

MANITOU CONFERENCE EXECUTIVE MEETING

held at Villa Loyola, Sudbury, Ontario
October 3-4, 2013

THURSDAY, October 3, 2013

Attendance Ministry Personnel	Maxine McVey, Will Kunder, Ted Harrison, Stewart Walker, Erin Todd, Cindy Desilets
Laity	Marguerite Hayes, Elsie Christian, Kathie Smith, Joy Galloway, Bill Rowe
Regrets	Mary-Jo Eckert Tracy, Janice Brownlee, Maureen Ellison
Guests	Nora Sanders, General Secretary – UCC; Elizabeth Frazer – RRHG; Brenda McLay – Camp Lorrain Board; Dave LeGrand – Sudbury Presbytery
Staff support	Susan Whitehead, minute-taker
Constitution of the Court	<p>President Maxine McVey welcomed the Executive members and constituted the court with these words:</p> <p><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></p>
Recognition of Traditional Territory	The President recognized the traditional territory of the Atikameksheng Anishnawbek (Whitefish Lake First Nation).
Welcome and Opening Worship	<p>The President lit the Christ Candle and welcomed everyone to the table. Special welcome was extended to Nora Sanders, General Secretary of the General Council, who joined Executive for the entire meeting.</p> <p>Motion 13-15 #3: Ted Harrison/Kathie Smith That Executive extend corresponding membership to Nora Sanders and Elizabeth Frazer. CARRIED</p> <p>Maxine asked Executive to sing VU # 374 <i>Come and Find the Quiet Centre</i>. The President then reflected on 1 Corinthians 12:12-27 and gave a short introduction to herself and her call to the Presidency. Maxine read a prayer by Joyce Rupp entitled <i>“Prayer of Discernment.”</i></p> <p>Executive sang MV #79 <i>Spirit, Open My Heart</i>.</p> <p>All the members of Executive introduced themselves and talked about</p>

their summers.

Minutes of the Meeting of: Executive reviewed the minutes of the April 18-19, 2013 meeting.

- April 18-19, 2012
- General Meeting May 31-June 2, 2013
- Conference Call Meeting June 25, 2013

**MOTION 13/15 #4: Will Kunder/Bill Rowe
That the minutes of April 18-19, 2013 meeting of Executive be approved as printed. CARRIED**

Executive reviewed the minutes of the June 25th, 2013 conference call meeting.

**Motion 13/15 #5: Marguerite Hayes/Kathie Smith
That the minutes of the June 25th, 2013 conference call meeting be approved as printed. CARRIED**

Business Arising

Issues Arising for Review of Conference Committee Minutes The Conflict of Interest Motion 11-13 #75 of the April 2013 meeting to be included in the Conference Handbook will be deferred to the Executive meeting in December 2013.

Ted noted that "Something We Can Do" needs to be kept up by the Conference. The President asked this to be sent to the Visioning section on Friday to discuss.

Items for Executive consideration from Conference Committee Minutes Ted Harrison pointed out that there haven't been any new meetings but that there will be an MPESI meeting in October 2013. It was noted that David LeGrand and Marguerite Hayes will be processing the MPESI forms for Sudbury Presbytery during the Effective Leadership Pilot Project

Correspondence Log Correspondence Log (*attached as Appendix A*). The CES (Conference Executive Secretary) explained what the Correspondence Log is to the new members of Executive and then the log was reviewed. There were several requests for clarification.

Item #1, New Board Chairperson Announced for Huntington University: Mary-Liz Warwick is the new chair.

Item #3, Faith Statement from Camp Norland: Will explained that Camp Norland is a Baptist camp and the Manitou Women's group uses it for their bi-yearly women's retreat. There was conversation about how Camp Norland's bylaws are in conflict with The United Church of Canada's policies regarding LGBTQ issues. Will has a meeting with Camp Norland staff to discuss the correspondence Executive received from Ralph Johnston.

Item #5, Marriage Licenses and Service Ontario: The CES read the letter to Executive for information.

Item #14, Camp Lorrain Water Supply Report: This was moved to the Camp Lorrain presentation on Friday for discussion.

Issues arising from
Agenda Review

- Page 272 of April 18-19, 2013 – Something We Can Do: moved to Friday morning under Other Business
- Camp Norland correspondence piece moved to Friday under Other Business
- NPG 2014 report, moved to Friday under Other Business
- Dispersal of St. Paul Sudbury's assets moved to Friday under Other Business
- Change in time for supper and breakfast – 5:30 p.m. and 8:00 a.m. respectively

Approval of Agenda

MOTION 13/15 #6: Elsie Christian/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 her Accountability Report. (*Attached as Appendix C*)

The President asked Executive if they want the President to be an ambassador for Manitou Conference and to travel around the conference to share what is going on. **CONSENSUS**

MOTION 13/15 #7: Ted Harrison/Marguerite Hayes
To accept Accountability Reports of the Executive Secretary and the President, for information. CARRIED

Order of the Day: RRHG
(Right Relations Home
Group)

The President welcomed Elizabeth Frazer to the Executive meeting. Elizabeth thanked Executive for having time on the Agenda for her report.

