

**Regions 14, 15 & 16 Commissions Meeting  
October 11 and 12, 2018**

1. **Present were:** Rev. Faith March-MacCuish, Provisional Executive Minister; Krista Anderson (15); Brenda Andrews (16) Bill Bartlett (16); Ross Bartlett (15); Bob Bennett (16); Stephen Berube (14); Richard Bowley (14); Alicia Cox (15); Kevin Dingwell (14); Heather Donnelly (14); Jane Doull (14); Derek Elsworth (15); Alison Etter (15); Sheila Gallant (14); Ruth Gamble (15); Sharon Hannan (14); Peter Hardy (15); April Hart (15); Peggy Johnson (16); David LeBlanc (15); Blair Lewis (14); Audrey Louder (14); Steve Lowden (16) Catherine MacDonald (15); Max Martin (15); Beverley McDonald (15); Donald Morrison (15); Larry Noseworthy (16); Lisa Potter (16); Carol Smith (15); Fay Smith (15) Wayne Trail (14); Donna Tourneur (15); Roy West (16); Joyce Wylie (15).
2. **Absent:** Kathy Brett (16); Anne Cameron (15); Bill Drysdale (15); Paula Gale (16); Rose-Hannah Gaskin (14); Elaine Gray (15); Wendy Lowden (16); Jason O'Hearn (14); Pam Reidpath (14); Janet Sollows (15); Paul Vardy (16).
3. **Welcome:** Christopher joined the meeting by Adobe Connect to welcome us and to present the Indigenous perspective in our 'structure.' Christopher is a Mi'kmaq person, is a PhD candidate at UNB, and has been involved in education all his life.

The points he presented were:

- Unsettling settler minds
  - many perspectives on decolonizing
  - identify position and origin
  - taught since age 15, grew up in Massachusetts
  - Bill C-31 - Indigenous women regained their status back
  - when reached university became aware of systemic racism
- Deconstructing colonialism
  - what does it mean:
  - uncovering hidden stories/narratives
  - timber, fish, fur – external forms of colonialism
  - 1710-1712 turned to internal form of colonialism
  - then turned to settler colonialism
    - accessing land to settle people
    - more than just resources
    - displacing Indigenous peoples
    - establishing Halifax, Lunenburg - violation of treaty rights
- Remove statute, names, etc.
  - structure remains
  - NB Green Party accord - respect treaty rights

- look outside education – politics impacts it
- Crown land set aside in treaties for Indigenous people
  
- What can UCC do to decolonize?
  - Not sure it can/could do so
  - Understanding boundaries of faith
  - How support local groups in area
  - Engage in Indigenous ways of thinking
  
- Have uncomfortable conversations
  - Decolonization is not a metaphor
  - Engage with other people

Three things as we rebuild:

- why decolonize?
- what is end goal?
- benefit to Indigenous community?

How decolonize an institution (i.e. university)

- UCC needs to re-examine the 1925 coming together of denominations
- Three government styles for churches in Manual
- Hearing perspective through a different lense, inwardly focussed; look outside to Elders for direction

Christopher was thanked for his presentation to us. Derrick and Laura were thanked by the group for arranging with Christopher to join us this afternoon.

4. **Opening moments:** Rev. Faith reviewed the norms the group would be using throughout the weekend meeting: one speaker at a time; agreement would be by consensus, etc.

Blair Lewis then presented a “Getting to Know One Another” moment. We were asked to think of a meaningful moment in our life and then share it with someone we didn’t know; then change partners and to share two concerns; change partners and exchange what we found exciting and/or anxiety with the transformation in the United Church of Canada.

5. **Opening Worship:** Catherine brought us into a time of meditation as we sang 150MV. We were each given a different photograph to consider in prayer as Catherine asked us to consider/think about different suggestions.

6. **Communities of Faith - Development and Vitality:** Catherine introduced Rev. Lisa Vaughn from Newfoundland and Labrador Anglican Church as she joined the meeting by Adobe Connect. Rev. Lisa works as the Parish Vitality Coordinator with the Anglican Diocese of Prince Edward Island and Nova Scotia. As signs of Vitality she suggested the Murray Camp and the number of people there; outreach groups engage the community;

congregations doing more outreach within the community; young people (Go Project) doing services in St. John's; United Churches/Roman Catholic churches working together to settle seven Iraqi families; new partnership with Disciples of Christ; number of families to Pictou/whole community involvement; vibrant music programs in church.

