastoral Relations Minister
Brian Ruse	Corresponding Member, Finance & Office Administrator

REGRETS/ABSENT

Erika (Qian) Liang	Member at Large
Nathaniel McMaster	Member, Nominations
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary

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

- Discerning Copyright within the Regional Council
- Decide on Regional Council 2026 budget
- Decide on Finance & Extension Board 2026 Budget
- Decide on a mandate for the Granting and Enabling Leadership Team

Land Acknowledgement – Rev. Rosemary Lambie acknowledged that the meeting gathered on the shared traditional territories of First Peoples, and as part of offering the land acknowledgement reflected on the word Nakonha:ka (Mohawk word), and the significance of this sacred word (gifted from the Elders of Kanesatake) and why it was chosen to be the name of this regional council (see for in depth explanation here: <https://www.youtube.com/watch?v=QIVDLeIUwnk&t=3s>). Rosemary encouraged all to continue to teach the significance of this word and honor its history which is part of our heritage.

Opening Devotions – Rev. Rosemary Lambie lit the Christ candle reminding all that Christ invites us to shine Love and Light wherever we. Rosemary recognized that all came to this gathering with different baggage, but that this is not a barrier to God's invitation to 'come as you are' and share in the Fruits of the Spirit. The opening hymn was *I'll Praise Eternal God (Je Louerai l'Éternel)* (MV 57). Rosemary read Scripture Luke 13:6-9 The Parable of the Barren Fig Tree and shared a quote from Archbishop Oscar Romero about the Kingdom of God (also know as The Romero Prayer <https://www.romerotrue.org.uk/romero-prayer/>). The following hymn was sung: *Take, O Take Me as I am (Oh! Prends-moi tel que je suis)* (MV 85). Rosemary led a Prayer of Thanksgiving and invited all to offer up Prayers of Petition for loved ones. The closing hymn was: *May the God of Hope Go with Us* (VU 424).

Calling Meeting to Order – Norman Robert Boie, President, called the meeting to order at 10:46 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 siègera pour le déroulement de toute affaire dont elle sera adéquatement saisie.

Equity Support Person

2025-10-16_001 MOTION (M.-C. Manga/L. Byer-de Wever) that the Conseil régional Nakonha:ka Regional Council Executive name Rev. Christine Marie Gladu as Equity Support person for this meeting. **CARRIED**

Minutes of September 18, 2025

2025-10-16_002 MOTION (B. Eastwood/D. Ashby) that the Conseil régional Nakonha:ka Regional Council Executive approve the Minutes of September 18, 2025 as circulated. **CARRIED**

Agenda

2025-10-16_003 MOTION (L. Byer-de Wever/B. Eastwood) that the Conseil régional Nakonha:ka Regional Council Executive accept the agenda as circulated. **CARRIED**

Orders of the Day

1. **First Thirds Ministry Presentation** (11 AM)
2. **Copyright – One License** (1 PM)

Time of Sharing – All were invited to share.

Correspondence In

- a) September 5, 2025, Rev. Adedeji Sunday Akintayo, Riverside United Church, re Complaint Regarding Racist and Discourteous Correspondence from Rev. (Retired) Bruce Munro (*for information*);
September 12, 2025, Rev. Adedeji Sunday Akintayo, Riverside United Church, re Complaint Regarding Racist and Discourteous Correspondence from Rev. (Retired) Bruce Munro (*for information*) – Support was offered by members of the Executive to Rev. Adedeji Sunday Akintayo, Rev. Linda Buchanan and Lisa de-Wever, Diaconal Minister;
- b) September 18, 2025, Susan Jackson, Information & Statistics Coordinator, Organizational Development and Strategy, The United Church of Canada, re 2024 Statistics (*for information*) – see reference document [2024 Statistics](#);
- c) September 23, 2025, Chantal Winslow, Executive Assistant to Shannon McCarthy, Northern Spirit, Living Skies, Prairie to Pine Regional Councils, re Invitation to the 2026 Office Admin Conference (*for information*) – see reference document [UC Office Administrator's Conference](#);
- d) September 24, 2025, copied on a letter from Cathy Hamilton and Cynthia Reynolds, Co-Chairs, Quebec and East Ontario Candidacy Board, to Jessica Gauthier, re Mid-SME interview (*for information*);
- e) September 24, 2025, copied on a letter from Cathy Hamilton and Cynthia Reynolds, Co-Chairs, Quebec and East Ontario Candidacy Board, to Kelley Molloy, re Readiness for Recognition interview (*for information*);
- f) September 25, 2025, copied on a letter from Cathy Hamilton and Cynthia Reynolds, Co-Chairs, Quebec and East Ontario Candidacy Board, to Natalie Broccolini, re Demonstrating Promise for Ministry (*for information*);
- g) September 25, 2025, copied on a letter from Cathy Hamilton and Cynthia Reynolds, Co-Chairs, Quebec and East Ontario Candidacy Board, to Nathaniel McMaster, re Demonstrating Promise for Ministry (*for information*);
- h) September 26, 2025, Lindsay Glennie, Engagement and Stewardship Associate, Philanthropy, The United Church of Canada, re The application for Gifts with Vision is available now (*for information*);
- i) October 3, 2025, copied on a letter from Maria Lubecki, re 2nd notice of meeting of Granby United Church 2024 annual meeting (*for information*);
- j) October 6, 2025, Charlotte Griffith, LLWL Leadership Team, re follow up on recommendation to the RC Executive from the LLWL Leadership Team (*for information*);
- k) October 7, 2025, Charlotte Griffith, LLWL Leadership Team, re follow up on recommendation to the RC Executive from the LLWL Leadership Team (*for information*);
- l) October 7, 2025, Lindsay Glennie, Engagement and Stewardship Associate, Philanthropy, The United Church of Canada, re The Gifts with Vision application closing date has been extended! (*for information*);
- m) October 7, 2025, L'équipe des célébrants, Services des modifications aux actes et des célébrants, Directeur de l'état civil, Secteur des registres de l'État, Ministère de l'Emploi et de la Solidarité sociale, re Grève postale (*for information*);
- n) October 8, 2025, Nathaniel McMaster, re Focus group follow up (*referred to General Meeting Planning Team*);

-
- o) October 8, 2025, Maria Lubecki, re 2nd notice of meeting of Granby United Church 2024 annual meeting (*for information*).