Elizabeth explained that the United Church's five-year mandate for RRHG is ending and there is a meeting in November in Winnipeg to serve as a "wrap-up". Executive gave feedback on how they were or were not using the M4RR (Minute for Right Relations) monthly emails that go out to the Conference. Executive reported that they are benefiting from it and would like to see it continue.

Elizabeth discussed the "Memory Project", the documentary that is being filmed as a way of capturing the history of both the Apology and the building of the Cairn. It is hoped that key people involved in the 1986 Apology will have a change to share their story.

Huntington University is getting requests from people about the Cairn and what it is; there is nothing in the Huntington University Library about it

and the RRHG group wants to change that.

Huntington University has committed to \$5,000.00 to help fund the Memory Project documentary. The completed project will be archived at Huntington University and at the General Council Archives.

Elizabeth informed Executive about the 250th Anniversary of the Royal Proclamation signed by King George III on October 7th, 1763. There is an Anishinabek recognition of this anniversary at the Union of Ontario Indians on Monday October 7th, 2013 from 10:00 a.m. – 12:00 p.m. Elizabeth intends to attend and invites anyone from Executive to join her.

The “Strings in the Sky” program is a music program across Canada that connects First Nations children with symphony players to learn an instrument. There will be funding available from the Indigenous Justice Residential Schools Grant (National Church) and from Manitou Conference (Faithful Public Witness) in order to support this program in North Bay.

Nora discussed Item #2 on the Correspondence Log (Manitou Letter re: National RRHG). John Bird’s short-term contract will end at the end of the calendar year. The General Secretary is working on to allocate staff for the continuing Right Relations work of our church.

Nora expressed appreciation and thanks for Manitou Conference’s leadership in the RR’s work of our church. She thanked Manitou’s Right Relations Home Group and encouraged us to continue leading the way for other Conferences.

Break

Break 3:05-3:25

Items for Reporting or
Decision

Staff Committee Report

The CES shared Janice Brownlee’s Staff Committee report.

Melody Duncanson Hales is taking a two-part sabbatical next year, as after 5 years of employment at the Conference Office she is entitled to a 3 month leave. (*Attached as Appendix D*)

Will encouraged Executive to approve the Sabbatical plan and ask that it be forwarded to the General Council Office. He also stated that there is funding available at the Conference office to help with the sabbatical leave.

**Motion 13-15 #8: Ted Harrison/Cindy Desilets
That Executive approve, in-principle, the first phase of the
sabbatical plan for Melody Duncanson Hales. CARRIED**

Executive moved on to the Staffing complement and the CES discussed

the cuts to the Conference Grants and the motion at the 2013 General Meeting (page 14):

Motion: Bill Rowe/Faye Stevens **2013-23**
That in light of the projected budget shortfall in 2014, Manitou Conference empower its Executive to reduce the Conference staff complement to 3.5 positions, if necessary, in light of the projected significant deficits for 2014 and beyond. **Carried**

Will stated that Executive doesn't need to take any action re: layoffs before next summer (2014). The Staff Committee will meet on November 7, 2013 to make a plan for staffing issues.

Janice Brownlee has requested a recommendation from Executive re: how to proceed. The suggestion was made to follow discussion item #6 on page 2 of the June 25th, 2013 Executive conference call:

1. *Voluntary Assessment – Page 13:*

- *The CES was directed to inform Manitou Conference that they can voluntarily increase their Presbytery Assessment above the \$17.00 per resident member*
- *Will and Maxine will work on that letter to go out to the conference, making reference to the "have-not" churches and allowing churches to decide if they fall under that category*
- *It was noted that maybe adherents should be included in the totals; give a comparison – here is what it is @ \$17.00 per resident member and what it would be with adherents*
- *Some people don't understand what Presbytery Assessments are – they need to be educated about its purpose*
- *Maxine suggested that we raise awareness about what Conference and Presbytery is*

Executive then had a discussion about what action should be taken re: the approved cut to staff allocation. The CES shared the dispersal information from St. Paul's UC in Sudbury with Executive (*attached as Appendix E*). Stewart Walker shared the list of dispersals with Executive and answered any questions.