Overview of position:

- population decline, does not mean encourage congregations to pull out; no forced closure; up to fully advised congregation to choose path;
- prayer walk community as a way to know area
- use community building for services
- funding position - contract for two years in Region 15
- St. John's, NB - wrestled with this
- Emphasize - revitalization for existing congregation
  - one side/survival - aging out quickly - how reposition ourselves?
  - how move forward?

Fresh Express Churches England - no funding/structure

- mixed ecumenical church
- not self-sustaining

Serving Region:

- how identify priority?
- how keep contact(s)?
- Region in place NS/PEI - 9 - meet 4-5 times a year
- Region Dean and Archdeacon
- Geography
- Halifax is not centre of world
- Travels to congregations from Halifax

Working on three things for revitalization

- 1 - Christian formation - front line community
- 2 - How help deepen faith
- 3 - Building blocks - create

Looking at training gaps (spoke to AST)

- Methodist - Church of England - Presbyterian
- Work on church planting
- Naturally happening - not lead by ministry

Vital Church Annual Conference - 5<sup>th</sup> - Truro

- On church planning - Book by Cook on Church
- Speakers, etc.
- Summers - Tuesday evening service is new Sunday - 6:00 p.m. with meal - doubled congregations

- Winter -Growth on Sunday with return to Sunday service in fall
- Website - nspeidiocese.ca

Lisa was thanked for her informative presentation and to the arrangers for asking her to speak.

7. **Web Design - Brad Trivers:** Brad Trivers joined by Adobe Connect and gave his company's presentation on developing a website for the three Regions and using the existing information on the current Maritime Conference website and the Newfoundland & Labrador website.

- Shared area with specific Regions information webpages
- Question: do we want to continue with the Resource Link page?
- Separate email list
- Each Region assigned access to edit
- Host: changes on website
- Three team contacts in each Region plus Brad and his Wife plus six shared areas on web
- Have ready end of November
- Complete by end of January
- November/February training people
  
- Currently using Word Press Development and tweaked to individual needs
- Visual benefit
- Ability to build forms
- Use Mailchimp
  
- One example of website built is Alberta-Northwest Conference
  
- PDF of slides
  - domain name change
  - fillable forms (build and use)
  - customize "how to" videos
  - Users may be in "dead zones" in some areas - Internet issues
  
- Offset costs - annual fee to host pastoral charges on same website - consistent look
- \$5,000. initially; cost \$65./hour if issues; support and maintenance \$500-600. per year annually.

**Consensus** was to leave decision on this issue until later in the meeting.

On Saturday morning Rev. Faith informed the meeting that Bill with UCC office needed to know by October 16<sup>th</sup> whether the Regions 14, 15, and 16 would buy into the UCC web design or not. The initial cost would be \$2,500., \$3,000. if not, plus \$2,000. launch fee, and \$1,000. per year maintenance fee; with \$95./hour for anything else.

**After consideration and information on the cost of using the UCC web site, the consensus was to work with Brad Trivers' company for construction of the three Regions website.**

8. **Office of Vocation:** Rev. Dr. Andrew Richardson was introduced as the UCC deployed Office of Vocation Minister for Regions 14, 15, and 16. Andrew is one of six Office of Vocation ministers across the Church. The office is still in flux as the Office of Vocation takes shape.

Three streams for Order of Ministry

- Responsible for assessment of those entering one of three orders
- All former Education and Students work now with Office of Vocation
- Work done by National Church, not Regions
- Accreditation of ministers
- Accreditation of ministers from other denominations
- Oversight and discipline
- Works with staff in Regions

College of Ministers - created Office of Vocation - 42<sup>nd</sup> General Council

- Record of Proceedings of 42<sup>nd</sup> General Council
- Commons - ROC - pp.146-147 - responsibilities/function

Board:

- Elected 15 member Board that oversees Office of Vocation
- Not regionally appointees
- Know this month who Board members are

Candidacy Boards:

- Assigned to Regions
- All interviews by this Board
- Assess readiness for ministry

Complaints:

- Complaints submitted to Executive Minister sent to Response Committee
- Pool of trained investigators
- If discipline required, send information to Remedial Committee

Standards for accreditation Committee - Decide on changes

Office of Vocation:

- inform Regions who are accredited
- DS list - shared with Regions
- Executive Minister will distribute list to Governments for marriage licenses

Names were submitted by Conferences and GC Nominating Committee populated Boards from names submitted. Appointed by General Council through GC Executive for three-year term.

