

**Eastern Ontario Outaouais Regional Council**  
**Meeting of the Executive**  
**Thursday, November 26, 2020 – 9:00 a.m.**

***Living Mission Statement for the Regional Council***

- *Supporting and enhancing the ministry of Communities of Faith*
- *Supporting Ministry Personnel, Staff and Lay Leadership in Communities of Faith*
  - *Supporting and nurturing Right Relations, Social and Ecological Justice*
    - *Supporting people in all seasons of life*
    - *Supporting and building Communications*

**IN ATTENDANCE**

Rev. Takouhi Demirdjian-Petro	President
Bronwen Harman	Past-President
Jim Allen	Member
Catherine Ryan	Member
Caroline Ruda	Member
Linda Stronski	Member (joined at 10:51 a.m.)
Rev. Teresa Burnett-Cole	Member
Rev. John Noordhof	Member
Rev. Lynne Gardiner	Member
Rev. Ryan Kim	Member
Anita Jansman	Corresponding Member - Communications and Administration Assistant
Rev. Brian Cornelius	Corresponding Member –Treasurer (departed at 11 a.m.)
Dana Ducette	Corresponding Member - Minister for Youth and Young Adults
Jane Dawson	Corresponding Member - Minister supporting Communities of Faith, Clusters and Networks
Rev. Whit Strong	Corresponding Member, Pastoral Relations Minister
Rev. Rosemary Lambie	Executive Minister, Full Member
Joel Miller	Program Assistant to Executive Minister, Recording Secretary

**REGRETS/ABSENT**

(none)

**9:00 Opening Devotions** – Rev. Takouhi Demirdjian-Petro focused on journeying through Advent, highlighting the four pillars of Advent – and life – (Hope, Peace, Joy and Love). Takouhi shared a poem, and asked what is the gift we are seeking? This time of devotion was closed in prayer (Advent Prayer marking the season of Hope).

**Circle Time of Sharing** – All were invited to share.

**Minutes**

**a) Minutes of September 17, 2020:**

**2020-11-26\_109 MOTION** (C. Ryan/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive accepts the Minutes of September 17, 2020 as circulated. **Carried**

**b) Minutes of Email Vote November 13, 2020**

**2020-11-26\_110 MOTION** (J. Noordhof/B. Harman) that the Eastern Ontario Outaouais Regional Council Executive accepts the Minutes of the email vote closing November 13, 2020 as circulated. **Carried**

**2020-11-13\_001 MOTION** (R. Lambie/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Seeley's Bay Pastoral Charge to transfer \$10,000 in 2020 from the Net Proceeds of the sale of the Lyndhurst United Church building to the general fund of SBPC, to compensate for its decrease in budgeted revenue. **Carried.**

**2020-11-13\_002 MOTION** (R. Lambie/J. Allen) that acknowledging the changes required to the Seeley's Bay Pastoral Charge budgeting resulting from the sale of Lyndhurst United Church, that SBPC will not have LUC's share of Allocation (Budget 2020: \$27,000 +) that the Eastern Ontario Outaouais Regional Council Executive approves the request to transfer \$20,000 annually, from the net proceeds of the sale of the LUC building to the general fund of SBPC, in 2021, 2022 and 2023, to mitigate this decrease in SBPC Allocation. **Carried.**

#### **Agenda:**

**2020-11-26\_111 MOTION** (B. Harman/L. Gardiner) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as circulated. **Carried**

Discussion: Pastoral Relations Sacramental Elders Policy are asked to confirm the policy that was presented at AGM, as updated from their draft, to be included in the Governance Handbook and brought to the next General Meeting for acceptance.

