

MANITOU CONFERENCE EXECUTIVE MEETING
held at Sisters of St. Joseph Motherhouse, North Bay, Ontario
January 10-11, 2013

THURSDAY, January 10, 2013

Attendance	Ted Harrison, Will Kunder, Judith Visser, Mary-Jo Eckert Tracy, Jessica Cottrell, Maureen Ellison, Erin Todd
Ministry Personnel	
Laity	Marian Sloss, Janice Brownlee, Marguerite Hayes, Bill Rowe, Elsie Christian
Regrets	Barb Cunnington
Guests	Catherine Somerville, Conference Staff; Elizabeth Frazer, RRHG; Bob Jackson, President of the Board for Camp Lorrain
Staff support	Susan Whitehead, minute-taker
Constitution of the Court	President Ted Harrison welcomed the Executive members 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 President recognized the traditional territory of the Nipissing First Nation.
Welcome and Opening Worship	The President opened up with discussion about the tragedy at the Sandyhill Public School in Connecticut and members shared what their congregations did to commemorate this tragic event. Executive sang VU # 289 entitled <i>It Only Takes a Spark</i> .
Check-In	Executive shared any inspiration going on in their lives right now.
Minutes of the Meeting of April 19 -20, 2012	Executive reviewed the minutes of the September 13-14, 2012 meeting. MOTION 11/13 #59: Will Kunder/Janice Brownlee that the minutes of September 13-14, 2012 meeting of Executive be approved as printed. CARRIED Executive reviewed the minutes of the December 13, 2012 conference call meeting.

MOTION 11/13 #60: Jessica Cottrell/Marguerite Hayes that the minutes of September 13-14, 2012 meeting of Executive be approved as printed. CARRIED

It was noted that Executive was saddened by the resignation of Bill Rogers.

Business Arising

Issues Arising for Review of Conference Committee Minutes

There were items of note from the MPESI Committee minutes. There is now a new JNAC procedure; it is a one-day, shorter process. A Licenced Lay Worship Leader training program is being offered by Conference and is planned for October 2013; there are several interested candidates. Also there is a Supervisors Refresher Course scheduled for May 3rd, 2013 in North Bay Presbytery.

We anticipate two people being ordained this year at the General Meeting: John Fraser (Sudbury Presbytery) and Emily Duggan (North Bay Presbytery).

The Conference Archives Committee requests recognition as an active standing committee of Conference. Judith Visser will let Diane Trollope know that Executive already acknowledges Archives as being an active committee.

Items for Executive consideration from Conference Committee Minutes

There are no items for consideration from Conference Committee minutes.

Correspondence Log

Correspondence Log (*Attached as Appendix A*) The Executive reviewed the Correspondence Log.

Item number 8 was discussed and the CES (Conference Executive Secretary) informed Executive that the North Bay legal firm has waived their legal fees re: the Warren/Hugel church closure.

The Executive moved on to item number 9, Helen Gavard's report on her short-term exposure trips around the world. Will advised Helen that her report would be on the Correspondence list.

Executive directed the CES to contact Helen and inform her that she is the "go-to" person for the Conference re: international short-term exposure trips.

No items were placed on the Agenda.

Issues arising from Agenda Review

Approval of Agenda **MOTION 11/13 #61: Judith Visser/Erin Todd that the agenda be accepted as printed. CARRIED**

Monitoring

Accountability Reports

Executive Secretary The CES shared his Accountability Report. (*Attached as Appendix B*)

President The President shared his Accountability Report. (*Attached as Appendix C*)

MOTION 11/13 #62: Maureen Ellison/Marian Sloss to accept Accountability Reports of the Executive Secretary and the President, for information. CARRIED

Items for Reporting or
Decision

Mission Support Grant
policy development – April
2013 Meeting The CES requested that the Mission Support Grant (MSG) Committee draft a proposal for the April 2013 Executive Meeting re: criteria for future Mission Support funding.

Executive discussed the need for the MSG Committee to decline money to churches that are not sustainable. Mission Support Grants from the General Council Office (GCO) are the same this year but are expected to be reduced by approximately 20% in 2014.