Ted asked how much might be anticipated as the dispersal to St. Peter's – Sudbury (see #7 of Dispersal Proposal). Stewart believes that this is likely to be \$100,000. Nora questioned whether consideration had been given to placing funds with the United Church Foundation or to the Mission and Service fund. Stewart responded that careful consideration was given to how funds will be dispersed and while the M&S Fund was not a designated recipient, there was great generosity to other local

missions, Sudbury Presbytery, and Manitou Conference.

**Motion 13-15 #9: Ted Harrison/Marguerite Hayes
That Conference Executive approve the recommendations of
Sudbury Presbytery and the Trustees of St. Paul's - Sudbury
regarding the dispersal of assets and encourage them to use the
Conference Priorities as a lens when investing the residual balance.
CARRIED
(2 abstentions)**

Comprehensive Review Nora Sanders shared the updates with the Comprehensive Review. The groups are small, intergenerational and national. There have been glitches around the dates assigned but it will be continuing in the fall.

The hope is that a paper will be available in January for Presbyteries and Conference Committees with an avenue to comment on said report - the National Church wants to hear from the church's formal courts.

Effective Leadership Pilot Project Stewart Walker was at the initial planning meetings and informed Executive that while most Conferences are focused solely on the Pastoral Relations piece, Manitou Conference will be piloting the full project within Sudbury Presbytery.

This has meant that Sudbury Presbytery has transferred Pastoral Relations responsibilities to the conference, freeing them to work on congregational mission and support to ministry personnel.

Stewart made clear that this is an experiment and it is ok to fail. Sudbury Presbytery has the freedom to redesign how they do work. They have decided to keep doing triennial congregational visits and are there to help congregations sort through any issues that arise.

Stewart reported on the four different committees that now exist in Sudbury Presbytery: Congregational and Collegial Life, Stewardship, Faith Formation and Education, and Radical Hospitality.

Prayer and Song The CES explained that after dinner Executive would be attending the Residential Schools art display at Laurentian University entitled "100 Years of Loss."

Executive sang grace, MV #193 *God Bless to Us Our Bread*.

Adjournment The meeting was then adjourned for the evening.

Dinner Break Dinner at 5:28 p.m.

FRIDAY, October 4, 2013

Prayer & Song The President lit the Christ candle and read a responsive prayer entitled

“God is With Us On the Road.” Executive then sang MV #1 *Let Us Build A House*.

Order of the Day: Camp
Lorrain Board
Presentation – Brenda
McLay

Brenda McLay was welcomed by the President to give a presentation on behalf of the Camp Lorrain Board re: the 2013 camping season.

Motion 13-15 #10: Ted Harrison/Cindy Desilets that Executive extend corresponding membership to Brenda McLay. CARRIED

Brenda showed Executive a quick video and then shared the report of the 2013 camping season from Camp Lorrain Board Chair, Bob Jackson. (*Attached as Appendix F*)

After the presentation, Cindy Desilets wanted the Camp Lorrain Board to know that Executive believes that Youth Camping is vital but that it is not financially viable in its present state.

Erin Todd asked what the most effective way to be mission-oriented is; there are several people who love the property but if our mission is to have a youth ministry within the United Church, then we need to look at new ways of “doing camp.”

The President then asked Executive to go around the table to ask questions and make comments about the report.

It was suggested by Ted Harrison that when Executive confers about the future of Camp Lorrain, that we remember the Conference Priorities; in particular the “new ways of being church.”

Will thanked Brenda for sharing the report and her personal thoughts with Executive. Brenda was excused for the rest of the meeting.

In order to determine the future of Camp Lorrain, the CES handed out the Draft Budget for 2014 for the Mission Support Grant (MSG) Committee, submitted by Melody Duncanson Hales. (*Attached as Appendix G*)

Will pointed out that to date there is a \$35,002 expected shortfall between the “asks” and the amount of the grant. He also pointed out that the cutoff date for grant requests is in November, so there may yet be some coming into the Conference office.

The MSG Committee is seeking a recommendation from Executive on whether or not there will be a 2014 camping season, before their meeting of November 6, 2013.

Executive considered setting up a task force to look into the future of camping ministry in Manitou Conference. The CES suggested Executive vote on accepting the Camp Lorrain Board’s 2014 camping plan.

Executive reached consensus to permit the final year of the Camp

Lorrain Board's strategic plan, which would mean a 2014 camping season.

In light of an anticipated reduction in Mission Support Grant funding, there was discussion about Camp Lorrain's Restricted Fund of \$25,000 and it was decided to release it when it is requested by the Camp Lorrain Board.

Motion 13-15 #11: Ted Harrison/Bill Rowe
That Executive approve the reduced camping season proposal for the 2014 camping season and that this will be understood to be a "Phoenix year". CARRIED

Motion 13-15 #12: Stewart Walker/Joy Galloway
That Executive direct the CES to establish a Camping Ministry Task Force and to bring the proposed mandate to the December 2013 meeting. CARRIED

There will be further discussions at the December meeting about the future of the Camp Lorrain property and possible partnerships with other parties.