- Candidacy Board will do the work of the Conference Interview Board and Education and Students Committees of Presbyteries.
- Discernment work with congregations - Office of Vocation
- Distance Education students - work of ministry education - Office of Vocation
- Regional Council - ordains ministers following decision of Office of Vocation
  - Regional Council does not vote on candidates for ministry
- Triennial visits and Pastoral Care - Regional Minister's responsibility
- Review of congregation and Ministry Personnel - Regional Minister and Office of Vocation Minister to sort out responsibility in these areas
- Reports go to separate places
- For maternity leave/sick leave - Regional Minister's responsibility
- Pastoral Oversight is the Regions' responsibility
- Long Term Disability - Regional Minister's responsibility
- Interim ministry - Office of Vocation responsibility
- Accredited people on list - up-to-date; guidelines will be worked out.

The Office of Vocation Minister and Regional Ministers are working together to sort out responsibilities and they will figure out ways to make the new set up work.

Candidacy Pathway:

- student's responsible to complete all steps (but may do so in any order)
- process is more flexible

Responsibilities overlap:

	Region	Office of Vocation
Ministerial standing	forward complaints	
Ministerial role	responsible for lay ministries	
Accreditation	Ordination/designated/commissioning	DLM's
Sacramental privilege	Region	No role
Interim Ministry	Regional Ministers receive list from Office of Vocation	Trained, etc. - on list
Supervising Minister		

Some items will be grandfathered in. If Maritime Conference Interview Board says yes for

ordination in 2019, person will be ordained.

Reviews of Pastoral Charges - Regions' responsibility; reviews of ministry personnel, Office of Vocation responsibility.

The "Health, Joy and Excellence" of ministers is the Regions' responsibility; Role of Accredited ministers and DLM's is Office of Vocation.

Andrew will be working from his home in Summerside; he will work on administration and in a supportive role.

A discernment weekend for those thinking of ministry is being considered.

9. **Clusters and Networks:** Carol distributed information on Clarity on Clusters and Networks posted in Remit Implementation. The definitions are as follows:

**Clusters:** local clusters of communities of faith that would provide community and support for communities of faith and their leaders, and focus of worship, mission, learning, collegiality, and strategic planning.

**Networks:** linking people working on specific issues (e.g. supportive housing, intercultural ministry, youth ministry or for project work (e.g., event planning) that function through the whole church, depending on the issue.

Briefly, the General Council Executive agreed that:

- clusters and networks will define their own meaning and responsibilities
- church councils will not define clusters and networks
- encouraged to experiment with how clusters and networks can assist in living out our faith
- encouraged to seek support from local resources
- local bodies that wish to support clusters and networks are encouraged to do so
- church councils may support clusters and networks to their level of ability and with their areas of responsibility
- encouraged to share their experiences with others in the church and the wider world through media available
- following a period of experimentation, the church will learn intentionally from the experiences of clusters and networks.
- minimal definition and no mention of funding.

Maritime Conference Cluster Task Group, final report, September 20, 2018 - distributed to the Regions. Two examples of groups within Presbyteries functioning to share resources are:

1. The Living Waters Presbytery (Toronto Conference)

- active in ensuring that local communities of faith have support they need to connect with other communities when Presbytery is no longer a connecting place. Look online for “Planting Seeds of Connection: Clusters and Networks”

2. South Shore Presbytery (Maritime Conference)
  - committee working on Future Directions for past four years focussed on congregational development
  - held series of workshops on developing connections between communities of faith in geographical areas called “Who is My Neighbour?”
  - other workshops brought people together interested in working on youth ministry, becoming affirming, and reconciliation with indigenous people.

“Fishing on the Other Side” noted during time of transition be open to looking at best practices of other denominations. Task Group found sister denominations are using the cluster concept in different ways as a key to vital congregations. Two examples:

- United Methodist Church, Indiana Conference, USA
  - developed Ministry Clusters
  - focus is creating clusters
    - mission and “imagines congregations growing in vitality as they work as partners with other congregations”
    - requires each congregation be part of a cluster and leaders are accountable to district superintendent who are given training
- Convention of Atlantic Baptists have long had within their polity a group called “Associations:
  - groups not decision making bodies
  - exist for congregations in certain geographical areas to gather for mutual support, fellowship and to share resources

Concerns, suggestions and questions raised as go forward

Conclusions:

- opportunity of a lifetime to be proactive in creating new/vibrant clusters and networks
- Maritime Conference has a history of coming together around shared interests as seen in youth and justice shared work and projects
- Also experience with many communities of faith partnering with others to bring refugees to Canada.