Correspondence Out

- p) September 9, 2025, Rev. Eric Hebert-Daly, Executive Minister, responding to Rev. Adedeji Sunday Akintayo, Riverside United Church, re Complaint Regarding Racist and Discourteous Correspondence from Rev. (Retired) Bruce Munro (*for information*);
- q) October 1, 2025, Rev. Eric Hebert-Daly, Executive Minister, to Francophone leadership re Direction 2035 (*for information*);
- r) October 6, 2025, Rev. Dan Hayward, Pastoral Relations Minister, responding to Charlotte Griffith, LLWL Leadership Team, re follow up on recommendation to the RC Executive from the LLWL Leadership Team (*for information*);
- s) October 8, 2025, Rev. Eric Hebert-Daly, Executive Minister responding to Maria Lubecki, re 2nd notice of meeting of Granby United Church 2024 annual meeting (*for information*).
- t) October 9, 2025, Rev. Eric Hebert-Daly, Executive Minister, re Resolution for Transfer authority – Zion United Church (*for information*);
- u) October 10, 2025, Rev. Eric Hebert-Daly, Executive Minister re Resolution for Transfer Authority – Fulford United Church (*for information*);
- v) October 10, 2025, Rev. Eric Hebert-Daly, Executive Minister, re Resolution for sale authority – Georgeville United Church (*for information*);

1. **First Thirds Ministry Presentation** (order of the day 11 AM) – Shanna Bernier and Dr. Esther Guillén shared a response to:

1. those representing First Thirds at GC 45 who conveyed that ‘they felt unheard within the Church and could not be integrated at the level of Community of Faith in ways that were useful’, by highlighting existing programs: Children and Family Ministry, Messy Church, United Spirit Camp, Camp Counsellor Leadership, Youth Forum (bi-annual youth weekend retreats – themed (justice, spiritual, etc.) – youth elected delegates), Young Adult Ministry.

2. the proposals outlined in *Towards 2035* to move the church towards becoming more intergenerational by highlighting the Saskatoon Leadership Gathering which was intentional about responding to *Towards 2035* Strategic Vision (RC staff, GC staff, Youth Leaders). This gathering identified 5 key areas the United Church would be deeply beneficial for meeting the needs of youth and young adults: 1. Offering deep spirituality (spirituality and worship which is diverse to meet the diversity of youth and young adults) 2. Offering bold discipleship (defining discipleship, developing discipleship beyond ‘church leaders’, fostering gifts meant for your community and beyond (more inclusive), helping discernment for leadership) 3. Offering daring justice (exposure to different people, places and activities of advocacy for justice (climate action, indigenous justice, etc.)) 4. Connections (authentic relationships, connection, dialogue, community and care) 5. Leadership and Learning (creating opportunities of support for growth in youth and young adults).

There was a young adult retreat/consultation in September where youth provided feedback about what they felt was missing in youth ministry and shared their dreams for the future. Feedback included: 1. Lack of connection (too few gatherings) – difficulty in maintaining community,

there is a lack of interest in attending Sunday morning worship services. 2. Lack of representation on decision making bodies and lack of engagement in regional administration (there was an awareness, however, that this would require more youth and young adults to volunteer, scheduling meetings that are accessible to youth and young adults).

This presentation helped to incite thought about First Third ministry within the regional council (and struggle with its complexities, i.e., difficulty to connecting with young adults at the congregational level, transference of corporate knowledge as it pertains to the administration of the church), and it is the hope that it can discern how to create infrastructure that can help to support youth and young adults

2. **Lunch Break** – a catered lunch was prepared and served by members of St. Bruno United Church.
3. **Copyright – One License** (order of the day 1 PM) – Rev. Alydia Smith, Identity and Mission Network Coordinator, shared background information about the work involved in creating the online resources, the hymnal in its entirety, highlighted that a copyright license must always be purchased for any reproduction of music, including projection. Musicians must be credited and paid for their work – many of which are members within The United Church of Canada. It was highlighted that any reproduction of music should be exact replicas and not amendments (i.e. replacements that are made to include inclusive language).

One License copyright license can be purchased for all music within the Then Let Us Sing! hymnbook (Alydia shared the costs for various scenarios, i.e., streaming, use of recorded tracks, musical accompaniment). All songs being used must be reported (when used) in addition to purchasing a copyright license. Links to additional resources: Then Let Us Sing! (<https://thenletussing.ca/>) and Gathering Worship: Resources for Worship Planning (<https://gatheringworship.ca/>).

It was suggested to hold a regional council music event, where part of the event would focus on introducing the Then Let Us Sing! digital hymnal, and also provide education about acquiring a copyright license. Executive members were asked to form small groups to discern how to encourage the proper use of Then Let Us Sing! and provided their feedback: It was suggested that 1. the regional council purchase a license for all of the communities of faith and that the regional council recuperate a portion of this cost from Communities of Faith 2. To consider how to present the topic of copyright (remove the stigma that has many avoiding it). 3 to provide a training for all music directors within the regional council. 4 have a music festival (inviting all) to provide exposure to United Church of Canada hymns. 5. Acquire the over 1/3 missing annual statistics by Communities of Faith to better learn about their musical needs. 6. Encourage congregations to complete their self-assessments when proposing providing one-license.

It was suggested that the regional council offer a one-year license subscription to all communities of faith within the regional council – roughly \$27,000 (suggested as a centennial anniversary gift) – which could produce up to a 30% discount. A more formal proposal will come to a future meeting – and all of this potentially after an in person gathering to introduce the hymnal as well as provide education about the needs surrounding copyright.

-
4. **First Thirds Ministry Presentation (continuing of presentation)** – The pandemic moved youth ministry to weekly and in some areas monthly online gatherings, and youth and young adults could check-in, have bible study, continue to gather as community, hold worship together, etc. At the end of the pandemic, in person gathering resumed, but this led to many youth and young adults who were dependant on online gathering for community (along with frequent occurrences) to lose their newly formed communities (this occurred provincially and nationally). There is now a resurgence in the desire to have monthly online gatherings. This would create a cost to pay for someone to focus on, manage and facilitate these gatherings – it was suggested to allocate \$300 per month (which is already within the First Third Ministry budget). It was shared that there are existing online gatherings and that it hasn't fully disappeared, but is being offered not through the regional council.

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

5. **Consent Packet**

2025-10-16_004 MOTION (R. Orr/C.M. Gladu) that the Conseil régional Nakonha:ka Regional Council Executive:

- a) concur with the recommendation of the Pastoral Relations Leadership Team that the reappointment of Rev. M. Wartan Katchikian, ordained minister, to the Rennie's Pastoral Charge, part-time (20 hours/week), October 1, 2025, to September 30, 2026, be approved;
- b) concur with the recommendation of the Pastoral Relations Leadership Team that the provisional appointment of Kelley Molloy, pending recognition as a Designated Lay Minister on October 26, 2025, to the Laurentian Area Ministry through the Harrington Pastoral Charge, full-time (40 hours/week), October 26, 2025, to June 30, 2026, be approved;
- c) receives for information the extract of minutes from the meeting of the Finance & Extension Board held on October 9, 2025;
- d) concur with the recommendation of the Finance and Extension Board to mandate the Granting and Enabling Leadership Team to require Communities of Faith applying for grants to be in good standing (having annual statistics report up to date, having submitted their annual reports, having their national assessments paid, and being up to date on loan payments, if applicable).

