

MANITOU CONFERENCE EXECUTIVE MEETING

held at Five Oaks Retreat Centre, Paris, ON
September 10-11, 2014

WEDNESDAY, September 10, 2014 – 9:00 a.m.

Attendance	Maxine McVey, Will Kunder, Mary-Jo Eckert Tracy, Stewart Walker, Erin Todd, Ted Harrison, Cindy Desilets
Ministry Personnel	
Laity	Marguerite Hayes, Janice Brownlee, Elsie Christian, Joy Galloway, Bill Rowe, Kathie Smith
Regrets	None
Staff support	Susan Whitehead, minute-taker
Constitution of the Court	President Maxine McVey welcomed the Executive members, lit the Christ candle and constituted the court with these words: <i>We have been called to this Court to bring our gifts of passion as we seek to make fair judgments, our gifts of conviction as we seek to make a difference, our gifts of vision as we look for new shapes, our gifts of hope as we see possibilities and promises. We are thankful for the faith within us that allows us to be part of this gathering. In the name of Jesus, the Christ, Sovereign Head of the church, this court of Manitou Conference is open for any or all business that shall come before it.</i>
Recognition of Traditional Territory	The CES recognized the traditional territory of the Six Nations of the Grand.
Welcome and Opening Worship	Executive had a brief check in and sang MV #21, <i>Open Our Hearts</i> . The President led worship, consisting of singing MV #179 and then each member reading a bible passage.
Minutes of the Meeting of:	Executive reviewed the minutes of the April 10-11, 2014 meeting.
• April 10-11, 2014	
• July 31, 2014 (Conf. Call)	MOTION 13/15 #34: Will Kunder/Bill Rowe That the minutes of April 10-11, 2014 meeting of Executive be approved as printed. CARRIED
	Reviewed the minutes of the July 31, 2014 conference call meeting, in which Executive approved the full time appointment of Rev. Lillian Roberts as Conference Personnel Minister.
	MOTION 13/15 #35: Will Kunder/Erin Todd That the minutes of July 31, 2014 conference call meeting of Executive be approved as printed. CARRIED

Business Arising	<p>A question was raised about what happens to Mission Support Grants when there is a vacancy at a Pastoral Charge. The CES informed Executive that the grant returns to Manitou Conference to be redistributed.</p> <p>Executive will discuss the selection of delegates to the General Council Youth Forum 2015 on Thursday.</p>
Issues Arising for Review of Conference Committee Minutes	<p>There were no matters other than ones already noted on the agenda.</p>
Correspondence Log	<p>Correspondence Log (<i>attached as Appendix A</i>). Executive reviewed the Correspondence Log.</p>
Approval of Agenda	<p>MOTION 13/15 #36: Joy Galloway/Cindy Desilets That the agenda be accepted as printed. CARRIED</p>
Holy Manners	<p>The President reviewed the “Holy Manners” resource (<i>Appendix B</i>) used at GC41.</p> <p>Executive brainstormed a list of what is important to remember when working in groups:</p> <ul style="list-style-type: none">• Assume best intentions• Gentle suggestions on how to word it in a better way• Touchstone of “Turn To Wonder”• LISTEN to others!• Respect, trust, equality• Be self-aware – control how you react (respectful of others’ opinions and their journey)• Be open to new ideas and new ways of doing things (don’t “shoot down” ideas)• Be aware that there may be people in the group that don’t know past history, meanings of things (language barriers, etc.)• Use respectful language• Keep your sense of humour• Opportunity for ALL to be heard• Speak your own story• Listen intentionally• Create a safe place to take risks• Keep God at the centre of all we do (open your heart and mind)• WWJD? (What would Jesus do?) <p>It was proposed that we have an open space or “free talk” time to open the agenda at each meeting.</p>

It was suggested that Executive take one or two of the above points and discuss it at each Executive meeting.

Monitoring

Accountability Reports

Executive Secretary

The CES shared his Accountability Report (*Appendix C*).

MOTION 13/15 #37: Bill Rowe/Judy Biondi
That the Accountability Report of the Executive Secretary be received, for information.

CARRIED

President

The President shared her Accountability Report (*Appendix D*).

MOTION 13/15 #38: Ted Harrison/Kathie Smith
That the Accountability Report of the President be received, for information.

CARRIED

Executive would like to extend a thank you to Melody Duncanson Hales for her leadership on the Rendez-vous 2014 trip.

Will offered to send a thank you card to the other Rendez-vous leaders for their contributions.

Break

Break 10:50 a.m. – 11:00 a.m.

Items for Reporting or Decision

June 17th Comprehensive Review Task Group

The Conference hosted a meeting with Beth Symes, a member of the Comprehensive Review Task Group. Members of Manitou's Executive, GC41 Commissioners and interested Presbytery members offered their feedback to questions posted for Conferences to consider (*Appendix E*).