In the face of such dramatic cuts, churches in Spirit Dancing will not likely receive the level of MSG's they are used to; tough decisions may need to be made, i.e. closures, amalgamations with other churches/denominations.

Financial Futuring The GCO has projected a 10-30% cut to Conference Operating Grants in 2014. In the Manitou Conference office, this means the loss of ½ to 1 full staff person.

Break Break 3:05-3:25

Order of the day: Effective
Leadership/Pastoral
Relations pilot project
(GC41) - Catherine
Somerville The President welcomed Catherine Somerville, Conference Personnel Minister, to discuss the pilot project.

The CES began the discussion by re-stating Executive's decision at the September 2012 meeting to express Manitou's interest to the General Secretary in becoming a pilot project site for the Effective Leadership/Pastoral Relations Pilot Project (Motion 11/13 #55).

A team attended a meeting at Church House on November 30th, 2012 that was comprised of two Conference Staff (Will and Catherine) and two volunteers (Stewart Walker and Maxine McVey).

GC approved 3 principles by which the pilot projects were to be run:

1. The Pastoral Charge and the Presbytery be accountable for the discernment and articulation of mission and ministry leadership needs, and the support and nurture of pastoral relationships and ministry personnel;
2. The Conference be accountable for the pastoral relations processes related to placement, oversight and discipline of ministry personnel; and,
3. The courts resource pastoral relations as well as oversight and discipline policies with trained paid accountable staff.

At the end of the two days and after much deliberation, the 4-member team from Manitou Conference decided to pilot the entire project (not just piecemeal like the other Conferences). The 4-member team had different ideas how this would look.

The team then travelled to Espanola to share their reflections on the Church House meeting with a larger pilot project team. One concern was how the pilot project would work for the entire Conference with a reduction in paid accountable staff looming in 2014.

Catherine Somerville stated that there is “work before the work” that needs to happen in churches before the pilot project can begin. Congregations need to focus on what their mission is, why they are there, what their purpose is and churches haven’t been doing this.

After having engaged in meaningful conversations around the topic of where to hold the pilot project, Executive agreed to make Sudbury Presbytery the sole pilot project location and to let the other two Presbyteries continue to function the same way they have been.
Consensus

It was decided that the MPESI committee will be the perfect vehicle to monitor how the pilot project is going.

The pilot project group in Sudbury is meeting at the end of January 2013 and will map out how this project will look.

Staff Committee will need to meet to reorganize and re-prioritize staff workloads to reflect the pilot project.

It is the commitment of Conference for this pilot project to come into

effect after the General Meeting in June 2013; the delegates need to understand what this pilot project is about before beginning.

MOTION 11/13 #63: Marguerite Hayes/Janice Brownlee that the piloting of the Effective Leadership/Pastoral Relations Pilot Project be located in Sudbury Presbytery. CARRIED

GCE Lay Rep

Executive reluctantly accepted Bill Rogers' resignation (Motion 11/133 #58 – December 2012 conference call meeting) as GCE Lay Rep to the GCO and consequently, will need to be replaced. This person will be temporary until the GM in June 2013, where a new GCE Lay Rep will be voted in.

Janice Brownlee has volunteered to be the GCE Lay Rep and will attend the spring meeting of GCE on May 4-6, 2013.

Motion 11/13 #64: Jessica Cottrell/Elsie Christian that Janice Brownlee be appointed the Manitou Conference GCE Lay Rep effective immediately, to the rise of Conference. CARRIED

Moderator's Visit – March 11-13, 2013

The Moderator, Gary Patterson, is beginning to map out his visiting schedule over the next 3 years and is planning a trip to Manitou Conference in March 2013. He is keen to make visits to smaller centers, such as we have in Manitou.

The CES proposes that Gary go to Spirit Dancing during his visit since he'll be in Sudbury Presbytery for Manitou Conference's GM in June 2013 and in North Bay as the theological reflector at Affirm United's AGM in August 2013.

Dinner Break

Dinner from 5:00 p.m. – 6:05 p.m.