CARRIED

Business

6. **St-James United Church Commission** – Rev. Rosemary Lambie informed that the Commission meets regularly and has scheduled meetings with members from St. James as well as Kindred Works. The current focus has been to understand the congregation's finances and help find ways forward.

7. **Vision Keepers** – Dr. Esther Guillén shared that the Vision Keepers are meeting regularly in person and are comfortable in its understanding of the mandate of viewing the regional council from a broader perspective (encompassing the *Towards 2035* visions statement) as it relates to decision making and resource allocation. The Vision Keepers would like to see more representation from non-binary, racialized and clergy persons. Suggestions can be forwarded to Esther. Recommendations for additional memberships would come to the Executive for approval. Esther shared information about two gatherings that were to take place for congregational leaders and ministry personnel to discuss the future as the United Church of Canada. Participants would be given the opportunity to hear about the state of the church today, where it would be in ten years if the trajectory were to continue, and how it might work collaboratively to impact and shape the future.

Reporting

8. **Pastoral Relations Leadership Team** – Rev. Dan Hayward shared that Kelley Molloy was to be celebrated and recognized as a Designated Lay Minister at an upcoming Celebration of Ministry Service.
9. **Nominations Leadership Team** – Dr. Esther Guillén shared that the position of President-Elect is still vacant; that at the upcoming general meeting there will be a presentation of Executive restructuring (proposals also to be informed by Vision Keepers).

Nurturing Social Justice and Outreach programs
--

10. **Community and Justice Leadership Team** – Dr. Esther Guillén highlighted *Here From the Beginning* (<https://herefromthebeginning.ca/>) – exhibition that showcases the contributions and experiences of Black people within the church, amplifying voices that have long been overshadowed by the dominant narrative. There will be a presentation of the exhibit at Union United Church on November 6.

Building Communications

11. **Communications** – Aviyah Abrams
- See *Communications Report* as **Appendix A**
12. **General Meeting Planning** – Rev. Virginia Wallace shared that the first meeting of the planning team will take place next week. This meeting will include business and a centennial celebration.
- a) **Celebration of Ministry/Centennial Celebration /General Meetings**
- i. October 26, 2025 – Celebration of Ministry (Recognition of DLM), Morin Heights, QC
 - ii. November 15, 2025 – Magog, QC (centennial celebration as well) - *Include GC 45 reporting
 - iii. March 20 - 21, 2026 – Online AGM

-
- iv. June 6, 2026 – Montreal, QC (TBC)
 - v. November 20-21, 2026 – Online Fall Meeting
 - vi. May 29, 2027 – Lachute, QC (TBC)
 - vii. November 20, 2027 – Online Fall Meeting

b) **Covenanting dates**

- Rev. Cynthia Reynolds and the Cowansville Area Pastoral Charge, November 23 – 2 PM
- Rev. Adedeji Sunday Akintayo and the Riverside Pastoral Charge, November 30 – 2 PM.

13. **Finance and Extension Board (F&E) – Royal Or**

- See *Extract of Minutes for meeting held on October 9, 2025* as **Appendix B¹**
(Also see reference documents: *F&E Board Conflict of Interest Policy* as **Appendix B²** and *F&E Board Policy concerning Loans for Oil Conversion to Electricity* as **Appendix B³**)
- a) F&E have received three requests from congregations to be relieved of the responsibility of taking care of their buildings: Westmount Park, Plymouth-Trinity and St. James. This would make F&E the trustee for these properties. The United Property Resource Corporation and Kindred Works would assume management responsibilities of these properties. Assessments have taken place if these properties and business plans are being proposed.
- b) A future decision needs to be made on Saint-Columba House's ministry and more so its building (falling into a state of disrepair). There are reports related to the building that can be obtained through F&E. Recommendations (from the Executive Minister) to come to a future executive meeting.

New Business

1. **Regional Council 2026 Budget**

- See *2026 CrNRC Budget - E - Details - 2025-10-07* as **Appendix C**

2025-10-16_005 MOTION (P. Stanfield/D. Ashby) that the Conseil régional Nakonha:ka Regional Council Executive concur with the recommendation of the Finance & Extension Board to adopt the Conseil régional Nakonha:ka Regional Council's 2026 budget as presented. **CARRIED**

2. **Finance & Extension Board 2026 Budget**

- See *2026 F E Budget - E - Details - 2025-10-07* as **Appendix D¹**
- See *2025-10-09 F&E Investment Report* as **Appendix D²**

2025-10-16_006 MOTION (P. Stanfield/R. Orr.) that the Conseil régional Nakonha:ka Regional Council Executive concur with the recommendation of the Finance & Extension Board to ratify the Finance and Extension Board 2026 budget as submitted. **CARRIED**

3. **“Oh Yeah!” Quick Reminders to Communities of Faith** – Rev. Eric Hebert-Daly shared that a monthly letter would go out to congregations with reminders (i.e., rules around email polls, how to deal with cash in the collection plate, etc.). This prompted discussion about the newsletter and

concern over its length and use of colors (creates difficulty when printing). This information will be forwarded to Communications.

Equity Monitor Reporting – Rev. Christine Marie Gladu shared that this meeting demonstrated that difficult discussions about the future of the church will continue to be had (as it was demonstrated during today's meeting), and all need to be reminded that each and all are bringing their best to the conversations, and that love, gentleness and kindness must prevail during these difficult conversations.

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 3:18 PM.

Closing Prayer – Rev. Pierre Goldberger closed the meeting in prayer.