August 27th Finding Energy, Purpose and Joy in Lay-Led Congregations gathering

Within Manitou, an increasing number of faith communities exercise effective ministry, through strong lay leadership. Congregations without ministry persons were invited to join in an information sharing session with Barbara Lloyd from the General Council Office. Participants were asked what it is that their congregation might imagine itself requiring from The United Church of Canada, in order to continue the ministry in their unique context, bearing in mind likely changes to UCC structure after GC42 (*Appendix F*).

Conference Personnel Minister (CPM) Position Description

During the hiring process for the new CPM, MPESI recommended minor changes to the CPM job description. These suggestions were incorporated in the Staff Committee's search and selection. At the November 2014 Executive meeting, the revised position description will be put forth for approval.

Orientation for New
Ministry Personnel

Stewart Walker and Melody Duncanson Hales were to coordinate an Orientation experience in the absence of a CPM.

The tour is normally done in September.

The likely group will consist of:

- Linda Saffrey (St. Mark's-Sudbury)
- Susan Peverley (South River/Trout Creek)
- Lillian Roberts (Conference Office)
- Catherine Somerville (St. Andrew's-Larch St.)
- Bill Steadman (St. Andrew's-Larch St.)
- Laurie Howard (Lyons Memorial-Gore Bay)
- Jane Blannin-Bruleigh (Little Current)
- Brynn Carson (Mountjoy-Timmins)

After discussion about those likely to attend and orientation event, Executive considered holding off on doing the tour this year.

**MOTION 13/15 #39: Mary-Jo Tracy/Marguerite Hayes
That MPESI reschedule the Orientation Tour until 2015.
CARRIED**

Mary-Jo offered that MPESI will put the Orientation Tour onto the agenda for the October 16-17, 2014 meeting at Villa Loyola.

Isolation in ministry lies behind the Orientation Tour and the question arose if another ministry retreat is needed for 2015.

**There was consensus that MPESI and the new CPM discuss a
Ministry Personnel Retreat for 2015, either separate or in
conjunction with the General Meeting in May 2015.**

St. Paul's – Sudbury
Update

The CES updated Executive on the sale of St. Paul's United Church. There is a new offer that is expected to close on October 2, 2014.

Effective Leadership pilot
project (ELPP) update

Stewart Walker reported that one full year is now complete on the pilot project and adjustments have been needed along the way.

With the majority of pastoral relations work now relocated to Conference, Sudbury Presbytery meetings now consist primarily of Worship, Education and Committee work.

Executive questioned the evaluation process desired by the General Council Office (GCO). Feedback has been requested from Sudbury Presbytery. The United Church of Canada is eager to receive a report of learnings and/or concerns from both Presbytery and Conference. MPESI will be preparing a response at their October 16, 2014 meeting. The CES will check with GCO for their evaluation tool.

Lunch	Lunch from 12:15 p.m. – 1:00 p.m.
Meeting with other Central Conference Executives – New Hall – Five Oaks	Reconvened in New Hall in the Five Oaks House of the Interpreter, with Executive members from all central Conferences. Agenda for Five Oaks 6 Conference Executive Gatherings attached (<i>Appendix G</i>).

THURSDAY, September 11, 2014 – 9:00 a.m.

Prayer & Song	Executive members were welcomed back to the table with a prayer from the President.
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Items for Reporting or Decision:

Five Oaks Proposal	Five Oaks has asked that all Conference Executives meet to discuss 3 items: <ul style="list-style-type: none">• Do you see Five Oaks having a future?• Is our vision proposal “off the mark?”• What does your Executive think of our ask of \$1,000,000 from the 6 conferences over 3 years?
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Executive discussed the three questions at length.

Manitou Conference’s notes and suggestions:

- The vision as presented does not serve Manitou Conference
- We believe that there should be a physical, committed place/retreat centre dedicated to support education and ministry leadership
- We were not able to reach a consensus re: ownership of a physical building (education and retreat centres)
- We believe the mission, just not the vision
- Manitou Executive suggests modest retreat centre with satellite programming (portable – electronic or physical)
- Suggests a percentage of church sales goes to Five Oaks and we are willing to have that conversation at our GM in May 2015

Selection for GC Youth Forum 2015	There are four aspects to National Youth Forum in 2015:
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1. National Youth Forum Winter Gathering - (five youth from Manitou Conference ages 15-18 will be selected to attend the National Youth Forum Winter Gathering at Five Oaks Centre in Paris, ON - February 14-16, 2015)
2. Youth will attend Manitou Youth Forum and Manitou Conference General Meeting, North Bay On – May 22-24
3. Summer Pilgrimage – one Youth Forum participant from the National Youth Forum Winter Gathering will be chosen to serve as a Manitou Conference Commissioner to GC42. This youth will also participate in a Summer Pilgrimage, anticipated to take place across Canada in July and August 2015. This will be a paid position.
4. 42nd General Council of the United Church of Canada, *Cornerbrook NF – August 8-15, 2015*
General Council Commissioners must be available to be recalled for further meeting(s) until the next General Council takes place [anywhere from 3-5 years]

The CES discussed the process for selection of youth going to each of the above events for Youth Forum and said there needed to be a sub-committee to select youth members to attend the National Youth Forum Winter Gathering.