#### **Correspondence:**

- a) September 17, 2020 Hawthorne United Church re permission to negotiate a transfer to United Property Resource Corporation for sale of property (*for action*).
- b) October 18, 2020 Ken Johns, Maxville United Church re motion to disband the community of faith (*for action*)
- c) October 25, 2020 Sharon Johns, Maxville United Church re Use of Sale Proceeds (*for action*)
- d) November 13, 2020 Susan Gray, Official Board Chair, St. Andrew's and St. Paul's United Church in Russell re a Heritage Conservation District (*seeking information*).
- e) November 13, 2020 Ted Brett re proposed sale of Hopetown United Church (*for action*)
- f) November 15, 2020 Tammy Mudde, Trustee and secretary of the Brinston United Church re motion to disband the community of faith and negotiate sale of the church (*for action*)
- g) November 15, 2020 Cassi Roberts, secretary Rideau Hill Camp Board re annual meeting (*for information*)
- h) November 16, 2020 Darlene Fawcett, Secretary/Trustee, Hulbert-Valley United Church re plans and permission to disband the community of faith and negotiate sale of the church (*for action*)
- i) November 17, 2020 Pat Pilgrim, Elder, Emmanuel United Church re use of restrict funds (*for information*)
- j) November 17, 2020 Rev. Bill Smith re support for Mission Partners (*for action*)
- k) November 18, 2020 Joanne & Ron Hartnett, Executive Directors of Camp Lau-Ren re Update in By-Laws (*for action – waiting response of GCO*)
- l) November 18, 2020 Margaret Torrance, Glebe-St James UC, Ottawa re HUB insurance rates (*for information*)

#### **Business**

Supporting and enhancing the ministry of Communities of Faith
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1. **Governance** – Travel/Con Ed. Policy

- a) **2020-11-26\_112 MOTION** (J. Noordhof/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive supports the recommendation of the Pastoral Relations Commission **Travel/Con Ed Policy**, that, for all new calls and appointments, allowances for Continuing Education and Travel be reimbursed based on the submission of receipts (Con Ed) and travel log (Travel) rather than a set amount being paid on a monthly basis. **Carried**

Discussion: The policy above will be added to the Governance Handbook and brought to the next General Meeting for acceptance.

2. **Finance** – see Financial Report Budget as **appendix A**

- 2020-11-26\_113 MOTION** (L. Gardiner/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive receives the Financial report for information. **Carried**

**Mission Support Grants:**

**2020-11-26-114 MOTION** (L. Gardiner/C. Ruda) that the Eastern Ontario Outaouais Regional Council Executive approves the recommendation of the Finance Leadership Team for the Mission Support grants for 2021 as follows, for a total of \$135,520.00

Algonquin Chaplaincy	\$5,550
Alwyn Pastoral Charge	\$3,500
Camp Lau-Ren	\$20,000
Carlington Chaplaincy	\$7,000
Centre 507	\$30,670
Golden Lake Camp	\$15,000
House of Lazarus	\$36,300
Ottawa West End Ch.	\$2,500
Rideau Hill Camp	\$15,000

**Carried**

3. **Supporting Communities of Faith**

- a) **Richmond Pastoral Charge (Ottawa)**

**2020-11-26\_115 MOTION** (B. Harman/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive receive for information the change in pastoral relations as outlined herein below, and request that the review committee provide an updated report to the next executive meeting (January 21, 2021).

*Richmond Pastoral Charge – October 18, 2020*

*Motion 19/20-145 (J. Allen/S. MacDonald)*

*WHEREAS: At a duly constituted congregational meeting of the St. Paul's (Richmond Pastoral Charge) Community of Faith, held on October 15, 2020, a motion was passed requesting the Eastern Ontario Outaouais Regional Council to end the pastoral relationship between the Richmond Pastoral charge and the Rev. Dr. Jessica Hetherington;*

*BE IT RESOLVED THAT:*

*1. The pastoral relationship between St. Paul's United Church (Richmond Pastoral Charge) and the Rev. Dr. Jessica Hetherington be ended effective January 31, 2021;*

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2. That the pastoral charge continues to pay full salary and benefits to Rev. Hetherington until the above noted date through the pastoral charge's ADP account; and
3. That the outstanding Continuing Education payment of nine hundred and fifty-six dollars (\$956.00) (monthly payments from October 2019 to May 2020) be paid before December 31, 2020.