Next meeting dates

- Thursday, November 20, online (Zoom), 9 AM - noon
- Thursday, December 18, online (Zoom), 9 AM – noon
- Thursday, January 15, online (Zoom), 9 AM – noon

Save the Dates! Nakonha:ka Upcoming Regional Council Events

- i. October 26, 2025 – Celebration of Ministry (Recognition of DLM), 3 PM in Morin Heights, QC
- ii. November 15, 2025 – Magog, QC (centennial celebration as well)
- iii. March 20 - 21, 2026 – Online AGM
- iv. Towards 2035: Congregational and Ministerial Leadership Gathering
 - Oct 17, 2025: West Island,
 - October 18, 2025: Eastern Townships

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>20 November/novembre 2025</i>	Denis Ashby	Rev. Pierre Goldberger	Rev. Florence Bukam
<i>18 December/décembre 2025</i>	Rev. Virginia Wallace	Rev. Rosemary Lambie	Erika Liang
<i>15 January/janvier 2026</i>	Rev. Adedeji Sunday Akintayo	Rev. Marie-Claude Manga	Nathaniel McMaster
<i>19 February/février 2026</i>	Rev. Mark Hammond	Nathaniel McMaster	Rev. Bailey Eastwood
<i>19 March/mars 2026</i>	Erika Liang	Royal Orr	Rev. Rosemary Lambie
<i>16 April/avril 2026</i>	Rev. Florence Bukam	Rev. Virginia Wallace	Rev. Mark Hammond
<i>21 May/mai 2026</i>	Lisa Byer-de Wever, Diaconal Minister	Erika Liang	Rev. Virginia Wallace
<i>18 June/juin 2026</i>	Nathaniel McMaster	Rev. Adedeji Sunday-Akintayo	Denis Ashby

Appendices

Appendix A	Communications Report	Pages 11-12
Appendix B ¹	Extract of minutes from meeting of the F&E Board held on October 9, 2025	Pages 13-14
Appendix B ²	F&E Board Conflict of Interest Policy	Pages 15-20
Appendix B ³	F&E Board Policy concerning Loans for Oil Conversion to Electricity	Page 21
Appendix C	2026 CrNRC Budget - E - Details - 2025-10-07	Pages 22-24
Appendix D ¹	2026 F E Budget - E - Details - 2025-10-07	Page 25
Appendix D ²	2025-10-09 F&E Investment Report	Page 26

Appendix A

2025-10-16 **Communications Report to the Executive** (submitted by Aviyah Abrams)

New segments on the region’s Facebook and Instagram accounts are still bringing in more interactions and engagement from users, both returning and new. Those segments are especially aimed at strengthening dialog and engagement from the region’s CoF. The new segments are called: “Tools for your CoFs”, “Thursdays in Black”, and “Feel Good Fridays”.

More segments are in development, as well as materials for the much less visited CrNRC Environment Network-Réseau écologique and Fierté et Ami.e.s/Pride and Friends pages.

COMMUNICATIONS ANALYSIS

Email Analytics

The chart below shows the detailed list of communications that were emailed out between mid-September and mid-October 2025. The region continues to have open rates that are above other faith-based organizations.

Sent date	Message	Subject	Sends	Open %	Click %	Bounce %	Revoked %
Oct 9, 2025	LLWLS Training	Training to become a Licensed Lay Worship Leader (L...	475	52.84	0.42	0.63	0.00
Oct 9, 2025	Holding a vision for the future	Holding a vision for the future/ Pour une vision d'ave...	475	55.16	4.42	1.26	0.00
Oct 8, 2025	Newsletter / Infolettre 2025-10-08	Newsletter / Infolettre 2025-10-08	472	60.17	17.16	0.85	0.00
Oct 1, 2025	LIRR Newsletter -2025-10-01	LIRR Newsletter -2025-10-01- Infolettre du Cercle Veij	472	61.02	16.53	0.21	0.00
Sep 24, 2025	Newsletter / Infolettre 2025-09-24	Newsletter / Infolettre 2025-09-24	474	63.08	24.05	1.27	0.00
Total			2,368				

AI Overview (currently no other source of analysis this type of data):

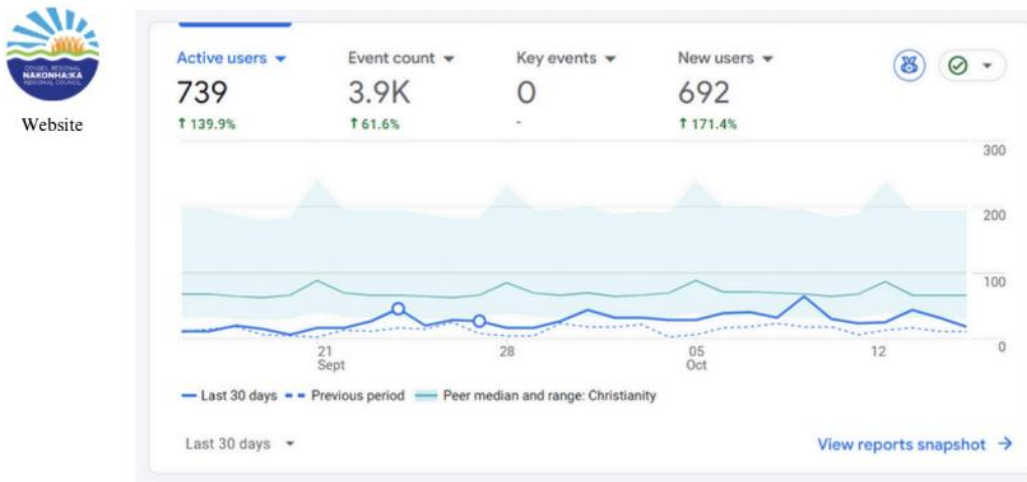
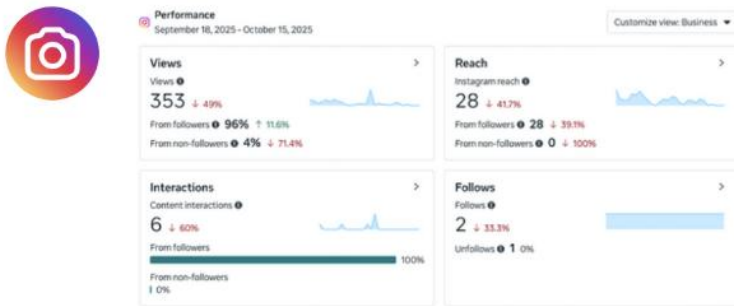
Reliable data on email open rates specifically for Canadian faith-based and religious organizations in October 2025 is not available. However, recent industry-specific benchmarks from 2025 can provide a strong estimate. Religious organizations generally have some of the highest open rates compared to other industries.

Benchmark email open rates for religious organizations

Several sources show email open rate data for the religious sector that can be used as a proxy for Canadian organizations in October 2025:

- 59.7% (Global): MailerLite analyzed over 3 million campaigns and found that religious organizations had the highest average email open rate in 2025, at 59.7%.
- 45.5% (US): In June 2024, Forbes Advisor reported a 45.5% open rate for US-based faith-based organizations. This is notably higher than the overall average across all industries.
- 28.59% (Global, Nonprofit): Neon One reported in March 2025 that the average email open rate for nonprofits is 28.59%. This figure is more conservative than the MailerLite data.