## **SUPPER BREAK**

10. **Stewardship and Gifts Officer:** Roger Janes is the Stewardship and Gifts Officer for



Regions 14, 15, and 16 and deployed to the regions by General Council. He is there to help congregations use best practices and get back to focus on ministry.

- Resource and support to congregations and leaders
  - congregation stewardship
  - Mission and Service
  - planned giving
    - congregation legacy programs
    - investments
    - United Church Foundation
  
- Works from his home in Newfoundland
- Brochures available
- Available to Presbyteries, congregations for workshops
- Leads webinars
- Meet with donors
- Connect through Adobe Connect, Skype, etc.
  
- Congregational Stewardship
  - where learn to give
  - how decide how much money to give
  - many haven't done intentional stewardship program
  - set budget and prayed
  - need to change
  - 30% decline in pews
  
- More fundraising?
  - time and energy of people
  - preoccupied with money
  - increase income or cut costs
    - cut minister's salary/go half-time etc. but still demand full-time presence
  - are those who are giving really giving all they can?
  
- Focus on abundance, not scarcity
  - use best practices
  - take a step
  - change culture over time

Inspire - tell stories (about missions)

Ask - do not be afraid to ask

THANK!

New Stewardship Resource - Moderator Richard Bott had helped with last spring - coming January 2019.

Mission and Services

- Autopsy of a Deceased Church (book)
- only 42% of UCC members give to M&S
- average gift - \$258.62
- change funding plan
- more in local church - assessment goes up

Planned giving

- 8% of UCC members do planned gifts
- one-third say “give if asked”

Investing:

- changes in investment climate
- deal with what have
- ethical investing

Money must change hands in order to get a receipt - RevCan - no receipt for donated items.

11. **Social:** A social time was held following the presentation with the meeting reconvening on Saturday morning at eight a.m.

**Saturday, October 12, 2018**

12. **Reconvened:** Upon the meeting reconvening, Rev. Faith gave thanks to those who assisted in putting the agenda together for the meeting, and to bring news of a fatal car accident so we could hold the family in our prayers on the loss of their daughter.

Krista then opened the meeting with prayer, and asked where and the number of times Jesus said “Peace Be With You” - said to those who were scared, to leaders, to those starting something new. She then closed with prayer.

13. **Memorandum of Understanding (Staff):** Brenda Andrews and Sharon Hannan presented a memorandum of understanding for the staff shared by Regions 14, 15 and 16. Adjustments may be needed as we move along.

- All three Regions will share expenses
- Identify issues as arise
- 1/3 of time for each staff person and to be flexible
- Andrew/Roger work with General Council re time sharing
- annual review of job description with Rev. Faith
- David Armour with General Council is Roger’s supervisor
- Rev. Faith supervisors Regional staff
- Regional Staff Support Team
  - two from each Region

- \$500. annually for costs
- meet electronically
- Travel - Budget item - \$35,000./year
  - \$10,000. each Region
  - \$5,000. additional from Region 16
- Cell phones
  - \$65./month to each staff as allowance (use own phone or one for business only)
  - General Council - Andrew & Roger covered at \$65./mo./each
  - Concern:
    - only one receive allowance at Maritime Conference for cell;
    - personal phone and use for work
- Laura & Lauren - \$1,500./Region
- Regional Minister - travel etc.
  - Travel \$7,000. plus cell \$65. plus miscellaneous \$3,000.
  - Office administration - reimburse
- Region 16
  - invoice other two Regions for reimbursement
  - Rev. Faith report periodically
- Chairs of three Regions sign MOU for Regions
- Mileage rate \$0.39/kilometre
  - monitor as we go; adjust as needed; quarterly updates
- MOU - one off but may need to be adjusted (as per regional budgets)

Suggestion: make MOU general with Appendix to be adjusted early or “estimated at time of signing”

- Volunteers travel money in budget
- Staff Support Team
  - channel for concerns to be raised
  - added responsibility to hear concerns
  - General Council Human Relations
    - complaints to Executive Minister
    - if not worked out comes to Staff Support Team
  - Liaison person on Staff Support Team
    - valuable piece
    - check in with staff person frequently
  - Faith to check with staff
  - choose from church and added to Staff Support Team
  - Regional Ministers, Executive Minister and Office of Vocation work cooperatively
    - and Staff Team - there to assist
    - Nora Sanders - Rev. Faith’s supervisor

- General Council Human Resources
  - annual review
  - job description review
  - every three years - 360' review
  - Faith pick people, staff persons picks person
    - team goes out and discuss performance, reviewed annually
- Executive has power to change governance structure

Remove reference to Office of Vocation and Philanthropy

- no authority/control over them
- clear consultation because operate within three Regions
  - work with them in a consistent manner

- Memo is specific to how we share staff
- November meetings will have copy to discuss
- Ask General Council for support of intent
- Make Office of Vocation and Stewardship & Gifts Ministers *ex officio*
- New - make mistakes and will fix them

Remove for now:

- no budget for deployed staff
- have budget for Rev. Faith

14. **Regional Ministers (Pastoral Relations):** Kendall Harrison and Heather Sandford (who joined the meeting by Adobe Connect) presented the pastoral relations and oversight piece.