There was consensus that Maxine McVey, Janice Brownlee and Joy Galloway will serve as the selection committee, along with Melody Duncanson Hales as the Manitou Conference staff resource person.

Right Relations Home Group (RRHG)

President Maxine replaces Faye Stevens as a new member to the Right Relations Home Group. Their next meeting is in October 2014.

The Minute for Right Relations (M4RRs) continues each month and the work on the Memory Project continues. Professor Hoi Cheu, accompanied by Carol Germa, conducted video interviews with selected Elders at the National Spiritual Gathering at Oneida First Nation in the summer. Further interviews are being scheduled with other key persons present at the 1986 Apology.

Camp Lorrain

The Camp Lorrain financial statement from January through August 2014 was distributed to Executive (*Appendix H*).

The CES requested that Executive table the viability of Camp Lorrain conversation until the next meeting in November, as the Board of Camp Lorrain is meeting on September 20, 2014.

It is expected that the camp Board will be preparing a proposal for 2015

which Executive will likely need to consider via conference call before the November 2014 meeting.

Designation of "Mission Units"

Presbyteries are experiencing significant challenge in facilitating pastoral charge supervision. With increasing numbers of congregations without Paid Accountable Ministry Personnel, it has become a significant challenge, especially to ensure presence at quarterly church board – council and annual meetings.

The Manual makes provision for faith communities to be designated as "Mission Units." There is no accompanying definition of what might constitute such "units." The CES encouraged Conference to do some work on defining criteria that could be utilized in each Presbytery. It was suggested that minimum criteria might include the following:

- An annual meeting, with accompanying minutes
- Support to the Mission & Service Fund
- A participating Presbytery Rep
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Executive will return to this matter at the next meeting in November 2014 and develop a proposal for the General Meeting.

Presbytery Roundup

Sudbury:

- A refugee family who left Iran due to religious persecution were welcomed in Massey in early October; Mom - Arezoo, Dad - Daryoosh, 13 year old son Reza, and 7 year old daughter Hadish are all doing well and learning English quickly; the sponsorship committee is collecting donations to support the family; monetary donations will be used to help pay for food, shelter, clothing, and other necessities during the initial months.
- New ministry personnel include – Catherine Somerville, Bill Steadman and Linda Saffrey (Laurie Howard cannot start at Gore Bay due to health issues)

North Bay:

- Burk's Falls-Katrine and Magnetawan have separated to become new Pastoral Charges
- Sundridge is without ministry personnel and interviews will be starting soon
- South River-Trout Creek have welcomed new student minister Susan Peverley; Susan has begun her studies for ordained ministry at the Atlantic School of Theology

Spirit Dancing:

- While there are a number of vacant pastoral charges, there are currently no JNAC's in process
- Chapleau is experimenting with video conferencing of worship services with Thunder Bay

- There are currently 9 congregations under supervision

Visioning

General Meeting 2015 Planning

The General Meeting (GM) 2015 is in North Bay Presbytery this year on May 22-24, 2014. Kathie Smith is the Chair for the Local Arrangements Committee and they will be meeting in September.

Executive brainstormed themes around relationships, partnerships and new doors opening.

After much excited debate, the theme chosen for the GM 2015 is: **“People Get Ready: There’s A Train A Coming.”** Maxine will attend the Local Arrangements Committee meeting via conference call, informing them of Executive’s theme.

Looking ahead:

November 27-28, 2014 – Executive Meeting – Villa Loyola, Sudbury

April 16-17, 2015 – Executive Meeting – Villa Loyola, Sudbury

May 22-24, 2015 – GM – NB Presbytery, St. Andrew’s & Trinity UC

GM 2015 will be significant, as there will be elections of Commissioners for GC 42. Conference was asked to convene earlier than our usual pattern in order to ensure adequate time for Commissioner orientation.

August 8-15, 2015 – GC 42 – Corner Brook, NFLD

Adjournment

Having completed the business before the Executive Committee, the President adjourned the meeting at 12:02 p.m.