Social Media and Web Site Analytics (mid-September to mid-October 2025)



Appendix B¹

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 October 9, 2025 at 4:00 p.m. via Zoom videoconferencing

Finance Committee:

2026 Conseil régional Nakonha:ka Regional Council and Finance and Extension Board budgets

MOTION (P. Stanfield/F. Braman) RESOLVED that the Finance and Extension Board recommend that the Executive of the Conseil régional Nakonha:ka Regional Council adopt the Conseil régional Nakonha:ka Regional Council's 2026 Budget as presented. CARRIED.

MOTION (P. Stanfield/C. McAlpine) RESOLVED that the Finance and Extension Board's 2026 budget be approved as presented. CARRIED.

Requirements for Communities of Faith requesting financial assistance

MOTION (F. Braman/D. McCormack) RESOLVED that the Finance and Extension Board require Communities of Faith applying for financial assistance to be in good standing (having annual statistics report up to date, having submitted their annual reports, having their national assessments paid, and being up to date on loan payments, if applicable). CARRIED

MOTION (C. McAlpine/R. Sheffer) RESOLVED that the Finance and Extension Board recommend to the Conseil régional Nakonha:ka Regional Council ("CrNRC") Executive that the Granting and Enabling Leadership Team of CrNRC require Communities of Faith applying for grants to be in good standing (having annual statistics report up to date, having submitted their annual reports, having their national assessments paid, and being up to date on loan payments, if applicable). CARRIED.

Property Committee:

Oil furnace replacement project – Policy concerning Loans for Oil Conversion to Electricity

MOTION (F. Braman/D. McCormack) RESOLVED that the Finance and Extension Board adopt the circulated Policy concerning Loans for Oil Conversion to Electricity. CARRIED.

New/Other Business:

Conflict of Interest Policy

MOTION (D. Campbell/J. Fyles) RESOLVED that the Finance and Extension Board adopt the circulated Conflict of Interest Policy. CARRIED.

Certified true minutes of Board meeting of October 9, 2025.

Caroline Leamon

Caroline Leamon
Secretary

Appendix B²

THE FINANCE AND EXTENSION BOARD OF
CONSEIL RÉGIONAL NAKONHA:KA REGIONAL COUNCIL,
UNITED CHURCH OF CANADA
/ LE CONSEIL DES FINANCES ET DE L'EXPANSION DU
CONSEIL RÉGIONAL NAKONHA :KA REGIONAL COUNCIL,
L'ÉGLISE UNIE DU CANADA

Conflict of Interest Policy

- Approved by the Finance and Extension Board (the "Board") on October 9, 2025

Contents

Purpose	3
The aims of this policy.....	3
Policy	3
Processes and Practice	4
Documenting Conflicts of Interest	5
Review of Policy	5

Purpose

The governance of the Board and its committees must be conducted in accordance with the *United Church of Canada Act* and this Policy with respect to conflict of interest.

In this policy all directors and officers of the Board, or any member of any committee reporting to the Board is a "Governance Body".

The aims of this policy

- Enable decision makers to recognize where their personal interests conflict with, or may be perceived to conflict with, their roles in the Board;
- Set out processes for managing conflicts of interest to
 - ensure objective decisions are made in the best interest of the Board by the Governance Body of which they are a member, or
 - avoid members to be put in a situation where their duties to the Board may conflict, or be perceived to conflict, with a personal, financial or other interest, duty or personal connections (any of which is a "conflict of interest" in this Policy).

Policy

1. Members of a Governance Body must not give, in the performance of their duties for that Body, preferential treatment to relatives or friends or any other organization in which they have an interest.
2. There is a close relationship between the Board and The United Church of Canada (UCC). All or most decision makers to whom this policy applies are members of the UCC. As such, it is not a conflict of interest for such a member to participate when the Governance Body is considering a decision that affects all or parts of the UCC in substantially the same way. However, a member of the Governance Body must declare any conflict of interest related to decision-making that could result in a reward, advantage, or benefit—whether directly or indirectly—to the Community of Faith, council, or any affiliated UCC organization with which the member is associated.
3. Members of a Governance Body must not benefit from the use of information acquired during their participation in that Body, if that information is not generally available to the public.

-
4. Members of a Governance Body must not accept, offer, or agree to accept from a person who has dealings with that Body any reward, advantage, or benefit of any kind, either directly or indirectly.
 5. Members of a Governance Body must not place themselves in a position where they are under obligation to another person who might benefit from special consideration or favour, or who might seek preferential treatment by that Body.

Processes and Practice

6. Any member of a Governance Body who has an actual or potential conflict of interest shall disclose and declare that conflict of interest to the Chair of that Governance Body and the President at the earliest opportunity once the member becomes aware of the conflict. Notice should be given prior to the meeting at which the relevant decision is to be considered, or at the opening of any meeting where there is any actual or potential conflict relating to any matter on the agenda.
7. If the member does not resolve the conflict or apparent or potential conflict before the relevant meeting of the Governance Body where the matter is to be discussed, the Governance Body Chair or Board President shall inform the Body of the conflict or apparent or potential conflict.
8. If a member of the Governance Body fails to notice, or to declare, a conflict of interest, any other member may raise the matter with the Body. Once the issue has been raised by another member, the member with the conflict may acknowledge the conflict.
9. Declarations of interest should be a standing item at the beginning of every meeting of all Governance Bodies.
10. Subject to paragraphs 13 and 14 below, the Chair of the Governance Body shall decide on the course of action for managing each conflict declaration and the Chair's decision should be reflected in the meeting minutes.
11. Members of a Governance Body must not participate in any decision-making by that Body which could result in direct or indirect material benefit or gain or involve any other material conflict of interest.
12. The conflicted member must generally leave the room or videoconference ("the meeting space") while the matter is under discussion, as well as abstaining from the actual vote.
13. Where the conflict of interest may involve a situation where the member's duty to the Governance Body is in conflict with the duty the member owes to another body, a potential

rather than actual conflict, or other situations where the Chair of the Governance Body is satisfied that the conflict is not material, the Chair of the Governance Body may allow the member some limited participation, i.e. participating in some or all of the discussions, remaining in the meeting space for all or part of the discussions, or remaining in the meeting space for the vote, but the member may not participate in the vote.