Twenty questions:

- In search and ready to issue calls - who chairs congregational meeting?
- Clergy looking for new calls?
- Changing roles and challenge to you three personally re change - education re Office of Vocation role?
- More administration, less pastoral relations?
- Regional volunteers needed to create kind of structure?
- Ongoing issues where Presbytery initiating formal hearings and how keep operating transition process or appeal process?
- Role change - care and feeding of clergy, conversation ongoing on how build new team?
- Supervisors and assistance to pastoral charges (property matters)?
- Where does decision get made, i.e. calls, court approves - how work in a Region - done by Commission or Division?
- Covenanting - how happen?
- Faith stories and profiles: when/how fit with our positions and new structure; how deal with problems; goals for minister
- Triennial visits?

- How find out where problems:
  - oversight work
  - challenge if not close geographically
  - volunteers (trained) within areas
- Vitality in pastoral charges
  - opportunity how focus on vitality
  - proactive v. reactive
  - before crisis
  - change to look at new models and what mean by “vitality”
- Mediators with Minister and Pastoral Charge
  - cost shared with Presbytery and Charge
  - spend General Council money first
- Volunteers still needed - where is remuneration for expenses
  - region support
  - Rev Faith - General Council - Regional Piece - paid \$75. for supervisors
- Where policies stand:
  - four contact points in a quarter
  - need to figure out
  - labour law/accountability
  
- Liaisons - one per Region or one per area

Heather: all good questions; many around policies: Conference/Presbytery/Districts

- Will they move into new and not be lost in move forward

Kendall:

- Regions set up Commissions for Pastoral Relations v. a Committee
- Covenant Commission be set up
  - full responsibility of court that names it
  
- Pastoral Relations Oversight Commission
  - efficient except when wheels fall off
  - Regional Minister supports Commission and full report to General Council/Region
  - Appeal not to Regional but Judicial Committee of General Council
  
- Back to Committee/Division
  - report link how works
  - conflict arise then Regional Executive or group named by them, adjudicates
  - efficient - prescribes clearly as soon as possible
  
- Region 16 - Development of Pastoral Support and Planning
  
- Liaisons:

- Regional Minister - anxiety
- Types of people needed
- fill positions with experienced people
- people who have good skills and analysis
  - let go of old and embrace new
- design universal training process for three regions
- different models in trial process
  - BC - liaisons in different areas and who worked in geographical area
  - Manitoba Northwest - all liaisons needed at Commission
    - across area
    - next on list, does work
    - flies to area and does work
- Budget
  - geographical responsibility to be named who in areas may not have experienced before
  - Need 20 - 25 liaisons in Regions
  - Regions appoint people but liaison(s) be paid by Pastoral Charge
  - Perhaps sharing costs
  - identify new and old persons to be trained in the human relations side of church
- What helpful
  - helpful to begin and get commitment so core group ready for training
  - have program in place and dates nailed down
  - work and support for people already in process
- Budget for committee itself
- liaison work budget for travel

Preferred:

- liaisons be “members” of Region
- may be find experts in area to bring in

Faith: members of Region chosen by congregation **or** open to those part of family

- looking for skill set and dedication
- be members at large

Concern: re appointment of people to do work who do not want to be on Regional Council or Committee

- member of Region - member of United Church
- member of Regional Council to be on Committee
- Be accountable to Regional Council but do not want on Committee
- Liaisons be diverse group

- Three continue to work together and get people in place ASAP
- Need people available, dedicated and open to creative thinking around peoples' schedules

Need decision on allowing Regional Ministers to go ahead and ask people willing to serve as liaisons; **permission** requested to move forward and choose /name liaisons and to give names to each Regional Commission for approval.

Mapping - mission assessment plan and each Charge maintain profile plans to be updated on ongoing basis - also called 'living faith stories';  
- diversity of geography and people  
- feed in to Regional Minister if know of persons

Rev. Faith asked if there was anyone who could not live with the Regional Ministers going ahead to find liaisons, and by **consensus** everyone **agreed**.