Break

11:00 a.m. to 11:05 a.m.

Affirming Ministries

Will handed out the Affirm United/S'affirmer Ensemble 2013 Conference and AGM Evaluation Summary to Executive and asked that it be read and in December, be prepared to talk about the direction we move to from here re: Affirming Ministries.

Neighbours Praising God (NPG) 2014 Update – Joy Galloway, Chairperson

Joy shared the preliminary planning from the NPG 2014 Planning Committee. The dates for the 2014 NPG are on Friday June 6 to Sunday June 8, 2014 and will be held in Timmins, in Spirit Dancing Presbytery.

The title is "Everyone Needs a Sabbatical: Reboot Your Life." There are plans for music, an Aboriginal healing teepee and multiple choices of event participation. The committee is considering not having a keynote speaker.

"Unsettling Goods" – The United Church's campaign for Peace and Justice in Israel and Palestine

The CES welcomed David LeGrand to Executive.

Motion 13-15 #13: Stewart Walker/Bill Rowe
That Executive extend corresponding membership to David LeGrand. CARRIED

Will presented the General Council Office's "Unsettling Goods" PowerPoint presentation.

David served as a United Church of Canada Accompanist overseas and shared his experiences while in Israel and Palestine. He described his discernment process when becoming involved with this group.

There are EAPPI (The Ecumenical Accompaniment Programme in Palestine and Israel) brochures at the Conference office for people who may be interested in the program.

The President thanked David for coming to Executive today.

Agenda Changes –
Differing Items

The following items have been deferred to the December 2013 Executive meeting:

- Conflict of Interest Motion 11-13 #75 of the April 2013 meeting
- Greenbelt Initiative
- Affirming Ministries
- “Something We Can Do”
- Conference Priorities

Looking ahead:

December 12-13, 2013 – Executive Meeting – Villa Loyola, Sudbury
April 10-11, 2014 – Executive Meeting – Location to be determined
NPG 2014 – “Everyone Needs a Sabbatical: Reboot Your Life” -
Timmins, ON
Conference Calls as needed

Theological Reflection

Nora shared a reflection about Jesus calling the first disciples.

Adjournment

MOTION 13/15 #14 : Ted Harrison to adjourn meeting. CARRIED

The meeting was adjourned at 12:30 p.m.

President, Rev. Maxine McVey

Recording Secretary, Susan Whitehead

Executive Secretary, Rev. Will Kunder

Appendix A

Correspondence Log – Manitou Conference Executive – October 3 - 4, 2013

<i>To/From</i>	<i>Dated</i>	<i>Regarding</i>	<i>Recom'd Action</i>
Manitou Conference/Huntington University	April 9, 2013	New Board of Regents Chair Person Announced	For Information
Ted Harrison/Nora Sanders (General Secretary, UCC)	May 1, 2013	Manitou Letter Sent April 22, 2013 re: National RRHG	For Information
Ralph Johnston/Will Kunder	May 26, 2013	Faith Statement from Camp Norland	Agenda
Gary Paterson (Moderator, UCC)/Holy Trinity UC, Elliot Lake	June 2, 2013	Celebration of Gay Pride in Elliot Lake	For Information
Kathy McDonald/Will Kunder	June 3, 2013	Marriage Licenses and Service Ontario	For Information
Manitou Conference/Will Kunder	June 3, 2013	Email to Manitou Network re: GM 2013	For Information
Planning Committee – Manitou Women's Event/Elizabeth Frazer	June 5, 2013	Faith Statement from Camp Norland	Agenda
St. Peter's UC/Manitou Conference	June 23, 2013	Invitation to the Affirming Ministry Ceremony	For Information
Manitou Conference/David Armour (Director of Philanthropy, UCC)	June 26, 2013	Monetary Gift to M & S Fund from Manitou Conference GM 2013	For Information
Dave LeGrand/Will Kunder	June 28, 2013	Camping Enthusiasts	For Information
H.R. Kirik (Chartered Accountants)/Will Kunder	July 8, 2013	Review Engagement – December 2012	For Information
Abiel Khalema (Program Coordinator Ministry Personnel Programs)/Conference Executive Secretaries	July 18, 2013	Admission/Re-Admission Circulation of Names 2013	For Information
Marilyn Parr (Financial Administrator – Five Oaks)/Will Kunder	July 22, 2013	2012 Unaudited Financial Statements for Five Oaks Christian Workers Centre	For Information
Bob Jackson (President – Camp Lorrain)/Beata Bradley (Office Administrator – Story Environmental)	July 25, 2013	Camp Lorrain Well Supply Water Treatment System Engineering Evaluation Report	Agenda
Will Kunder/Lois Krause (President and CEO of North Bay Regional Health Centre)	**Nov. 23, 2012	Donation to the Hospital re: Diagnostic Imaging Fund	For Information
Susan Whitehead/Cheryl Curtis (Mission and Service Funding Officer, UCC)	Sept. 6, 2013	Camp Lorrain's Gift Proposal Accepted for Inclusion in the Gifts with Vision Catalogue	For Information