14. Unless directed otherwise by the Board, a conflict of interest or benefit is not considered 'material' if it is so minor that allowing limited participation by the member will not harm the transparency or integrity of the Body's decision-making.
15. Where the Board is satisfied that a conflict of interest is material and would negatively impact the transparency and integrity of the Body's decision-making if the member remains a member of the Governance Body, the Board may require the member to resign from the Governance Body.
16. If the Board hires someone to provide advice and that person has a material conflict of interest that could affect the transparency or integrity of the decision-making, the Board may ask for that person to stop providing advice to the Board.
17. If the member of the Governance Body with the potential conflict of interest disagrees that one exists and/or does not withdraw from participation in the decision-making, the Chair of the Governance Body will determine the issue before proceeding with the item of business. If the Chair decides that a conflict of interest exists, the member is excluded from participation in the decision-making and shall be required to leave the meeting space while the matter is under discussion and abstain from voting.

Documenting Conflicts of Interest

18. The minutes of the meeting of the Governance Body shall record:
 - a. all disclosures of conflict of interest,
 - b. all abstentions in voting due to a conflict of interest,
 - c. all exclusions from participation in decision-making based on conflict of interest, and
 - d. all decisions by the Governance Body with respect to conflict of interest.

Exemptions

19. Generally, signers of cheques and other instruments of money transfer are not authorized to sign such instruments to pay themselves or any person referred to in section 1, unless a specific resolution of the Board or a generally applicable Policy has authorized such payment (e.g. the refund of travel allowance or a grant to their community of faith approved by the Granting and Enabling Leadership Team of Conseil régional Nakonha:ka Regional Council

("GELT") or another Governing Body or Commission, or otherwise pursuant to a specific policy).

It is not a Conflict of Interest for an officer or director to vote on that person's appointment as an officer or member of a commission – or delegation of authority - or for an expenditure to that person or a related person or a community of faith in which that person has a membership or interest if authorized by a Policy of the Board or the Regional Council, or as authorized by a competent commission such as GELT. Approval of the Budget for the Board or for Regional Council is not a matter for Conflict of Interest, even if certain items thereof affect such related persons. A Policy affecting communities of faith generally is not a Conflict of Interest even if that person's community of faith is affected.

Review of Policy

This policy will be reviewed at least every 3 years to ensure effectiveness and alignment with other Board policies, by-laws, and regulations, and to evaluate how Conflicts of Interests have been managed and how further proactive steps could be taken to improve the management of Conflicts of Interest

Appendix B³**Policy of the Finance and Extension Board****Loans to Communities of Faith for Replacement of Oil Furnaces ("Oil Conversion Loan")**

This loan policy is to replace (hopefully temporarily) the support funding that has been available under the Faithful Footprints program. This policy does not replace the policy adopted as amended March 13, 2025, by the Conseil régional Nakonha:ka Regional Council with the Finance and Extension Board acting as a Commission concerning the oil tank conversion project.

The Oil Conversion Loan ("The Loan") to be for

- removal and safe disposal of oil furnace and reservoir, etc.
- installation of electrical power upgrade, if required
- installation of heat pump(s) and electric furnace, if required

The Loan will not be for other energy-saving work such as installation of additional insulation

The Loan must be approved by motions of Trustees of COF and Property Committee of F&E Board, up to a maximum of \$30,000 and application must include copies of quotes from licensed contractors

Initially, The Loan will be in the form of a zero interest Line of Credit to handle payment of contractor(s)

If, when, there are funds received from Faithful Footprints (UCC), these funds will be applied to The Loan. In addition any refund (usually 50%) of GST/QST will be so applied.

Line of Credit will be converted to a loan after 1 year

- Repayment schedule will depend on COF's ability to repay balance due, but as a minimum will include each year, the savings, if any, from heating costs .
- The Loan to be guaranteed by first draw on proceeds on sale of COF building

Line Of Credit and The Loan to be at 0% interest rate.

Approved by the Finance and Extension Board on October 9, 2025.