President, Maxine McVey

Recording Secretary, Susan Whitehead

Executive Secretary, Rev. Will Kunder

Appendix A

Correspondence Log – Manitou Conference Executive – Sept. 10-11, 2014

	<i>To/From</i>	<i>Dated</i>	<i>Regarding</i>	<i>Recom'd Action</i>
1	Will Kunder/Marilyn Parr, Financial Administrator, Five Oaks	April 23, 2014	2013 Unaudited Financial Statements for Five Oaks	For Information
2	Will Kunder/Beverlea Oag, Program Coordinator for Duty of Care, UCC	April 25, 2014	Summary of Accessibility for Ontarians with Disabilities Act Requirements	For Information
3	Huntington University Honourary Council/Dr. Kevin McCormick, President & Vice-Chancellor, Huntington University	May 1, 2014	Memorial Service for Rev. Dr. Murray Arnill	For Information
4	Conference Executive Secretaries/Erik Mathiesen, Mission through Finance, UCC	May 8, 2014	CRA Letter re: Political Activity	For Information
5	Will Kunder/Executive of the General Council	May 3, 2014	Minutes from the GCE	For Information
6	Will Kunder/Mark Toulouse, Principal, Emmanuel College	May 26, 2014	Consultation with Church Leaders in 2015	For Information
7	Conference Executive Secretaries/Melissa Connor, Executive Director, Five Oaks	June 2, 2014	Five Oaks Re-development Update	For Information
8	Manitou Conference/CASL	June 2, 2014	Compliance to CASL Anti-Spam Email Law	For Information
9	Manitou Conference/Jim Runnalls	June 2, 2014	Camp Lorrain Financial Update	Agenda
10	Manitou Conference/Catherine Somerville	June 2, 2014	Thank You Card	For Information
11	Melody Duncanson Hales and Will Kunder/Keith Stam	July 28, 2014	Financial Development Officer Duties	For Information
12	Will Kunder/Abiel Knalema, Ministry and Employment Unit, UCC	July 30, 2014	Lyons Memorial UC – Moving Expenses Waived	For Information
13	Will Kunder/Cheryl-Ann Stadelbauer-Sampa, Executive Secretary, London Conference	August 1, 2014	Government Environmental Assessments Reply	For Information
14	Will Kunder/Bill Brownlee, Treasurer, North Bay Presbytery	August 28, 2014	AOTS Roundup Financial Report	For Information
15	Will Kunder and Melody Duncanson Hales/David Armour, Executive Minister of Philanthropy, UCC	September 4, 2014	New Financial Development Officer for Manitou Conference	For Information
16	Will Kunder/Bob Jackson, President, Camp Lorrain Board	September 6, 2014	Camp Lorrain Rental	Agenda
17	Will Kunder/Dave Robinson	September 8, 2014	5 th Annual United Church Golf Challenge	For Information

Appendix B

August 11–18, 2012 **INFO 104**

Holy Manners

We will:

- Keep God at the centre of everything we do
- Speak for oneself
- Speak for a purpose
- Separate people from problems
- Allow for full and equitable participation
- Listen carefully without interruption
- Welcome the conflict of ideas
- Take a future orientation
- Demonstrate appreciation
- Honour the decisions of the body
- Commit to holding one another to account when we do not keep our holy manners
- Keep the discussion at the table
- Be mindful of our body language
- Check in about good use of time
- Allow the quiet people to speak, with an invitation to speak
- Sincerely say what we really feel

A Whole People's Covenant

Each of us comes as a pilgrim to this gathering of brothers and sisters in Christ. Each of us comes with our own cultural values, assumptions, and world views. Each one of us and the cultures we represent, are God's living letters of faith, hope, love, and beauty. Therefore, we embrace the following Christian virtues that honour God and promote right relationship between us as we gather together and learn from one another:

We promise to relate to one another with:

- ❖ **Respect**
- ❖ **Humility**
- ❖ **Patience**
- ❖ **Open mindedness**
- ❖ **Courage**
- ❖ **And the spirit of grace and forgiveness we have received in Christ Jesus.**

We acknowledge the land that we stand upon by:

- ❖ **Remembering our Aboriginal sisters and brothers who have walked these paths before us**
- ❖ **Understanding that we are one part of God's creation**
- ❖ **Honouring our future generations by preserving this land as they find their own paths.**

In our Christian love for one another we will:

- ❖ **Invite the Spirit into both our worship and business**
- ❖ **Listen to others with our whole selves: our physical senses, intuition, imagination, and intellect**
- ❖ **Speak for ourselves in the spirit of truth and gentleness, avoiding unhelpful generalizations and racial stereotypes**
- ❖ **Not interrupt when others are speaking**
- ❖ **Be mindful of language that is not inclusive**
- ❖ **Affirm the deep wisdom of silence and pause, as necessary, to ponder what others have said**
- ❖ **Seek to understand rather than win arguments and assume best intentions**
- ❖ **Hold our beliefs and opinions lightly**
- ❖ **Hold one another in prayer.**

Today this pilgrimage will lead us to becoming a Whole People. With God's help I will leave behind what I must to make this journey. Thanks be to God.

Appendix C

Conference Executive Secretary Accountability Report to Conference Executive April 10-11, 2014

It is a bit surreal to be meeting here at 5 Oaks in the facilities that used to be my old stomping grounds – during 8 years as “Keeper of the Vision” and, then, Principal of the Francis Sandy Theological Centre.

As you know, we have been invited to meet here at Five Oaks along with the Executives from each of the other central conferences and the All Native Circle Conference. With changes expected within the national church – and in light of difficulties which resulted in the closure of other education centres - this was seen as a good opportunity for us to meet and give consideration to the future of “our ed centre.”

Since our last face-to-face meeting, a very successful Neighbours Praising God event was hosted by the Covenant United Church congregation and Spirit Dancing Presbytery.

This was followed by the Conference gathering to offer reflection to the Comprehensive Review Task Group. Thanks to those Executive Members who were able to participate. We anticipate news of the changes which will be proposed to the 42nd General Council, later this fall.