Appendix B

Conference Executive Secretary Accountability Report to Conference Executive October 3-4, 2013

Welcome to the first face-to-face meeting of the new Executive! Amongst all of the important work that is done within Manitou Conference, I value the work and commitment of the Executive at the top of the list. Many of you are returning to this table – it's good to have you back – and to those who are joining us for the first time, I recognize that this just one more thing that you have added to your busy church plate. Thank you!

This will be a somewhat briefer report than is often the case – a number of items that might normally be reported on are contained in our agenda, so I will have a chance to say more as we do our work.

I am happy to welcome Nora Sanders, the General Secretary, General Council, back in our circle. If I recall correctly, a visit to Manitou's Executive was one of the first "field trips" for her after becoming General Secretary. A lot has happened since then! With Carol Hancock's departure, it felt important to invite Nora to come and get re-acquainted with Manitou. She tells me that she has heard lots about us from Moderator Gary, with whom we have had significant contact in the past 6 months – the visit to Spirit Dancing Presbytery in March, the Conference General Meeting in June, and the Affirm United national conference in August. (It seems several lifetimes ago since Nora and I were active lay people at Yellowknife United.)

When we met for our Executive conference call, on June 25th, the summer was stretched out in front – and here we are in harvest. It seemed to have been a good summer for us in the office, with vacations taken and "catch up time" at our desks, with the fewer demands of summer. I have brought the staff's monthly calendars, which are prominently situated in the main office. They help us to keep track of one another's work and provide a good picture of the full range of staff activity. As you can see, all have been busy!

I want to share the following as items of excitement and others of concern:

Things that "Excite"

- Dedication of the Camp Lorrain Board and staff
- Arrival of 9 new ministry personnel to the Conference
 - o Tremendous logistical support to their relocations – locally and by Catherine
 - o Successful Orientation Tour
 - o Covenanting services being planned
- "Courage to Lead" seasonal retreat program led by Mardi Tindal & Fred Monteith
 - o Summer session recently completed
 - o Fall session scheduled for October 21-23
 - o 19 participants – ordered and lay

- LLWL course underway
- Effective Leadership Pilot Project in Sudbury Presbytery – both scary and exhilarating
- Affirm United/S'Affirmer Ensemble annual conference and general meeting
 - o This was the highlight of my summer!
 - o Raises questions about “what next” for our Conference
- Greenbelt Pilgrimage with the Moderator
 - o 3 participants from Manitou (2 others had to drop out for personal reasons)
 - o A brief presentation was given at North Bay Presbytery and plans are scheduled for the participants to lead a session at MILC
 - o I hope that Past-President Ted will have opportunity at this meeting to share his reflection on the event
- It feels like we are running full out:
 - o Presbytery Executives have all met
 - o Sudbury and North Bay Presbyteries have had their first meetings of the fall
- And so, too, is the wider church!
 - o Comprehensive Review is underway – heard something of their early reflection last week at a meeting with Staff Leaders
 - o Effective Leadership pilot moves ahead
 - o The United Church of Canada’s “Unsettling Goods” campaign is ready to roll out

“Concerns”

- Turmoil/upheaval in this time of transition for our church – as we explore the future of The United Church of Canada, many are wondering if this is the “best of times or worst?”
 - o Challenge is to try and provide an unanxious presence in this time of change
- Work priorities within the office as the Effective Leadership pilot has meant a significant increase in demand on our CPM
- Implications of the approved staff cut
 - o Melody’s Sabbatical Plan within that reality
- the future of Camping Ministry within the Conference

I know that you will each be arriving at this meeting with your own list of things that excite and things that are of concern. It will be good to have the chance to share!

Respectfully,

Rev. Will Kunder
Executive Secretary

Appendix C

Conference President Accountability Report to Conference Executive October 3-4, 2013

-Asked Will to take my greetings and best wishes as president of Manitou Conference to St Peter's celebration of becoming an affirming congregation this summer

- Acted as an ambassador for Conference to raise awareness as to where we are as a church. I lead worship in five congregations and spoke briefly in the sixth congregation. The congregations were Mindemoya, Kagawong, Providence Bay, Gore Bay, Little Current and Sheguiandah.. In the sermon time I thanked our staff of Conference for their dedication and hard work . I also talked about the fact that our church is in a time of transition. In addition ,I also stated that our Mission and Service Fund provides the funding for Conferences and Presbyteries to operate. and that our figures are down

LOOKING AHEAD:

-I am willing to be an ambassador for the Conference and preside at worship services throughout the Conference. if the executive feel this would be useful exercise.