Appendix C

	Statement of Income			Statement of Income			Statement of Income			Statement of Income		
	2026 - Budget	2025 Est. Actual (2025-09-30)	2025 - Budget	2024 Actual	2025 - Budget	2024 Actual	2025 - Budget	2024 Actual	2025 - Budget	2024 Actual	2025 - Budget	2024 Actual
	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total
Updated for Oct. 9, 2025 P&E Board Zoom meeting												
Revenue												
General Council Office (GCO) Grant from Assessments	334,375	0	334,375	334,375	0	334,375	325,000	0	325,000	334,375	0	334,375
GCO Grant for Executive Minister/Assistant	33,500	0	33,500	33,500	0	33,500	33,500	0	33,500	33,500	0	33,500
Regions 11 & 12 for share of services	33,500	0	33,500	33,500	0	33,500	33,500	0	33,500	33,500	0	33,500
GCO Grants from Assessments for Governance	401,375	0	401,375	401,375	0	401,375	392,000	0	392,000	401,375	0	401,375
GCO Grant for Ministry	0	180,000	180,000	0	180,000	180,000	0	180,000	180,000	0	180,000	180,000
GCO Grant for Mission Support	0	0	0	0	0	0	0	0	0	0	0	0
GCO Grant for Mission & Ministry	0	180,000	180,000	0	180,000	180,000	0	180,000	180,000	0	180,000	180,000
Finance & Extension Board funding for Mission Support	0	523,000	523,000	0	523,000	523,000	0	523,000	523,000	0	523,000	523,000
Finance & Extension Board funding for operations	20,000	35,000	55,000	20,000	35,000	55,000	20,000	35,000	55,000	30,000	35,000	65,000
Supplemental Finance & Extension Funding for 2026	15,500	60,000	75,500	15,500	60,000	75,500	15,500	60,000	75,500	15,500	60,000	75,500
Supplemental Funding from Endowment Fund for 2025	0	0	0	0	0	0	0	0	0	0	0	0
Interest on GIC (Governance), Worship Leader Rental (Ministry)	9,400	4,000	13,400	19,326	0	19,326	15,000	4,000	19,000	19,326	0	19,326
Total Revenue	446,275	817,500	1,263,775	456,201	813,500	1,269,701	442,500	817,500	1,260,000	450,701	720,000	1,170,701
Miscellaneous - In/Out transfers (Good Samaritan, Registration fees, etc.)	19,000	12,000	31,000	4,541	27,050	31,591	0	6,000	6,000	7,120	4,770	11,890
Proceeds from sale of property to be redistributed	0	0	0	366,660	0	366,660	0	0	0	314,770	0	314,770
Total Miscellaneous	19,000	12,000	31,000	371,201	27,050	400,251	0	6,000	6,000	321,890	4,770	326,660
Total Revenue (Accounting)	465,275	829,500	1,294,775	829,402	840,550	1,669,952	442,500	823,500	1,266,000	772,591	724,770	1,497,361
Expenses												
Staff Expenses (Schedule 1)	349,646	265,829	615,475	346,468	260,531	607,000	351,655	248,853	600,508	357,550	220,754	578,304
Office Expenses (Schedule 2)	36,300	0	36,300	38,771	0	38,771	35,500	0	35,500	34,044	0	34,044
Finance and Archives (Schedule 3)	14,100	0	14,100	14,388	0	14,388	13,700	0	13,700	14,099	0	14,099
Committee & Meetings (Schedule 4)	11,000	9,000	20,000	10,433	9,000	19,433	14,500	9,000	23,500	11,793	10,923	22,716
Contingency (Schedule 9)	4,000	4,000	8,000	4,940	8,000	12,940	4,000	4,000	8,000	2,350	0	2,350
Operations Expenses (Office, Meetings, etc.)	65,400	13,000	78,400	66,532	17,000	83,532	68,100	13,000	81,100	62,286	10,923	73,209
Clusters, Networks Support (Schedule 5)	5,000	0	5,000	5,000	0	5,000	10,000	0	10,000	0	0	0
Youth & YAYA, LVL, Training Support (Schedule 6)	0	11,400	11,400	0	22,143	22,143	0	7,700	7,700	0	5,358	5,358
Communications & Information Technology (Schedule 7)	15,500	1,000	16,500	11,259	1,411	12,670	21,200	1,600	22,800	23,802	483	24,285
Transformation & Facilitation (Schedule 8)	0	14,000	14,000	20,456	0	20,456	0	15,000	15,000	0	20,456	20,456
Programs (Youth & YAYA, Communications, etc.)	20,500	26,400	46,900	31,695	23,554	55,249	31,200	24,300	55,500	44,288	5,851	50,139
Mission Support (Schedule 10) GCO	0	0	0	0	0	0	0	0	0	0	0	0
Mission Support (Schedule 10) F&E	0	523,000	523,000	0	523,000	523,000	0	523,000	523,000	0	505,000	505,000
Mission Support (GCO and Finance & Extension)	0	523,000	523,000	0	523,000	523,000	0	523,000	523,000	0	505,000	505,000
Total Expenses	435,546	829,229	1,264,775	444,695	824,385	1,269,080	450,585	809,153	1,260,138	464,114	742,558	1,206,672
Miscellaneous - In/Out transfers (Good Samaritan, Registration fees, etc.)	0	6,000	6,000	0	0	0	0	6,000	6,000	0	0	314,770
Proceeds from sale of property to be redistributed	0	0	0	366,660	0	366,660	0	0	0	314,770	0	314,770
Total Miscellaneous	0	6,000	6,000	366,660	0	366,660	0	6,000	6,000	314,770	0	314,770
Total Expenses (Accounting)	435,546	834,229	1,269,775	813,355	824,385	1,635,740	450,585	815,153	1,266,138	778,884	742,558	1,521,442
For information: BASED ON Financial Statements												
Contingency Reserve Fund (Beginning of Year)			394,594			362,382			362,382			386,463
Contribution to (-) Reduction from) during year			-4,729			32,212			-8,245			-24,089
Balance of Contingency Reserve Fund (End of Year)			419,594			394,594			354,137			362,382

Conseil régional Nakonha:ka Regional Council	Statement of Income				Statement of Income			
	2024 Actual		2025 - Budget		2025 Est. Actual (2025-09-30)		2026 - Budget	
Updated for Oct. 9, 2025 F&E Board Zoom meeting	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry	Total	Governance	Mission/ Ministry
GCO IT Support	7,000	0	7,000	7,400	0	7,400	7,400	0
IT Equipment	1,000	0	1,000	1,133	0	1,133	1,000	0
French/English Translation	6,000	0	6,000	313	0	313	6,000	0
Grants to Communities of Faith for technology upgrades	0	0	0	0	0	0	0	0
Total - Communications & Information Technology	15,000	0	15,000	11,229	0	11,229	15,500	0
Schedule 8 - Transformation & Facilitation	0	0	0	0	0	0	0	0
Living in Right Relations - Circle	0	10,000	10,000	0	0	0	0	10,000
Pastoral Visits re Strategic Plan	0	4,000	4,000	0	0	0	0	4,000
Light & Spark Program	0	0	0	10,466	0	10,466	0	0
Other Support	0	0	0	0	0	0	0	0
Total - Transformation & Facilitation	0	14,000	14,000	20,466	0	20,466	0	14,000
Schedule 9 - Contingency	0	0	0	0	0	0	0	0
General Contingency	4,000	0	4,000	1,940	0	1,940	4,000	0
Personnel Emergency Fund	0	0	0	0	0	0	0	0
Treasurers Support consultant	0	0	0	0	0	0	0	0
From Contingency Reserve Fund	0	0	0	0	0	0	0	0
Total - Contingency	4,000	0	4,000	1,940	0	1,940	4,000	0
Schedule 10 - Mission Support	0	0	0	0	0	0	0	0
Beaconsfield U.C. - Religious Support	0	10,000	10,000	0	5,000	5,000	0	17,000
Beaconsfield U.C. - West Island LGBTIQ+ Centre	0	10,000	10,000	0	5,000	5,000	0	15,000
Caminio de Emmaus de l'Église Unie	0	45,000	45,000	0	55,000	55,000	0	50,000
Campus Ministry (Bishop's University)	0	2,000	2,000	0	2,000	2,000	0	2,000
COCIA (Mount Royal UCI)	0	20,000	20,000	0	20,000	20,000	0	20,000
Comité d'Aide aux Religieuses	0	0	0	0	0	0	0	0
Comité francophone de l'Église Unie Mont-Royal	0	0	0	0	10,000	10,000	0	1,000
Concordia Multi-Faith and Spirituality Centre	0	2,000	2,000	0	2,000	2,000	0	29,000
Église Unie Saint-Pierre et Finiquet	0	30,000	30,000	0	31,000	31,000	0	15,000
Kennesaw United Church	0	24,000	24,000	0	20,000	20,000	0	15,000
Montreal City Mission	0	190,000	190,000	0	190,000	190,000	0	140,000
Rennet's United Church	0	13,000	13,000	0	14,000	14,000	0	14,000
Saint Columba House	0	190,000	190,000	0	190,000	190,000	0	142,000
Site Garneville United Church (QRA Loss & Living)	0	0	0	0	0	0	0	0
Union United Church (Montreal)	0	20,000	20,000	0	25,000	25,000	0	24,000
Hampton Harbour	0	0	0	0	0	0	0	0
The United Theological College	0	0	0	0	0	0	0	0
Westmount Park U.C.	0	0	0	0	0	0	0	0
Église Unie Sainte-Clotilde	0	25,000	25,000	0	31,000	31,000	0	32,000
St. Martin's Chapel	0	3,000	3,000	0	3,000	3,000	0	2,000
Mission protestante francophone de Longueuil	0	0	0	0	0	0	0	2,000
Laurentian Area Ministry	0	19,000	19,000	0	0	0	0	0
Total Mission Support	0	523,000	523,000	0	523,000	523,000	0	505,000