Summer provided both an opportunity for staff vacations and to prepare for the arrival of our new Conference Personnel Minister, the Rev. Lillian Roberts. We look forward to her joining us on November 1st. I think that we have worked together well to cover for one another during this time of transition, taking steps to implement a number of Staff Committee recommendations. Friday closures in July and August were very much appreciated!

With the retirement of our former Conference Financial Development Officer, the duties have been transferred to our existing conference staff. Melody has now assumed the role as Manitou’s FDO and a portion of her salary will be reimbursed directly from the General Council budget. This is seen as very good news as it will significantly assist with what might otherwise have been a staffing financial shortfall for 2015.

An abbreviated Camp Lorrain season saw the delivery of a successful program by a wonderful staff. The untimely resignation of the cook, just as camp was commencing, resulted in a significant challenge. Board - and former Conference Executive – member, Barb Cunnington, heroically saved the day! In spite of dedicated planning and hard work by the Camp Lorrain Board, the season ended with a financial deficit of approximately \$7,000.00. The Board is scheduled to meet on September 20th to prepare their report to Conference.

In other youth ministry news, a contingent representing all 3 presbyteries travelled to Winnipeg for RendezVous 2014. We partnered with Toronto Conference and hosted a visit to Manitoulin Island on the return bus ride. Melody and other leaders will be working with the participants to ensure some reflection on the event for upcoming meetings of Presbytery.

“Together In God’s Mission: Finding Energy, Purpose and Joy in Lay-Led Congregations” was an event hosted at the Conference Office at the end of August. Folks from congregations not presently served by ministry personnel and their pastoral charge supervisors were invited. We had 30 reps from 10 congregations represented. Barbara Lloyd, Program Coordinator in the General Council’s Church in Mission Unit facilitated the day. Feedback was very positive and many questioned when we would be doing it again!

As summer ended, the financial Review Engagement was completed for last year and has been forwarded to the Finance Committee for their consideration. There appear to be no issues flagged for concern. At the request of North Bay Presbytery, a 2-week Ministry of Supervision Course is scheduled for delivery this fall and winter. The leadership team consists of experienced Manitou supervisors. Planning has commenced for this year's General Meeting, scheduled for May 22-24, in North Bay Presbytery. We expect it will be jointly-hosted by Trinity and St. Andrew's United Churches. I look forward to our discussion about GM2015 while here at Five Oaks.

Respectfully,

Will Kunder

Appendix D

Conference President Accountability Report to Conference Executive April 10-11, 2014

As your Conference President:

- I enjoyed being part of Neighbor's Praising God the first weekend in June. I wish to thank the organizers particularly Joy Galloway for their fine work. The theme "sabbatical" emphasized for all of us the need to take time in our lives to feed our souls. The Murder Mystery Dinner was a lot of fun and the dinner was delicious. For me one of the highlights was the celebration of the ministries ceremony. I appreciated hearing the stories from the participants about the brightlights in their ministries. It was a humbling experience thinking about the many years of service and dedication of people in our Conference to help build God's kingdom in our geographical region.

-On June 17 I participated in the Manitou Conference workshop with a facilitator that led the process for the Comprehensive Review Task Group in North Bay at Omond Memorial United Church in North Bay.

-I have attended the celebration of the reception of a gift of a Leland Bell painting from Manitou Conference at the Western Manitoulin Charge on Aboriginal Sunday in June. It was indeed a moving experience. To hear the women drummers from Shishawaning sing and drum Amazing Grace moved me to tears .and to hear the native elder share the significance and meaning of the painting helped all of us to gain understanding and appreciate our First Nations people. .

- I have participated in the process with the Staffing Committee to hire a new Conference Personnel Minister. I took part two Conference Calls around the hiring of a new Conference Personnel Minister. The first call centered around working with the Staffing Committee to develop a new position description for the Conference Personnel Officer. The second was a call with the Executive to hear the recommendation of the staff Committee after interviewing two candidates for the position. The Executive accepted the recommendation of the staff Committee . The new Conference Personnel Minister is Lilian She will begin her work with Manitou Conference in November.

I attended both the final interview with Rev. Catherine Somerville and participated in the interview process with the Staff Committee.

I took part in a Conference Call Meeting with the Right Relations Home Group.

I continue to work with the Mindemoya Pastoral Charge as part of the Future Planning Group . It is a think tank that makes recommendations to the Board for plans on moving forward with their lives. Their priorities are Pastoral care and Outreach and Visioning.

I will be doing a sermon presentation for Omond Memorial United Church September 28 and I have been invited to lead worship in New Liskeard on October 26.