*CARRIED*

**Carried**

b) **Hawthorne United Church**

**2020-11-26\_116 MOTION** (J. Noordhof/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Hawthorne United Church located at 2244 Russell Road, Ottawa, to pursue preliminary discussions with the United Property Resource Corporation (UPRC) on how UPRC could manage the redevelopment of the property to cause the Lands to be developed with a mix of market and affordable housing (the "Project") and to include the existing Church thereon. **Carried**

c) **Maxville Moose Creek United Church**

**2020-11-26\_117 MOTION** (C. Ruda/L. Gardiner) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Maxville Moose Creek United Church to disband as a community of faith effective December 31, 2020. **Carried**

Discussion: The Regional Council needs to outline a clear process of the steps congregations are to take when considering selling or disbanding (something that elaborates on the *Pastoral Relations: Policy for a Community of Faith Handbook*, April 2020).

**2020-11-26\_118 MOTION** (J. Noordhof/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive take no action on the request from Maxville Moose Creek United Church regarding the disposition of proceeds from the sale of its building (see chart below), pending clarification on the interpretation of the *Manual G.1.5.4* **Carried**

Charity	Our Involvement	CRA number	% Level of :
Maxville Manor Foundation	Longstanding support beginning to fundraise for building project	# 86655 8448 RR0001	60.00
Alzheimer Society of Cornwall and District	Ongoing local church support	#BN 11878 4941 RR001	0.20
Juvenile Diabetes Research Foundation (JDRF)	Ongoing local church support	#1197 6604 RR001	0.20
Amyotrophic Lateral Sclerosis Society (ALS)	Ongoing local church support	#10670 8977 RR002	0.20
Parkinson Canada	Ongoing local church support	#10809 1786 RR001	0.20
Baldwin House	Ongoing local church support	# 10765 5193 RR0001	0.20
Canadian Foodgrains Bank	Ongoing local church support	# 11883 1106 RR0001	2.20
Madagascar School Project	Project begun by local teacher and former church member. Ongoing church support	#85746 7625 RR0001	2.20
Child Haven International	Project begun by a Maxville Couple in 1985 Ongoing Church Support	#BN 11885 1922 RR0001	0.60
House of Lazarus	Area community outreach mission Ongoing Church Support	#13456 0309 RR0001	0.60
St.Vincent De Paul (Alexandria)	Local Food Bank- Ongoing Support	#86145 4015 RR0001	0.50
Glengarry Memorial Hospital Foundation	Local Hospital used by our members	#89816 4603 RR0001	2.30
CHEO Foundation	Regional Hospital used by our younger members	#11885 2474 RR0001	0.50
Canadian Wildlife Federation	On going interest because of local clear cutting	#10686 8755 RR0001	0.10
		<b>TOTAL</b>	<b>70.00</b>

Discussion: It was highlighted that:

The Manual (2019) G.1.5.4 states that funds from the proceed of sales “must be used for the mission of the congregation or the wider United Church.” It was suggested that this requirement of the Manual is unclear and leaves much to interpretation. It was suggested to get a ruling (either precedent, or new) to help provide clarity on *The Manual (2019) G.1.5.4*.

Rosemary will respond to Maxville’s request informing them of the decision of the Executive 2020-11-26\_118 MOTION.

d) **Trinity United Church, Middleville/Hopetown**

**2020-11-26\_119 MOTION** (J. Noordhof/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive approves the request to the listing of certain Real Property, the legal description of which is Part Lot 18, Concession 2, Township of Lanark Highlands, being Part 4 of 27R10078, and the municipal address of which is 5527 Highway 511, Lanark, Ontario K0G 1K0, pursuant to an agreement between the Board of Trustees of Trinity United Church (Middleville/Hopetown), a congregation of The United Church of Canada, and Coldwell Banker as selling agent, dated the 28th day of October, 2020, the terms of which are as follows:

(1) The agent of record is Oral Pretty of Coldwell Banker, Perth, Ontario, the rate of commission is five percent and the asking price is \$110,000.