Respectfully submitted,

Maxine McVey

Appendix D

A Proposal to Manitou Conference regarding the disbursement of the financial assets of St. Paul's United Church, 131 Regent St. S., Sudbury, Ontario

Preamble: The sale of the property of St. Paul's United Church at 131 Regent St. S., Sudbury ON is expected to realize \$270,000; and St. Paul's United Church has investments of \$87,000 maturing in February 2014, and St. Paul's United Church has cash assets to meet current needs.

On 10 September the Board of Trustees of St. Paul's United Church made the following recommendation to the Council of St. Paul's United Church, which concurred with the recommendation unanimously:

The Board of Trustees of St. Paul' United Church recommends to the Executive of Manitou Conference that the remaining financial assets of St. Paul's United Church be disbursed as follows:

1. That \$157,500 be allocated to Sudbury Presbytery to provide a one-time grant of \$7,500 to each pastoral charge. This money is to be used to provide capital funding for mission development projects for each pastoral charge, or to provide funding for capital equipment purchases to support the current mission of each pastoral charge. It is not the intent that this funding be used for ongoing expenses or maintenance; but may be used for compliant (Ontarians with Disabilities Act) accessibility projects, equipment purchases to support the mission and ministry of the pastoral charge, and other capital requirements as determined suitable by Sudbury Presbytery. This money is to be dispersed in 2014, any funds not allocated or requested by 1 January 2015 revert to the Sudbury Presbytery "I Have a Dream" Fund.
2. That \$40,000 be allocated to Sudbury Presbytery to establish a Youth Ministry within the bounds of Sudbury Presbytery. The vision for this request is to assist in hiring a Presbytery Youth Worker, but need not be limited to that purpose.
3. That \$40,000 be allocated to Manitou Conference to assist with pending budgetary shortfalls.
4. That \$24,000 be allocated to the following local charitable organizations.
 - i) \$4000 — Cedar House.
 - ii) \$4000 — Elgin Street Mission.
 - iii) \$4000 — Geneva House.
 - iv) \$4000 — Inner City Home.
 - v) \$4000 — Out of the Cold.
 - vi) \$4000 — Sudbury Food Bank.
5. That \$1000 be allocated to the Keegan Beauchamp Educational Trust Fund.
6. That \$2500 be allocated in consultation with Manitou Conference staff and the Manitou Conference

Right Relations Home Group to further the Right Relations work of the United Church of Canada within Manitou Conference.

7. That the remaining capital funds— including the GIC maturing in February 2014— be allocated to pay residual operating expenses and fees of St. Paul's United Church with the balance to be transferred to St. Peter's United Church once such expenses have been paid.

It is the wish and hope of the congregation of St. Paul's United Church that St. Peter's United Church will endow a memorial stained glass window recognizing and celebrating the ministry of St. Paul's United Church and Gatchell United Church.

Appendix E

Proposal for Sabbatical Leave, Phase 1 – Melody Duncanson Hales

Phase One: A Lenten Discipline
Melody Duncanson Hales
Manitou Conference Minister, Mission and Stewardship Animation

BACKGROUND:

The Manitou Conference Staff Committee and Conference Executive have encouraged me to take an extended study leave to develop resources and learnings to implement in Manitou Conference of the United Church of Canada.

Working in consultation with Executive Secretary, Rev. Dr. Will Kunder, as well as chair of the Manitou Conference Staff Committee, Janice Brownlee, I propose a sabbatical in two phases to be taken in 2014: seven weeks in the spring (March-April) and five weeks in the early winter (November – December). The suggested period of absences will have the least disruption to the mission and stewardship ministry of the conference, will allow time for reflection and integration of learning within the Manitou context, and follow a liturgical and traditional calendar of preparation and spiritual intention to coincide with Lent and Advent.

I love my vocational life passionately, and seek to engage in an intentional learning and personal time to reflect on this work and directions for the future. The following plan is for the proposed first phase of the sabbatical throughout the liturgical season of Lent. A second plan proposing the direction of the second phase of the sabbatical developed out of learning in the first phase will follow.

DATE: **March 3-April 17, 2014**

PURPOSE:

I am encouraged by the purpose for Sabbatical Leave, as articulated in HR Policy 2.14, which concludes with the hope that staff will return “revitalized to continue her or his work.”

Although this work is demanding at times, I have found great joy in this ministry within Manitou Conference. However this is a time of transition, for congregations, regional ministries and, quite honestly, for myself at a vocational level. I seek some intentional reflection and learning to bring a new perspective in transformative leadership and in developing ministry strategy in the midst of a changing context.