**Answers to questions:**

- Transition from old to new:
  - allow search process under old Manual
    - those in process to continue until completed
    - if long period, work with how it continues
    - do not want to be disruptive
  - forms will be scanned and available
    - HUB up and functioning on time
    - but working on back-up plan
    - some may be in unique circumstances and reach out re supervisor and will work with those charges
    - hearing process will be completed by December 31<sup>st</sup>
      - may not and how will transition
      - remain under old Manual until done
- Governance
  - if move to Regional Commission (Pastoral Relations and Oversight) come back to Commission and report to Regional Executive for accountability
  - fix regionally and quicker rather than higher up
- Triennial visits and Oversight
  - needs to be lodged
  - NL - Pastoral Relations and Oversight here
  - stay in contact - Oversight work important and move important than pastoral relations work
  - Confusion - Office of Vocation has resources
    - not under Office of Vocation
    - Office of Vocation charged with keeping trained people to assist with mediation in conflict situations; Regions will have access; working with Andrew
- Online HUB
  - all appointments and calls go through HUB

- feel unworkable and unique way need supply work
- appointments and calls that fill a vacancy
- sudden need - Regional Minister
- need to work on through appointment and risk management to allow for more timely response

*“Dearth is the sound of distant thunder.”*

Heather:

- liaisons - job description for them
- Kendall and Heather working on

## **BREAK TIME**

15. **Archives**: Sarah Wallace joined the meeting to discuss the archives. She was introduced by Don Morrison and Heather Donnelly.

- Sarah looks after the Archives for Regions 14 and 15.
  - Answers all questions as received
  - records as records come in to be processed
  - makes visits to Charges or clusters
  - question on artifacts (does not receive at Archives but will discuss options)
- What to do with communion ware and chairs, etc?
  - take places and send photos to Archives
  - see if other churches/museums would take the artifacts
  - contact families of memorial items to see if they would like them returned
  - scrap metal
- Records of Presbyteries:
  - letter sent to Presbyteries from Regions has link to resource at General Council or contact Sarah
  - records from Presbytery Committees needed
  - Presbytery/Conference Records
    - left over funds from Conference Archives hired a student until the end of year and volunteers come in from Mt. A. to assist with records
- Archives and Records:
  - Pastoral Charges etc. - drop off or continue
    - ensure records completed
  - Government - add/omit?
  - time constraints - Archives
- Committee structure:



- Group available to answer questions re artifacts
- joint Archives request coming for November meeting
  
- Records to be sent from Charges to Conference office - annual reports
- Archives webinar helpful
- Budget amount shared between two Regions
  - **Agreed by consensus** to share Committee structure between Regions
  
- Empty Archival space:
  - Financial compensation for it
  - one of recommendations was for it to become one of three Archive Centres
  - June 2019 consultation
    - 800 boxes from General Council stored here
  - 2/3 full (1/3 our records)( \$100,000. for shelving unit for remaining third space)
- Expectation to search for users of Archives space
  - Records here are long term storage
  - 2-3 times General Council requested a box and it is sent to them.

Sarah thanked for coming in to present information on the Archives.

16. **Annual Planning:** Jennifer joined the meeting to present information on what was in place for the proposed annual meeting dates in May 2019.

- Civil Centre booked for May 23 - 26, 2019
- Mt. Allison booked including meeting space for breakout spaces
- Mt. Allison sound people booked
- Legion booked for retiree/jubilarian banquet
- Can be cancelled if not needed
- Audio-Visual - cut back on expenses by cancelling boom truck (\$5,000.) for audio
- One Region do workshops and other meet
- Conference Executive has a group working on closing for Maritime Conference (possibly for Thursday afternoon, May 23)
- Youth wanted a joint meeting
- Region 15 - meeting November 17 - make a decision then or discuss during lunch today
  
- Finances:
  - two new bank accounts be opened, one for each Region
  - Need Region names ASAP to set up accounts
  - Auditor - two accounting systems but one person handling
  - Region 14 - carry all building expenses and bill Region 15 unless it leaves
- Charitable number - options
  - Pastoral Charge treasurers conference call lat week
  - Region 14 use Maritime Conference #
  - Region 15 - if Presbytery has charitable #, use that; if not, have to apply for one