RESPECTFULLY SUBMITTED:

Maxine McVey

Appendix E

A Day with the Comprehensive Review Task Group

June 17, 2014

Notes from Plenary Discussions

Funding a New Model:

- Some moneys should be shared nationally
- Determining and messaging assessment rates would be a process to work through
- Questions around Aboriginal ministries funding was a difficult conversation
- Is there a model for separated funding of mission/ministry and admin/governance that works well for other denominations? Mennonite Central Relief Fund is a good example, Anglican Primate's Fund, ELC Relief Fund and in these denominations, this seems to work well. Currently, UCC has one of the lowest rates of assessments nationally.
- We need to do a better job at disseminating information about our funding model. We need to be more intentional about sharing this information with congregations.
- How would the administration of mission and ministry funding be financed? One table felt that it not be born directly through the fund itself, but through governance and administration.
- Concerns that staffing employed through assessments must be accessible and regionally based, and that certain funds held within the congregation could be used to 'hide' funds from assessment.
- When we acquire land and build a church, we are stewards of that property in trust for the United Church; when we divest ourselves of that property, do we still act that way? Or is our practice still parochial?
- We are missing the theological statement that reflects the church of Acts; we need some theological statement that reflects our commitment to live communally and cooperatively, as Canadians that value social democracy and as a church that is justice seeking and justice living.
- While we value autonomy, we also desire connection; what we say we value isn't necessarily so – there are many unspoken values and assumptions at work in our decisions and perspectives.

Relationship of Communities of Faith within the Denomination:

- Could covenants be contextualized? What is core to the mutual relationship?
- We have a calling to radical hospitality, justice, right relationship – do we understand what that really means? Do we understand what the 'edges' of the identity would be?
- How do we hold each other to accountability in the covenant? Self-policing? Addressing covenant issues through education, leadership? Is this too wishy-washy? What are the 'deal breakers'?
- As soon as we get 'grass roots' with this covenant idea, it could be very complicated.
- We would need some strong education and understanding on what a covenant means.

Social Justice:

- What criteria should be used for the denomination to speak on an issue? Concerns should be engaged regionally, not just national or global. Regional issues have the potential to educate different populations in the church and build solidarity across identity lines. The national body should speak

on regional issues, perhaps more often. Attending to issues also raises profile and builds relationship and trust.

- Supermajority? May be a good idea for particular issues. Bodies can continue to set criteria for votes. Regular majority would ensure that issues could still move forward.
- People enjoy a breadth of mission experiences. Churches attend to their own experiences and contexts.
- Sometimes our congregations labour under a lack of information (eg: pipeline issues). How do we build consensus or solidarity? How do we build relationship? Is there a disconnect between national social justice work and the local faith community efforts? Personal experience and mission interpretation, regional staff to help engage communities of faith in justice issues are helpful. Also, many justice issues are geared to a younger population – how do we engage with the voice, experience of the elder?

Regional Mission and Ministry:

- What do we think about the proposed model and how it could be envisioned in our current Manitou context?
- Conversation ensued around the college of ministers – one voiced concern of 50-50 laity and ministry. Idea is that it is not a ‘closed’ shop.
- Is the association of ministers national or regional, or self regulating? What will connect ministers together? Maybe we need an excuse to get together?
- We sometimes struggle with partnerships with secular regional coalitions as well as denominational relationships.
- Where do we develop relationships outside of ‘mandated’ meeting?
- What if we moved from oversight into service?
- What about that bit of oversight around, for example, legal necessities such as HR policies, finances – a concern that service and support must be timely and local.

Appendix F

Finding Energy, Purpose and Joy in Lay-Led Congregations

August 27, 2014

Goals:

- *To learn and celebrate how these congregations are already living out God's mission and are open to the Spirit*
- *To name and begin to address challenges*
- *To strengthen congregational engagement in God's mission*

Hoped For Outcomes (leaders and participants):

- *Better understanding of the life and ministry of congregations without ministry personnel*
- *Increased focus on discerning and living out God's mission*
- *Concrete plans to support the mission of these congregations*
- *Take home ideas and resources*
- *Renewed energy and collaboration*
- *Possibilities for networking and mutual support*
- *Findings that can be used to inform the Comprehensive Review Task Group in its deliberations toward the future of the UCC and the future of "church"*

Reflection Time – Appreciation/Celebration:

a) *What do you appreciate/celebrate most about your congregation?*

- Appreciate the feeling of family in our congregation
- The constant care/support it offers to each member of the group, everyday of the year, not just Sundays
- I appreciate the few faithful workers who do most of the work all the time
- Hiring a minister we can afford
- Family; willingness to help; there whenever needed
- Coming together in worship and learning; I especially love the singing of hymns; as a small congregation, we have very close friendships - more like family
- Friendship and support; appreciation of one another's gifts
- Sense of community and oneness of purpose in our individual spiritual journeys; family
- Willingness to assist anyone in need in our local community; M & S donations and other outreach programs
- Family feeling and support in the congregation; "belonging"
- Closeness, working together on fundraisers and offering church coffee
- The cooperation of the congregation; we LIKE each other
- Strong, loving, honest, supportive, small congregation; we will fight to the end to survive; not necessarily with a building but as a congregation
- Family-type atmosphere; ability to face challenges as a group.
- The ability to tackle challenges head-on with a faith that somehow it will work out
- The feeling of being part of a Christian family

- Real family; worship and socialize together; involved in the community; PROUD to be United Church
- Commitment, fellowship, willingness to take risks, strong lay leadership
- Fellowship; feeling supported and accepted as we are, with joy

b) What are some ways that your congregation is living out God's mission of love and justice?