General Meeting 2013 – Celebration of Ministry service offering recipient

MPESI was unsure of what to do with the offering received at the Sunday Service at the GM in June. The CES checked the handbook and the policy (Page 49, Celebration of Ministry Offering) was unclear.

Motion 11/13 #65: Erin Todd/Judith Visser that the offering collected at the Celebration of Ministry service on June 3rd, 2013 go to the Mission and Service Fund. CARRIED

Mary-Jo Tracy requested that the CES attend the next Business and Agenda Committee meeting for the 2013 GM on Wednesday January 30th, 2013 at 12 p.m. in Mindemoya.

Affirm United/S'affirmer Ensemble 2013 General Meeting

The Conference office just received information from Affirm United in regards to planning the AGM. There are only two churches in the Conference that are close to becoming affirming congregations (St. Andrew's in North Bay and St. Peter's in Sudbury).

An Affirm planning committee has been organized; the location of the

AGM is at St. Andrew's in North Bay on the long weekend in August 2013 (Aug. 2-5, 2013).

The Moderator will be coming to North Bay that weekend and has agreed to be the theological reflector for Affirm's AGM.

Executive will be talking between now and the GM in June regarding setting up an Affirming Ministry Task Group (GM Motion 2011-25) and a possible pre-event to Affirm's AGM with affirming topics and education before the GM.

Executive is requesting the CES to continue investigating the possibility of a performance of the Heterophobia play in conjunction with the GM in June, as instructed in Motion 11/13 #40 (Executive Meeting in September 2012). Mary-Jo Tracy asked that the President shares the play information so the B & A Committee can plan around that piece.

The CES would like to offer an affirming workshop to presbyteries before the GM in June.

Website review –
"Something You Can Do"
bulletin insert

When the CES inquired whether the website is being looked at and checked regularly, there was agreement that it was. It was unanimous that the website has now taken the role of the Voyageur.

The "Something You Can Do" bulletin inserts were sent to the Conference by a group comprised of Ted Harrison, Melody Duncanson-Hales and Bill Rogers. They are ways that congregations can get involved in the second priority of Manitou Conference (*To understand and engage with our neighbours' struggle for dignity and economic justice*).

It was discussed by Executive and there was a consensus that it has made an impact, is useful and is handy to use. **Consensus**

Moderator's "Greenbelt"
project – EDGE

The CES informed the Executive about the Moderator's Greenbelt project (gathering in Greenbelt, England from August 20-28th, 2013).

Manitou can send five ministry personnel under 40 years old and five over 40 years (Melody Duncanson-Hales will be a leader at Greenbelt). People may use their Learning Grant money to fund their trip.

As several Executive members did not receive the invitation from the EDGE Network re: Greenbelt, the invitation will be shared on the Manitou Conference email network and the website.

Sabbatical proposal –
Melody Duncanson-Hales

Will shared that Melody Duncanson-Hales is eligible for a 3-month sabbatical leave in August 2013.

The CES will send a letter to Church House requesting a sabbatical leave for Melody. Her job will be covered internally instead of hiring someone.

The Staff Committee will work with Will, Catherine and Susan to fill in areas that need work while Melody is gone.

Motion 11/13 #66: Marguerite Hayes/Bill Rowe that being eligible for sabbatical, Executive approved, in principle, a sabbatical for Minister Melody Duncanson-Hales commencing the summer of 2013. CARRIED

Devotional/Reflection The President shared a humorous story from his holidays, followed by the singing of VU #230, O Lord My God (How Great Thou Art). The meeting was then adjourned for the evening.

FRIDAY, January 11, 2013

Prayer & Song The President opened the meeting with a reading of the 1st Psalm, the first three verses, followed by the singing of VU #601, *The Church of Christ in Every Age*.

Will lit the Christ candle.

Welcome The President welcomed Elizabeth Frazer from the RRHG to the meeting.

Right Relations Home Group Report (Elizabeth Frazer) Elizabeth opened by recognizing that the meeting was being held on Nipissing First Nations territory and stated that we are all treaty people (even non-First Nations people).