- Region 14 - apply for new if have a name
- Region 15 use the Conference #
  
- If church disbanding use its # - Faith to check with Erik Mathieson on this
- Each Region have a Treasurer?
  - Governance structure - have treasurer - if yes, work with Jen
  - Alan will look at books quarterly; Jen can do this and pull balance sheet
  - internally transfers interest back to Conference
  - Before Alan leaves set down and see what he does, and if Jen is able to contact auditor for assistance
  - Concern: can't leave Jen in role
    - Finance Team employee reports to NL chair of Finance Team reports; auditor compiles T4's and employee signs off
    - Employee covered legally - Erik troubleshoots with CRA
  
- Maritime Conference Funds
  - Finance and Property Committee - receive list of common pots of money and recommendations
  - Financial Services - incorporated ministries will continue
  - Conference account open until end of February to pay any bills coming in late
  - Presbyteries to send funds to Conference - clear about what money to be used for regions or????
  - List from Presbytery re work in process.

## LUNCH

17. **Youth and Young Adults:** Lauren King joined the meeting.
- thanked everyone for the job offer
  - long established youth program and involvement; happy to give back
  - working on adding a fall program
  - how facilitate bringing youth to business meeting if not joint meeting
  - excited to work with Region 16
  - part of Planning Team for Youth Forum in Newfoundland & Labrador for GC42
  - add program for Young Adults similar to NL model

### Questions for Regions:

- re job description, how share job?
- thanks for person, what can learn from them?
- need help figuring out what position entails
- don't want to loose energy of Youth Forum and Intermediates at Conference
- fostering of relationship with Region 16
- desire of youth in Regions 14 And 15 to keep contact
- Youth and Adult ministry expressed as an important interest
- Region 16 - resourcing position issue - always expressed need

- impact of Youth Forum/Intermediates at Conference - people eventually in leadership role in church
- what kind of committee envision for assistance to you? locally on ground in each region
- networks/clusters coming/existing - discussion
- accountability piece being asked
- create new what works for us
- communities moving at speed of “trust”; keep in mind, build on

Joint meeting Regions 14/15:

- early May 1<sup>st</sup> date Region 16
  - after 2019 - if separate meetings - youth????
  - concern driving youth to gathering; not able to get here
  - Fall youth forum - bus looked at; ended up with Vans coming
  - engage creativity
  - Fall: do regionally
  - Spring: bigger mass; look at other ways forward to offer programs
    - how nurture for longer
  - Teams under Christian Life and Growth
    - going forward what look like
    - network going forward
    - subgroups in each Region
    - Discussion with Intermediates
    - good to hear what might look like
  - camping ministry will continue
    - full-time in January/ part-time now
  - Young adult piece lacking; hear dreams/visions for future
  - Bring justice into youth work; youth alliance; lot of work being done there
  - exciting to bring in and continue with NL contacts
  - youth finding place to speak out about justice issues
  - network of youth leaders
  - Go Project and link with youth groups
  - UC Standard of training for Camp Ministry (three camps currently)
  - AST youth ministry program (contact Ross Bartlett for information; courses online only)
  - Network/clusters but under Committee (between Pastoral Charges)
- Need:
- address issues
  - strength can created community of support
  - see chronic fatigue/pain
  - mental health issues

- church can create alternate ways of being together
- ways to nurture one another
- Forum 2019 Mental Health Youth and Young Adult
  - Maritime host at Tatamagouche and youth leaders come beforehand

Work from?

- Moving to Prince Edward Island - work from home/Sackville
- will connect through email (provide same) and Adobe Connect.

- Thanked for coming and bring information on her role and youth programming.

18. **Justice and Mission Ministry:** Laura Hunter joined the meeting and thanked the Regions for the job offer. She mentioned Micah and Mark 12:11 which had incredible meaning to her - who is my neighbour?

Three questions were asked: what breaks your heart?

- world hunger; refugee loss of children isolation from community of church; those who cannot find hope

What gives you hope?

- strength of young people and inspiration they give; awakening of Christ consciousness around the world; God is in this too - is present

And name a hope you hold for the work of justice and mission into this time of change?

- Equality; looking after those are homeless; education and support for mental illness; letting go what we know and hope new things possible; more work of reconciliation and right relations; Facebook: six ethics for time - before you quit, find resources for networks to start work and build on it and lead by churches,

Oversight of what is and what thinking about

- Strong justice committee
- Church In Action - educate and advocacy primary work
- people (with amazing skills and gifts)
- passions
- particularity (access to justice/fracking issues)
- partnerships

Current working groups:

- mining
- environmental
- indigenous rights and relationship
- mental health
- Justice Peace - Palestine - Israel
- Refugee matters

- access to justice
- missing: food justice; group gone - no passion or people
- want to work together - how? will work with church to take a position?
  