- When we have a money-making event, we ask others from the neighbourhood to help and get a feeling of Christian Fellowship
- Support and care for each other and the community we live in (Food Bank, etc.); awareness and concern for the world we live in
- We always meet the goal for M & S Fund
- There is a willingness to help (dinners) from the outside community but they don't come to church (or only when they are in crisis)
- Encourage young people to attend church services
- We try to reach out to the newcomers, offering love, food and drink; we also try to reach out to members of our community who are sick or suffering loss
- Lunches after each service; funeral lunches; birthday parties for seniors and mentally challenged members
- Taking care of each other, pastoral care by congregation members
- Looking after each other; support of food bank and missions
- Learning of our residents in community ; M & S; checking on our seniors and people in the community
- We try to care for those outside our church when they are troubled
- Supporting the character development of our youth; supporting the continued involvement of our aging congregation via home and pastoral visits; staying connected with community
- Helping others, both at home and abroad, in times of need
- Mutual care and compassion; outreach, local/global; M & S; camping ministry; AA groups, sharing facility when needed
- Offering friendship and welcome; joining with National Church's goals to promote justice for all; music as worship

Challenges:

- Resistance to change
- Low membership
- Shortage of help and money (crisis driven)
- Aging congregation (often retired and travelling, loss of community spirit, fixed incomes)
- Paying bills
- Getting members to attend and accept positions
- Getting youth involved (HOW??? Music, student minister)
- Finding younger people to do physical work
- UCC and Government interference (water regulations, etc.)
- Staying positive; live and let God
- Loss of continuity in leadership (re: ministry personnel)

- Internet banking vs. insurance policy (legality vs. practicality)
- Inability of lay leaders to satisfy all needs
- Physical presence of church building
- Officiating for funerals/weddings/baptisms/communion
- Replacing organist
- Unwillingness to take on worship leadership by lay people
- Hiring ministry personnel we can afford
- Time on fundraising
- Learning and growing – UCC resources, musical resources
- How to make work fun
- Changing expectations with less leadership (organize)
- Meeting the expectations of the UCC National Church, the Presbytery, etc.
- Competing on Sunday mornings with sports, etc.
- Old building, gov't requirements re: repairs
- Encouraging PAR
- Overcoming “stained glass and structure”
- Overcome “United” solely and think “Christian”
- Make worship more interesting
- Denominational division in community (UCC and others)
- Habit-bound
- Economic realities of today – working families and priorities
- Burned-out and weary members
- Relevance of church to mid-aged
- Making connections to wider community
- Losing denominational connection
- Pulpit supply is wonderful but in order to attract new members, continuity of ministry personnel would make the church more appealing... no members...no money...can't afford ministry...no new members (vicious circle)

Addressing Challenges (grouped):

Generational Challenges

- **Aging Members**
- **No Youth**
- **Changing Demographics and Life-Styles (nothing written)**

Aging Members:

- Most members are retired, can't do all the work we used to do
- Some travel and are gone several months of the year

Youth:

- There are not as many in the area as we used to have (about 1/5 less from before)
- We need teachers/youth leaders and programs with music activities and events, not necessarily in the church but organized through the church e.g. take them bowling or to a sports event
- When we have a student intern, the congregation doubles
- We need programmes and need to advertise

Wider Church/Community Issues

- **Churches**
- **Wider Demographics & Economy**
- **Government Regulations**
- **Church Presence or Partnership**

Churches:

- Too many big, old buildings
- High cost to maintain
- Not accessible
- Some buildings cannot be renovated

Wider Demographics & Economy:

- Jobs are being decreased
- People have to travel/move to get jobs and live
- Many are on a fixed income

Government Regulations:

- Simpler and easier to understand (charitable registration)
- Health regulations

Church Presence or Partnership:

- When the church goes, the community suffers
- Denominations can share building costs

Resistance to Change

- **Worship**
- **Habit Bound**
- **Building/Structure**
- **UCC Governance**
- **Stewardship**

Worship:

- Same old/same old
- New hymns; CD's/music to match if no pianist/organist
- Try alternatives (Travelodge)
- New technology

Habit Bound:

- Always done it this way
- Communion, served vs. walked up

Building/Structure:

- Memories are there
- 100+ years in some cases
- Hymns match sermon but need 1-3 weeks prep

Resistance to Change Cont'd:

UCC Governance:

- Is there any?
- Big brother
- Not well explained

Stewardship:

- Literature available
- 5 year financial comparison

Financial:

- PAR to increase donations
- Reward plaque for being on system
- Monthly changes
- Congregations must be responsible
- Fundraisers must be varied (dinners, concerts, auctions, garage sales, etc.)
- Need to grow congregations; need ideas and resources to do this
- Need local volunteers
- Coffee/fellowship after service

Property

- **Maintenance**
- **Burn Out**
- **Government Regulations**
- **UCC Regulations**
- **Presence in Community**

Maintenance:

- Outside volunteers from groups using the building or youth needed to do community service hours