The Leland Bell painting "Suffering and Growth" that used to be housed at Omond UC was stolen last summer. Elizabeth was happy to inform the Executive that the painting was anonymously returned to Omond on Christmas Eve.

Elizabeth talked about an Idle No More meeting she attended, in which she stood up and noted there are non-Aboriginal allies at the meeting and questioned whether they are welcome. There was an overwhelming, spontaneous clapping from the Aboriginal peoples present.

There was a peaceful March and Round Dance held in North Bay on January 8th, 2013. Many members of the North Bay community were present and supportive, including the police, the Mayor of North Bay and members of local United Church congregations.

In the fall of 2012, there was an idea to make a monthly reflection called Minute for Right Relations (similar to Minute for Mission) to be sent out to the Manitou Conference email network and to be put on the website.

Elizabeth reminded us that the Apology was in 1986 and that the First Nations people that attended that are aging. We need to preserve their stories in oral and video archives. Gillian Schell is interested in

conducting this task and will need to look for funding sources (Manitou Conference or GCO).

In May 2013, the RRHG comes to the end of its mandate. There is a meeting in February 2013 to discuss what is next for the group. Elizabeth isn't sure what it will look like yet.

The CES stated that he has had conversations with the GCO regarding the future of the RRHG nationally; GCO is still not sure what the future will be.

Will suggested that Executive get this on the docket for the GCE agenda in May and that perhaps a letter should be written stating that Manitou Conference is committed to RRHG issues and would like to see it discussed nationally.

The President stated that Executive will craft a letter to the General Secretary and the GCE, offering a recap of the meaningful work our RRHG has done and will continue to do as a priority of the Conference. The letter will inquire what the national church plans to do re: future RRHG issues.

The CES stated that he believes that Manitou Conference is the only conference that has asked their RRHG to report to Executive at every meeting.

Motion 11/13 #67: Judith Visser/Bill Rowe that the Conference Executive direct the President to write a letter to the General Secretary regarding the continued prioritization of the Right Relations work nationally in light of the impending expiration of the 5-year mandate of the RRHG's. UNANIMOUSLY CARRIED

The idea was suggested that we resurrect the First Nations Sunday School lessons and potentially circulate them amongst the churches in Manitou Conference. The President will work with the CES and his colleague, DLM Lisa Blais, to start this process.

Break

Break 10:20-10:40

Welcome

The President welcomed Rev. Dr. Bob Jackson to Executive to speak on behalf of the Camp Lorrain Board.

Camp Lorrain

Bob reported that there were several struggles for the camp this summer, first being that this was the weakest year of camper registration on record for the camp.

Other significant challenges arose such as the much needed building-related construction, road work construction and new water system installation. All of these unforeseen events helped to incur a \$30,000 deficit after the 2012 camping season.

Camp Lorrain receives \$8,000-\$10,000 each year from our Presbyteries, a grant from GCO, plus money from church closures and the camp is still not sustainable.

Executive discussed whether it was in the camp's and the Conference's best interest to try to keep the camp viable in light of the struggles in the past years.

Bob shared that a wind turbine company has approached the Camp Lorrain Board to sign a contract allowing them to install 2-4 turbines that would realize a \$20,000 profit per year per turbine. The machines would be installed on the upper cliff area of the 274 acre property, well away from the camp.

Executive decided that the Camp Lorrain Board should put these plans on hold in case it is decided in the near future to sell the camp and having a wind turbine on the property would be detrimental to the sale.

The question was raised what the market value of the Camp Lorrain land is but the board doesn't have that figure yet. It was discussed that perhaps Executive needs concrete measures in place to look at when the 2013 camping season is over, to make possible closure decisions.

The President suggested that if this year doesn't work out, maybe Executive needs to reassess what way Manitou Conference should move in regards to youth ministry; perhaps people don't need or want camps anymore and the mission may not be viable.

Executive discussed the possibilities of what could be done if the monies currently raised to support the camp were available instead to support youth ministry. Might monies raised by Presbyteries, through church closures, and by selling the camp enable an new vision for youth ministry?

Bob shared that it is a priority of the Camp Lorrain Board to increase camper registration this summer and to balance the budget after the 2013 camping season.