(2) The proceeds arising from the transaction be 10 percent to Eastern Ontario Outaouais Regional Council (for National Indigenous Ministry, as per Policy) and the remainder to Trinity United Church (Middleville/Hopetown). **Carried**

e) **Iroquois-Matilda Pastoral Charge (IMPC)**

**2020-11-26\_120 MOTION** (J. Allen/C. Ruda) that the Eastern Ontario Outaouais Regional Council Executive approves the request disband the Iroquois-Matilda Pastoral Charge (IMPC) including Iroquois, Brinston and Hulbert-Valley United Churches as three separate pastoral charges, effective November 30, 2020. **Carried**

f) **Brinston United Church**

**2020-11-26\_121 MOTION** (J. Allen/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Brinston United Church to disband as a community of faith effective December 31, 2020. **Carried**

**2020-11-26\_122 MOTION** (J. Allen/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive approves the request to the listing of certain Real Property, the legal description of which is PT Center Commons 5 Matilda, PT 1 & 2, 8R5317 Township of South Dundas and the municipal address of which is 11050 Gilmour Road, pursuant to an agreement between the Board of Trustees of Brinston United Church, a congregation of The United Church of Canada, and Realtors Dale Charbot and Bonnie Tackaberry, brokers from Royal LePage, as selling agent, dated the 16th day of November, 2020, at a list price of \$229,900. **Carried**

**2020-11-26\_123 MOTION** (J. Allen/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive take under advisement the distribution of the proceed as requested by Brinston United Church (see below) pending clarification on the interpretation of Manual G.1.5.4.

The proceeds arising from the final net assets will be:

30 % to Eastern Ontario Outaouais Regional Council (to be divided as per Policy)

35% to Local Churches split between St. John's in Cardinal, South Mountain U.C., Morrisburg U.C. and Hope Springs U.C.

35% Split between the following charities:

- a. House of Lazarus in Mountain, CRA # is 134560309 RR0001
- b. Winchester District Memorial Hospital Foundation (Dundas Manor Redevelopment Fund) in Winchester, CRA # is 89282 4368 RR0001
- c. Spruce Haven Cemetery in Brinston, CRA # is 828545871 RR0001

**Carried**

**2020-11-26\_124 MOTION** (J.Allen/T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Brinston United Church and Iroquois-Matilda Pastoral Charge to name the current Trustees, Orville Smyth, Cecil McDermott and Tammy Mudde, as accountable to the Regional Council, effective January 1, 2021 in order to complete the sale of the property and ensure disbursements of the final net assets. **Carried**

g) **Hulbert-Valley United Church**

**2020-11-26\_125 MOTION** (J. Allen/L. Gardiner) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Hulbert-Valley United Church to disband as a community of faith effective December 31, 2020. **Carried**

**2020-11-26\_126 MOTION** (J. Allen/C. Ruda) that the Eastern Ontario Outaouais Regional Council Executive approves the request to the listing of certain Real Property, the legal description of which is Part Lot 19, Concession 7, South Dundas Township and the municipal address of which is 11064 Hulbert Road, pursuant to an agreement between the Board of Trustees of Hulbert-Valley United Church, a congregation of The United Church of Canada, as the seller, and The Oldford Team, as the Real Estate brokerage, and subject to Regional Council approval, the terms of which are as follows:

(1) The property located at 11064 Hulbert Road to be listed with the Oldford Team Brokerage through real estate agent, Emily Blanchard. Commission rate to be 5%, with 2.5% paid to the buyer's agent, and 2/5% to the Brokerage. If the Oldford Team represents both sides of the transaction, then it is 4%. The asking price will be \$250,000 and proposed possession date could be any time after December 31, 2020. **Carried**

**2020-11-26\_127 MOTION** (J. Allen/L. Gardiner) that the Eastern Ontario Outaouais Regional Council Executive take under advisement the distribution of the proceeds as requested by Hulbert-Valley United Church (see below) pending clarification on the interpretation of Manual G.1.5.4.

(2) to the following disposition of the proceeds arising from the transaction:

Indigenous Church, Mission & Service, Regional Council	30%
<u>United Churches</u>	
1) South Mountain-Hallville pastoral charge	17.5%
a. South Mountain - 5.5%	
b. Lnkerman - 4%	
c. Hallville - 4%	
d. Heckston - 4%	
2) St. John's, Cardinal	8.75%
3) Hope Springs Charitable	8.75%
<u>Charities</u>	
1) Sprucehaven cemetery	7.00%
2) House of Lazarus	7.00%
3) Winchester District Memorial Hospital Foundation	21.00%