Burn Out:

- Gratitude
- Acknowledgment
- Have fun doing the work

Government Regulations:

- Need someone to translate it for us

UCC Regulations:

- Lighten up...payroll issues are frustrating treasurers

Presence in Community:

- Allow groups to use the building
- Issues of cost and insurance (and Health Unit) are closing access to groups

There needs to be support between denominations; perhaps amalgamate or share buildings

Crisis/Continuity of Leadership

- **Skills/Resources**
- **Authority**
- **Continuity**
- **LLWL Program (Volunteers)**

Skills/Resources:

- Want to do more but need more “training” and “counselling” with funerals

Authority:

- Have a voice in decisions being made with student ministers
- Student ministers mean a vibrant community

Continuity:

- The connection of home church to greater church IS the supervising minister
- Supervising minister keeps us on track, support, knowledge, etc.
- We need the knowledgeable and the trained people to maintain the strides and gains the United Church has achieved with an eye on where we have come from
- Be Life Long Learners!

LLWL Program (Volunteers):

- Financial constraints
- Timing vs. support in home
- Possibilities: online courses, with a couple of day meetings to touch base
- Train-polity, history, etc.

What can the United Church of Canada do to help local congregations?

- Resources – what is available and how do we access them
- Communication – email and snail mail
- Presbytery Reps – a number of churches don’t have them
- Music – CD’s, what is available when there isn’t an organist; how do we access those resources
- Financial regulations re: charitable status; need information and explanations
- Simplify systems re: payroll
- Members who come to church but don’t support the church in anyway; what do we do
- What is the role of Presbytery?
- Student ministry; heavily subsidized by the UC and is no longer viable financially – this is a vital ministry as it is relevant to young people, the students have new ideas and they are often role models for the youth; bring it back
- Resources should be set up to be goal specific
- Continue Lay ministry training
- Need more ideas about the variety of services out there; give us concrete examples
- Simplify the language in the Manual remits, etc.; make them more understandable to lay people

- Change the rule about the number of Sundays one speaker can do in a row
- Like the College of Ministers idea
- Set up a small communities pulpit exchange
- Just talking together today gave us new ideas; maybe do this again on a yearly or bi-yearly basis as a check-in

Appendix G

Proposed Agenda for Five Oaks 6 Conference Executive Gathering Wednesday September 10, 2014

Proposed Agenda for Five Oaks 6 Conference Executive Gathering:

Wednesday September 10, 2014

11:00 Folks staying at Five Oaks get settled

Noon: Lunch

1:00 Gathering Time and Introductions

1:15 Worship

1:40 Group building and greeting from General Council Office Nora Sanders

2:05 Five Oaks Presentation

3:00 Break

3:20 Five Oaks Presentation and Conversation Continues...

4:20 Grand River Book Store Presentation

4:45 Break

5:00 Dinner

6:30 Executives Meet as One Group for Discussion

Comprehensive Review Conversation

Update of Individual Conferences (Joys and Concerns)

7:45 Close with Worship

8:00 Break/Social Time

Thursday September 11, 2014

8:30 Gathering and Worship

9:00 – Noon Conference Executives' Meet Individually

Noon: Lunch

1:00 Some Executives Continue Meetings

Appendix H Camp Lorrain Financial Statement January through August 2014

10:16 AM
 09/27/14
 Accrual Basis

Manitou Conference of the United Church Camp Lorrain January through August 2014

	10-Executive Committee	TOTAL
Ordinary Income/Expense		
Income		
Camp Lorrain Revenue		
Camping Fees CL	7,828.00	7,828.00
Grant CL	13,000.00	13,000.00
Donations CL	22,251.39	22,251.39
Rental Revenue CL	2,450.00	2,450.00
T-Shirt/DVD Revenue CL	548.00	548.00
Total Camp Lorrain Revenue	46,675.39	46,675.39
Total Income	46,675.39	46,675.39
Expense		
E1710 - Camp Lorrain		
Payroll CL	27,530.88	27,530.88
Supplies CL	548.65	548.65
Mileage CL	211.38	211.38
Meals CL	5,440.78	5,440.78
Maintenance CL	8,418.28	8,418.28
Insurance CL	6,572.04	6,572.04
Telephones CL	910.08	910.08
Utilities CL	2,680.36	2,680.36
Advertising CL	723.84	723.84
Office CL	383.48	383.48
Bookkeeping CL	385.96	385.96
Fees CL	80.00	80.00
Bank charges CL	121.66	121.66
Total E1710 - Camp Lorrain	53,925.00	53,925.00
Total Expense	53,925.00	53,925.00
Net Ordinary Income	-8,049.61	-8,049.61
Net Income	-8,049.61	-8,049.61

Aug 28 - Maintenance (Mike Ruddy) - 1,065.00 - 9,114.61
- Deposits + 2,045.00 - 7,069.61
Aug 29 - Hydro One - 935.47 - 8,005.08
Aug 31 - MC Computers - 97.18 - 8,102.26
Sept 8 - Deposits + 1245.68 - 6856.58