In addition, I have recently been diagnosed with Crohn’s disease; I am seeking some time of personal healing and balance to put into place some healthier practices to manage with this chronic condition.

PLANS:

1) **Duke Divinity School Lifelong Learning: Leadership Education**

Three weeks: Week one, preparation

Week two, experience
Week three, integration

Over the span of seven to ten days, I will immerse myself in learning through self directed study, worship and prayer on the Duke University campus in Durham, North Carolina. This program of study will be developed in consultation with Shannon Conklin Miller, program coordinator at the Duke Divinity School Center for Leadership Education, with a special emphasis on missional development and congregational vitality in “Traditioned innovation, transformative leadership, generative organization, sustainable design.” The Center also offers programs and customized training opportunities in strategy development in the midst of change, denominational leadership and generative solutions. Duke Divinity School is a regional leadership training centre for the Methodist Church, and I will also be pursuing opportunities to meet with denominational leadership to investigate congregational development and assessment tools for vital ministry. This personalized intensive study, with one week prior and one week post to integrate the learning with the Manitou context may provide a taste and hint of future study and directions for resourcing local congregations.

Further information about the resources at Duke Divinity School can be found at their website:

Study Leave for Ministry Professionals: <http://divinity.duke.edu/initiatives-centers/lifelong-learning/study-leave-ministry-professionals>

Leadership Education at Duke Divinity: <http://divinity.duke.edu/initiatives-centers/leadership-education>

2) **Personal Well-Being**

I think it is important to note that I am valuing this sabbatical time as an opportunity to focus on my personal well being. I will rest, tend to relationships, find time to read fiction, play with my family, and clean my house (!) without the demands of ministry.

Newly diagnosed with a chronic condition, I am still learning how to care for my physical well being in a new way. This takes time, and I am seeking a sabbatical respite to find a ‘new normal.’

CLOSING

I feel deeply grateful for the opportunity to have some time away from my duties to study, relax, and regain my spiritual equilibrium. I hope that this proposal captures an appropriate balance of care for self and activity which will be of benefit for Manitou Conference. I look forward to preparing a reflection on my learnings which can be shared with colleagues, Conference Executive, and my supervisor, Will.

Respectfully submitted,

Melody Duncanson Hales

Appendix F

Camp Lorrain Report to the Manitou Conference Executive – Camp Lorrain Chairperson, Bob Jackson

The Camp Lorrain Board of Directors met on September 7th, 2013 to evaluate the 2013 Camping Season and to make recommendations to the Manitou Conference Executive concerning the 2014 Camping Season and beyond.

2013 Camping Season Evaluation

As you know the Camp Lorrain Board of Directors developed a two year plan based on the current delivery model of services with very specific objectives and goals. The two objectives were to increase the number of campers attending Camp Lorrain using an extensive marketing campaign and an online registration process; and to increase the revenue from Campers while reducing our dependency on grants and donor support.

With respect to these two objectives our specific goals were to increase the number of Junior Campers to at least 25 (an increase of 14 campers) and to increase the number of Intermediate Campers to at least 20 campers for each of our two Intermediate Camp sessions or 40 Intermediate Campers over all (an increase of 12 Campers). We also hoped that the Family Camp would increase in numbers and that we could retain the Counsellor-in-Training (CIT) numbers of 6-10 CITs. Our revenue goal was to have half the 2013 budget covered by Camper Fees including Camper Sponsorships.

The results were both encouraging and disappointing. On the encouraging side we did increase the number of Junior and Intermediate Campers to 17 Juniors (up from 11) and 33 Intermediates (up from 28), but unfortunately we failed to meet our specific goals by 8 Junior Campers and 7 Intermediate Campers.

With regard to the revenue objectives we did increase our revenue from Camper Fees to \$22,570 (including camper sponsorships), but we did not increase them to half of the total 2013 Budget of \$35,000.00. And even though we came in under budget on our expenses we still ended the season with a deficit of some \$12,000.00 (Please note the Financial Statement shows an excess of revenue over expenditures of \$3,510.39 but that includes \$15,000.00 that should have been applied to our \$15,000.00 deficit from 2012). Also there are some additional donations that will be coming before the end of the year as well as a few additional expenses. So we did improve our revenue income and reduced our expenses somewhat but failed to meet our specific revenue goal for 2013. We noted that our General Donations (some \$12,000) fell far short of our budget projection of \$20,000. Presbytery donations from Sudbury and North Bay were also down from previous years although a \$4,000 donation from the closure of St. Paul's made up most of that difference from Sudbury Presbytery.