**Carried**

**2020-11-26\_128 MOTION** (J. Allen/L. Gardiner) that the Eastern Ontario Outaouais Regional Council Executive approves the request of Hulbert-Valley United Church, to name the current Trustees, Richard Gilmer, Dale McDermott and Darlene Fawcett as accountable to the Regional Council, effective January 1, 2021 in order to complete the sale of the property and ensure disbursements of the final net assets. **Carried**

**Opening churches** following UCC, provincial and local guidelines:

Supporting Ministry Personnel, Staff and Lay Leadership in Communities of Faith

#### 4. Pastoral Relations

- Pastoral Relations Commission meeting minutes (October 13, 2020) see as **appendix B**
- Pastoral Relations Commission meeting minutes (November 10, 2020) see as **appendix C**

b) **2020-11-26\_129 MOTION** (J. Allen/C. Ruda) that the Eastern Ontario Outaouais Regional Council Executive receives the Minutes and recommendations of the Pastoral Relations Commission from meetings of October 13, 2020 and the draft Minutes of November 10, 2020 for information. **Carried**

5. **Licensed Lay Worship Leaders** – Whit explained that LLWL are all up to date, an updated list will be provided for posting on the website.

Supporting and nurturing Right Relations, Social and Ecological Justice

6. **Clusters and Networks** – Jane Dawson highlighted various items in report; see report as **Appendix D**. Jane also highlighted that she will check in with Executive members to get a sounding for planning next year – focusing on communication mechanism in particular.

**2020-11-26-130 MOTION** (C. Ryan/B. Harman) that the Eastern Ontario Outaouais Regional Council Executive, having received the request to support the ministry of Iglesia Bautista in El Salvador, particularly challenged because of COVID-19, agree to support fund-raising efforts to honour the long-standing relationship developed with many EOORC Communities of Faith. See request as **appendix E**. **Carried**

Supporting people in all seasons of life

7. **Vision and Transformation** – see report as **appendix F**

**2020-11-26\_131 MOTION** (J. Allen/B. Harman) that the Eastern Ontario Outaouais Regional Council Executive receives the Report of the Vision and Transformation Leadership Team for information. **Carried**

**2020-11-26\_132 MOTION** (J. Allen/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive approves the request of the Grace United Church, Gananoque, for \$5,000 to upgrade its audio-visual system to stream its services of worship. **Carried**

**2020-11-26\_133 MOTION** (J. Allen/B. Harman) that the Eastern Ontario Outaouais Regional Council Executive approves the request of the Stittsville United Church for \$6,000 to continue its Spiritual Growth Animation Project. As this is the third year that the project has been funded, this will be the final year of regional funding for the project. **Carried**

Supporting and Building Communications

8. **Communications** – Anita Jansman highlighted various items in report; see report as **Appendix G**

9. **Nominations** – Bronwan Harman explained that nominations is seeking one lay and one clergy member to fill vacancy on the Executive. Sue Hutton is providing a detailed description of the nomination process. For clarification, nominations are not accepted from the floor of General Meetings – a policy will be prepared for the Governance Handbook.

10. **YAYA** – Dana Ducette highlighted various items in report; see report as **appendix H**. Dana also explained that within YAYA Leadership Team there is a focus to promote good mental health practice.



**2020-11-26\_134 MOTION** (T. Burnett-Cole/L. Stronski) that the Eastern Ontario Outaouais Regional Council Executive receives the Report of the YAYA Leadership Team for information. **Carried**

11. **Regional Council Meeting** – wrap up meeting minutes (November 20, 2020) see **appendix I**, AGM meeting evaluation, see **appendix J**. There has been discussion that instead of having a general business meeting, educational pieces and training with discussion groups need to be provided instead. A General Meeting will need to take place sometime before June 21<sup>st</sup> 2021 to elect 44<sup>th</sup> General Council Commissioner.

#### **New Business**

- December 9<sup>th</sup> – General Council is offering a blue Christmas service (will also be made available online)
- December 24<sup>th</sup> – General Council is working on creating Christmas Eve service.
- President's meeting took place, Takouhi will provide a summary of that meeting and circulate throughout the Regional Council.