It was decided that Conference may not wish to wait until the 2015 GM to decide to close the camp. Executive will make pending motions at the 2013 GM, empowering Executive should it be decided to close the camp.

When Swastika UC closed, \$30,000 was given to Camp Lorrain and it was split up with \$15,000 going to the operating budget and \$15,000 to a Restricted Fund.

Motion 11/13 #68: Bill Rowe/Erin Todd that the CES recommend that Executive release \$15,000 from the Restricted Fund to apply to their 2012 deficit. CARRIED

Having heard the priority of the board to increase the 2013 registrations and to balance the budget, Executive encouraged the Camp Lorrain Board in its endeavours.

Dispersal of Assets: St. Paul's United Church - Charlton

The CES reviewed the proposed dispersal of assets from St. Paul's UC in Charlton.

Will reminded Executive about the \$9,000+ deficit that Manitou Conference would sustain in 2013 from decreased Mission and Service Grants.

Motion 11/13 #69: Will Kunder/Judith Visser that the dispersal of assets from the sale of St. Paul's United Church-Charlton are as follows:

\$1,000 each to:

- Englehart and District Food Bank
- Rotary Club of Englehart
- Englehart Community Complex Elevator Fund
- Englehart & District Hospital – Well Women's Clinic
- Municipality of Charlton and Dack to plant a tree and build a small cairn at the Charlton waterfront, commemorating the existence of the United Church in the community

\$4,000 to: KAIROS

\$4,000 to: Camp Lorrain

\$8,000 to: Mission and Service Fund

\$8,000 to: Manitou Conference

\$48,097.51: Emmanuel United Church – Englehart

(Jessica Cottrell abstained from voting)

CARRIED

Conference Rep on The United Church of Canada Foundation

This was tabled to the conference call on February 28th, 2013.

Looking ahead:

February 28, 2013 – Executive Conference Call – 10:00 a.m.
April 18-19, 2013 – Executive Meeting – Location to be determined
May 31-June 2, 2013 – General Meeting – Mindemoya Community Hall

Theological Reflection

Erin Todd offered some theological reflection on the Executive's time together. She read a story by Lillian Daniel, a scripture reading (John: 21) and a prayer called "Go Deep".

Adjournment

Erin Todd moved the meeting adjourned at 12:25 p.m.

President, Rev. Ted Harrison

Recording Secretary, Susan Whitehead

Executive Secretary, Rev. Will Kunder

Appendix A

Correspondence Log – Manitou Conference Executive – January 10-11, 2013

	<i>To/From</i>	<i>Dated</i>	<i>Regarding</i>	<i>Recom'd Action</i>
1	National Archives/Diane Trollope (Chair, Manitou Archives Committee)	Sept. 16, 2012	Manitou Conference Report to National Archives	For Information
2	Presbytery Chairs/Lee Corlett (Compensation Program Coordinator, UCC)	October 15, 2012	Pastoral Charge Payroll Service (ADP) – Status Update	For Information
3	Church Boards and Councils/Nora Sanders, General Secretary UCC	October 24, 2012	New United Church Crest	For Information
4	UCC Executive Secretaries/Doug Goodwin (CES BC Conference)	November 1, 2012	Conference Grants	Agenda
5	Ted Harrison/Joan MacGillvray	November 12, 2012	Conference Executive Motion 36-A88	Agenda
6	Will Kunder/John Lawson	December 6, 2012	Moderator's Visit March 8-13, 2013 – Northern Ontario Swing	Agenda
7	Will Kunder/Gary Paterson (Moderator UCC)	December 7, 2012	Moderator's Greenbelt Project – EDGE	Agenda
8	Gordon Prisco (Valin Partners LLP)/Jack Page (Chair – Finance & Property Committee, NB Pres)	December 29, 2012	Warren/Hugel UC Closure	For Information
9	Melody Duncanson Hales/Helen Gavard (Trinity UC, Lively)	January 8, 2013	LIFE Seminar, Winnipeg	For Information

Appendix B

Conference President Accountability Report to Conference Executive January 10-11, 2013

January 9, 2013

Ted Harrison: Presidential Accountability Report, Manitou Conference Executive Gathering.