Appendix D¹

FINANCE & EXTENSION BOARD												
Accounts of the Treasurer												
Updated for October 8, 2025 F&E Board Zoom meeting												
	2026	2025	2025	2024	2024	2023	2023	2022	2022	2021	2020	
	Budget	Est. Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual
F&E REVENUE - for Accounting Reporting												
Dividends & Interest from Investments	500,000	1,420,121	500,000	1,420,121	500,000	296,902	500,000	747,545	900,000	616,337	416,337	
Capital Gains Distributions from Investments	15,000	14,891	15,000	14,891	15,000	16,248	20,000	19,026	50,000	38,848	17,625	
Interest on Loans		85,493		85,493		37,398		39,024		37,592	299,100	
Gain on Sale of Investments											700,072	
Subtotal	515,000	1,520,505	515,000	1,520,505	515,000	390,548	520,000	805,695	950,000	692,877	700,072	
Increase (Decrease) in Fair Value of Investments		211,517		211,517		591,110		-1,175,054		1,516,303	467,389	
Endowment & Bequest Income										117,041	12,181	
Recovery of Bad Debt and Other Income										12,713	12,277	
TOTAL F&E REVENUE	515,000	1,732,048	515,000	1,732,048	515,000	891,658	520,000	-369,459	950,000	2,337,232	1,191,887	
Transfer of Funds In												
Contributions to Strategic Fund (rate of churches)		104,386		125,909		411,459		237,352				
Sale of Italian Church of the Redeemer		990,006				110,052						
Opening of Rosemary Lambie Fund						521,511		-132,107				
TOTAL F&E REVENUE (for Accounting Purposes)		1,094,392		125,909		1,413,169		237,352		-132,107		
F&E REVENUE by Funding Formula												
Total Assets for Funding Formula (Average of 4 Quarters)	15,167,200	15,103,312	15,167,200	15,103,312	14,488,600	14,507,208	14,587,200	14,565,024	14,231,810	13,716,633	13,024,154	
Funds Available for F&E and Nakonha:ka	755,350	755,267	755,350	755,267	724,900	725,360	725,360	728,251	711,581	685,832	651,458	
(% of Total Assets)	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	
F&E EXPENSES & INTERNAL GRANTS												
Staff	13,297	12,873	12,873	12,636	12,696	12,412	12,400	12,000	12,000	11,596	29,005	
Salaries - F&E Secretary (for contract)	21,439	20,916	20,916	20,496	20,406	20,000	20,000	19,348	19,348	19,000	19,000	
F&E Internal Accounting Services (for contract)	34,798	33,889	33,889	33,042	33,862	32,413	32,414	31,548	31,346	31,346	29,009	
Operations (Office Expenses, Meetings, Travel, etc.)												
Accounting & Business Legal	23,100	21,945	23,100	26,516	20,000	18,516	20,000	24,700	17,000	17,290	29,889	
Administration and Office Expenses	2,000	5,957	2,000	1,628	2,000	-1,340	2,000	7,202	6,000	3,750	1,585	
Investment Counsel Fees	50,000	48,448	47,000	47,275	48,000	45,209	48,000	46,201	50,268	46,000	62,912	
Contingency	1,000	280	1,000	280	1,000	0	6,000	0		0	5,303	
Total Operations	76,100	77,251	73,100	72,683	68,000	69,474	76,000	78,203	75,268	67,040	99,693	
F&E Staff and Operations	110,397	111,390	106,989	108,725	102,062	97,888	108,414	109,611	106,616	99,216	124,663	
Substantial Loans												
Business (High Officer & FE)	15,000	0	15,000	28,698	37,500	42,879	45,000	12,000	12,000	12,000	12,000	
	30,000	24,980	35,000	23,020	35,000	30,000	30,000	17,000	20,000	19,000	20,000	
Subtotal F&E Internal Grants	45,000	24,980	40,000	51,693	62,500	72,879	75,000	29,000	32,000	31,000	32,000	
F&E EXPENSES & INTERNAL GRANTS	155,636	136,350	146,989	162,418	164,562	164,738	183,414	139,211	138,616	131,016	156,663	
F & E Grants to Nakonha:ka												
F&E Status of Finance & Office Administrator Expenses	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	
F&E Status of Formal of Prayers	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	
F&E Status of Office Expenses	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	
F&E Status of Communications & IT	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	
F&E Status of Nakonha:ka Governance (Official Expenses)	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	
Grant to Region for Mission & Ministry Operations	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	
Grant to Region for Mission Support	523,000	523,000	523,000	523,000	523,000	523,000	523,000	523,000	523,000	523,000	523,000	
2025 Supplemental Grant to Region for Strategic Purposes	31,000	31,000	31,000	31,000	31,000	31,000	31,000	31,000	31,000	31,000	31,000	
Grants to Nakonha:ka	589,000	589,000	589,000	540,000	540,000	540,000	540,000	510,000	510,000	510,000	510,000	
Total F&E Grants to Nakonha:ka	609,000	609,000	609,000	560,000	560,000	560,000	560,000	530,000	530,000	530,000	530,000	
2025-2026 Supplemental Grant for Montreal City Mission to add Quebec City Branch	7?	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	
TOTAL F&E FUNDS DISBURSED	764,836	805,350	815,989	722,418	724,562	724,738	743,414	669,211	669,616	661,016	686,663	

Appendix D²**Finance & Extension Board****Portfolio at Fiera Capital**

	<u>Dec. 31, 2022</u>	<u>Dec. 31, 2023</u>	<u>Dec. 31, 2024</u>	<u>Oct. 8, 2025</u>
F&E Endowment Fund	\$ 13,933,163	\$14,472,747	\$15,477,764	\$15,320,699
Strategic Fund	227,730	677,153	839,912	950,026
Other restricted funds	<u>5,797,776</u>	<u>6,048,774</u>	<u>6,409,222</u>	<u>7,591,068</u>
TOTAL	\$ 19,958,669	\$21,309,154	\$22,836,096	\$23,861,793

Note: Italian Church of the Redeemer Fund (now \$1,013,626) added in June, 2025

Performance (as at Sept. 30, 2025)	YTD	5.9%
	1 Year	7.1%
	3 Years	11.1%
	5 years	9.2%