- Learned a few things - best practices
- face-to-face gatherings over a day annually
- staff person (provides backbone, helps other parts get what they need)
- funding (access funds to help things happen)
- consensus decision making
- collaboration

Areas to improve:

- Local committee of faith
- funding
- fostering
- connecting.

Questions:

- Region 16: discussion and development; what happening? hopes?
- Regions 14 & 15: Intent to work together: how connect with regional structure:
  - funding from each Region and accountability
- positions on issues are important to advocacy work on behalf of Regions, UCC - need positions

Urgent and emerging issues - \$1,000. budget line

Celebrate small successes

Celebrate failures too as long as people have given the best they can

Able to connect through networks already in place - Kairos

Region 16 - connect to Tatamagouche; has bookstore - share/promote with 14 & 15

Grow communication of what is going on.

## **BREAK**

19. **Governance:** Each Region presented a draft of their governance structure for conversation.

**Region 16** - Roy thanked the Regions for hosting them in New Brunswick.

Some background:

- 1992 - General Council approved Newfoundland and Labrador going to a three-court system of church; joined Presbytery into two districts with intention that Conference would be removed; didn't happen; after 30 plus years going to three courts now.

- 2017 - approved district level be removed before Remit passed by General Council; started work on new Governance Manual; used old terminology; Conference be replaced by Region;

what should operating principles of new structure be: used to guide us - new statement needed; develop mandate to support structure

- operating principles; structure and function; three components: how populate; how educate volunteers how function and interact with each other

- active task oriented model

- decision and activities team - task orientated

- put some permanent structure in place

- four divisions with chair and secretary

- chairs of activity teams and four activity team chairs named within division

- all chairs sit on regional council (9 people - down from 25)

- chairs report on decision made to Regional Council

- activity team with convenor and secretary and volunteers

### **Region 15** - Krista presented with Ross Bartlett

- took NL structure, copied and pasted

- kept original chart

- meet as needed

- stayed with term "chair" and "committee"

- discussed where UCW fits, youth?

- assessment to profile from community of faith

- added cluster support committee

- appeals removed but may need to be added

- comments are in side panel

- committees report to Regional Council

- empower to make decision

- comes through development to Regional Council and stops there

- number of documents - regions required

- Pastoral relations be added

- add comments highlighted and name region

- send to Krista

- Archives - tri-Region?

- Youth - tri-Region?

- Stewardship - tri-Region?

- Regional Staff Report

Ross: Challenge - in doing less with less!

- staff support seems to have disappeared

- two - three regional committees - how do they and how relate to streams of accountability - operating for us - want to hear comments but specific and short

Association of Ministers locally

- how is community work supporting community work - terms of reference action

list

- urgency getting it done - new community to populate committee structure

New Manual rules.

**Region 14** - Sheila presented its draft.

- started with the draft Manual and the authority of the Regional Councils
- outlined duties of Executive
- duties of Nominating Committee
- Annual planning committee important to have in place soon
- Pastoral Relations committee; Finance and Mission Support committee; property committee
- additional committees being looked at but waiting for additional information, i.e. faith and youth formation

Pastoral Relations:

- regionally based - committee add as needed to form teams
- work as teams
- liaisons being teams
- get people who would work on this project and be done
- transition from funding as is now re hospital chaplaincy: Moncton Hospital and Quebec Hospital - how approve amount
- application process for mission support

Steve Berube thanked the three regions for their work; hearing emphasis on administrative side rather than what church needs to do - diversity needed.

In unions, support team “in pairs” - not alone, had checklist - fire exits, telephone available, emergency lighting; set of safety values?

NL - cover in mission and planning process

Derrick - community of faith more autonomy; allow them to have role/more freedom

Laura - lense where need policy/accountability so people are protected; who is vulnerable; how protect them

Faith - Good policies in place to support everyone; send feedback in; team to look at nominating process; property policy.

Youth and Young Adults - find way for aged persons to see worship differently - have exposure to excitement of youth.

20. **Closing Worship:** Penny lead the closing worship. She reminded us of beauty around us, decay essential for new growth, primary focus on God. Hymns sung were from Voices

United: #227, #639, #656. During the reading of Ecclesiastes 3 we sang the beginning verses as a refrain after a number of verses were read.

21. **Adjournment:** The gathering then adjourned until we meet again.

Sheila Gallant  
Secretary, Region 14