Since the last in-person gathering of the Manitou Executive (September), I've kept busy with some of the following:

- September 2012+: Continuing Monthly Devotions work this and every month, focused on Conference Priorities— available via conference website.
- Sept 10th: Presented to Manitou Orientation (North Bay)
- September 13-14: Executive Meeting, Sudbury
- September 19th: GC presentation, North Bay Presbytery
- Oct 2nd: Conference Presidents' and Leading Elders' Teleconference
- Oct 19th: GC presentation, led Theological Reflection Exercise for *Spirit Dancing* Presbytery meeting
- Nov. 19-21: Participated in "Courage to Lead"
- Dec 13: Chaired Executive Conference Call (primary focus: Conference Budget and CES 2013 spending powers—other concerns are shifted to January agenda)
- January 2013: pastoral letter to Elizabeth Frazer on her retirement late this month
- Presently considering participation in the Greenbelt initiative

Looking ahead:

- Apr 18-19: Next Manitou Executive meeting
- Planning May 31st-June 2nd 2013 Manitou Conference gathering. Theme: "*Midwives of the New Church.*" Excitement: Dagleish! Klusmeier! Paterson! Two ordinations! Planning and coordination is ongoing.

Respectfully Submitted,

~Ted.

Appendix C

Conference Executive Secretary Accountability Report to Conference Executive January 10-11, 2013

Best wishes to all members as we gather in the Epiphany light of a “New Year.” The conference office was closed from Christmas Eve until Wednesday, January 2. All staff utilized extra compensating or vacation time to enable a good break. The telephone was monitored throughout the holidays, with no issues to report.

Much of this accountability report touches on issues that appear elsewhere in our agenda:

- Finances
- Staffing
- Ministry with Youth
- Social Justice
- Upcoming events

Financial

- Core funding remains stable for 2013
- Have been advised to anticipate a 10-30% reduction for 2014
- Mission Support Grant decisions for 2013
- May be influenced by decisions arising from the “Comprehensive Review”
- Needs to be adequate time on General Meeting agenda for further discussion

Staff

- Concern re: staff capacity relating to the Pastoral Relations pilot project
- Ministry vacancies across the Conference are creating workload and leadership issues for both our CPM and volunteers in the pastoral relations and pastoral oversight areas.
- Sabbatical proposal for Melody – commencing August 2013

Youth

- Hard work by Camp Lorrain Board to turn things around for the 2013 camping season
- Viability concern
- Worshiplude – February 1-3 – in Ottawa
- Study re: university chaplaincy

Social Justice

- Right Relations – home group mandate still uncertain
 - o “Minute for Right Relations”

Appendix C Cont'd

- Return of Omond painting from the Manitou Collection
- Idle No More participation
- United Network for Justice and Peace in Palestine and Israel
 - Education? Advocacy?
- "Poverty priority" – action required on this conference priority?
- Affirming ministry
 - Hosting of national AFFIRM conference – August long weekend – St. A's-NB
 - Recommendation to Manitou General Meeting?

Upcoming

- Moderator's visit – March 2013
- General Meeting
- AFFIRM

Respectfully,

Will Kunder

Manitou Mission Support Allocation: 2013: \$73,756.00 **Presbytery Recommended Mission Support Grant Requests, 2013**

<i>Pastoral Charge Mission Support Grant</i>		<i>Outreach Ministry and Social Issues Projects</i>	
Mountjoy	\$10,000	Daisy Chain Drop-In:	\$3,000
Val D'or:	\$ 2,000	Youth Connecting with Youth:	\$8,045
Chapleau	\$13,000	<u>Camp Lorrain</u>	<u>\$20,000</u>
<u>Hearst</u>	<u>\$ 3,000</u>		
Total congregational:	\$28,000	Total Outreach:	\$31,045

Budget for Manitou MSG: \$73,756
total approved requests: \$59,045
remainder: \$14,711 (emergent needs in Manitou, January - June 2013)