We also had maximum camper registrations (10) for our CIT program, but the Family Camp had a disappointing registration of only 8 campers from 3 families.

Nonetheless we provided an excellent camping experience for some 68 campers in 2013 with an outstanding staff, although there were some minor food issues, and a good number of happy campers eager to return in 2014.

Proposal for 2014

So after much deliberation and prayerful thought the Camp Lorrain Board of Directors requests that the Manitou Conference Executive allow us to complete our two year plan in 2014 with the following program: Staff Training Week (including CITs – 1st of July & Kitchen orientation) (June 29 – July 4) (Maximum number of CITs be limited to 6 plus the C-I-T – see below)

Week of Junior Camp (July 6 – July 12) (drop off 4-5 pm & pick up before 12 noon)
Week of Intermediate Camp 1 (July 13 – July 19)
Week of Intermediate Camp 2 (July 20 – July 26)
Family Camp (July 27 – August 1)

We would operate this program with a slightly reduced staff - 5 Counsellors instead of 6, combine lead life guard and first aid person into one position, and combine nature guide and one Counsellor into one position. In addition we would add a C-I-T/cook-in-training as a volunteer position to the Cook and Cook's Helper.

We are also prepared to make the Camp available for Rentals in the remaining weeks of August at the following rates:

Rentals (50 people maximum)

\$500 a day, \$750 overnight, \$1,000 weekend, \$2,000 week.

We would also increase the Camper Fees as follows:

Increase CIT to \$500

Increase Camper Fees to early bird \$425, regular \$450, late fee \$475

Family discount \$400 per week for each of two or more children from the same family or a camper attending more than one week (CITs excluded).

Family Camp \$250 per adult with accommodation or \$200 without accommodation and \$50 per young child (six and under) \$100 per older child (seven to seventeen).

We do this with the knowledge that we will probably have a deficit of some \$10,000 to \$15,000 in 2013 and we may run a smaller deficit in 2014, but we have a reserve fund of some \$25,000.00 as yet untouched that could cover those deficits if necessary. We also recognize that after next year, unless we are pleasantly surprised with a significant increase in campers, the operation plan for Camp Lorrain will likely have to change to a more viable way of providing camping experiences to our children and young people.

We suggest that Conference explore alternative ways of revenue generation from the existing property as opposed to divesting of all the property and especially the area of the camp site per se. Such as, renting or selling part of the property with lake frontage, harvesting some of our mature trees, wind turbines, solar panels, possible partnerships with other organizations etc. Of course anything short of divesting ourselves of the entire property would mean that we would need a Managing Group/Person for the Camp Lorrain property which may or may not be the Camp Lorrain Board of Directors.

We await your decision and direction.

Respectfully

Your Camp Lorrain Board of Directors

Appendix G

Mission Support Grant Committee – Draft Budget for 2013

Good afternoon -

In anticipation of this week's conference executive meeting, I thought it might be a good idea to get a sense of what we might expect in our upcoming MSG meeting in November (November 6, here in North Bay). Thanks in particular to Marcel's diligence with folks from Spirit Dancing, we can anticipate the following requests. Not all of these have gone through the presbytery recommendation process yet, and the Camp Lorrain request does not go through that process, but will be determined directly at our MSG meeting as it is a conference ministry, not subject to presbytery recommendation.

There is a bit of wiggle room on some of these requests, so I am hopeful that we can be helpful to the vital ministries in our conference. All applicants have been advised of the new conference guidelines and resources.

MSG committee members, please look for an email with an attached file of all the digital copies of applications in the last week of October (immediately following Spirit Dancing Presbytery) so that you can be ready to have some fun when we gather on November 6.

Thanks!
Melody

p.s.: to read the chart properly, you may have to expand your window - it will all line up, I promise! It may be easier to print this email to read from a hard copy. M.

Existing Budget for Mission Support, 2014: \$55,748

Received or Expected Mission Support Grant Requests, 2014

** applications that have not been recommended by presbytery yet*

<i>Pastoral Charge Mission Support Grant</i>		<i>Outreach Ministry and Social Issues Projects</i>	
<i>Mountjoy:</i>	\$ 5,000	<i>Daisy Chain Drop-In:</i>	\$ 3,000
<i>Val D'or:</i>	2,000	<i>Youth Connecting with Youth:</i>	3,750
<i>Chapleau</i>	13,000	<u><i>Camp Lorrain</i></u>	<u>20,000</u>
<i>Kapuskasing</i>	12,000		
<i>St. Andrew's, Matheson</i>	14,000		
<i>Mindemoya PC</i>	15,000		
<u><i>Hearst</i></u>	<u>3,000</u>		
Total congregational:	\$ 64,000	Total Outreach:	\$26,750
Total:	\$ 90,750		

Expected Shortfall: - \$35,002