**Opening worship for next meeting** – Bronwen Harman

#### **Motion to adjourn**

**2020-11-26\_135 MOTION** (C. Ryan/ T. Burnett-Cole) that the Eastern Ontario Outaouais Regional Council Executive adjourn this meeting at 12:14 p.m. **Carried**

**Closing Prayer** – Teresa Burnett-Cole offered to close the meeting in prayer.

**Next meeting date** Thursday, January 21 2021 9:00 – noon on zoom

Rev. Takouhi Demirdjian-Petro,  
President

Rev. Rosemary Lambie,  
Executive Minister

#### **Appendices**

Appendix A	Financial Report and Budget	Pages 224-228
Appendix B	Pastoral Relations Commission meeting minutes (October 13, 2020)	Pages 229-231
Appendix C	Pastoral Relations Commission meeting minutes (November 10, 2020)	Pages 232-234
Appendix D	Clusters and Networks Report	Pages 235-237
Appendix E	request to support the ministry of Iglesia Bautista in El Salvador	Pages 238-239
Appendix F	Vision & Transformation Report	Page 240
Appendix G	Communications Report	Page 241
Appendix H	YAYA Report	Page 242-243
Appendix I	General Meeting Planning Team minutes, November 20, 2020	Pages 244-245
Appendix J	Annual Meeting Evaluation	Pages 246-253

Appendix A

Eastern Ontario Outaouais Regional Council of the United Church of Canada  
2020 Financial Report to Sep 30

Income	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
Grant - Assessments	325,000	325,000	325,000	0	0	0	325,000	325,000	325,000
Grant - Assessment (Executive Minister/Assistant)	33,500	33,500	33,500	0	0	0	33,500	33,500	33,500
Grant - Mission & Service Fund	0	0	0	289,000	289,000	289,000	289,000	289,000	289,000
Grant - Special Funding	2,500	0	0	0	0	0	2,500	0	0
Donated Expenses	126	0	0	0	0	0	126	0	0
Interest & Mckendry Fund	1,720	1,688	1,500	0	0	0	1,720	1,688	1,500
Mission & Service Fund Donations	0	0	0	1,302	0	0	1,302	0	0
Student Fund - Donation	20	0	0	0	0	0	20	0	0
Transfer Balliol/Schriens Youth Salary/Program	0	0	0	19,000	20,400	20,400	19,000	20,400	20,400
Transfer Balliol/Schriens Granting	0	0	0	10,400	6,500	20,400	10,400	6,500	20,400
Transfer ECOIRC Fund	6,720	18,000	18,000	10,080	18,000	18,000	16,800	36,000	36,000
Transfer Mission Strategy Grants	0	0	0	29,500	24,000	70,000	29,500	24,000	70,000
Youth Programming Revenue	0	0	0	1,705	815	0	1,705	0	0
<b>Total Income</b>	<b>369,586</b>	<b>378,183</b>	<b>378,000</b>	<b>360,988</b>	<b>358,715</b>	<b>417,800</b>	<b>730,574</b>	<b>736,088</b>	<b>795,800</b>

Expenses (net of Recoveries)	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
Clusters, Leadership Teams, Networks (Schedule 1)	3,889	546	8,000	4,548	0	12,000	8,437	546	20,000
Candidate for Ministry Grants	2,700	0	2,700	0	0	0	2,700	0	2,700
Congregational Reviews & Support	0	10,801	10,000	0	0	0	0	10,801	10,000
Finance and Archives (Schedule 2)	20,796	21,785	30,620	0	0	0	20,796	21,785	30,620
Mission & Service Fund Donations	0	0	0	1,302	0	0	1,302	0	0
Mission Strategy Grants	0	0	0	29,500	24,000	70,000	29,500	24,000	70,000
Mission Support Grants (Schedule 3)	0	0	0	149,655	136,100	145,000	149,655	136,100	145,000
Office Costs (Schedule 4)	10,441	10,149	16,575	305	759	500	10,746	10,908	17,075
Partnership Ministers (Schedule 5)	0	2,500	2,500	2,800	3,850	5,850	2,800	6,350	8,350
Regional Meetings (Schedule 6)	213,430	213,369	223,500	128,530	130,368	135,600	342,060	343,737	359,100
Technology and Communications (Schedule 8)	41,041	7,957	66,000	0	0	0	41,041	7,957	66,000
Youth Grants	7,727	6,840	9,500	0	0	0	7,727	6,840	9,500
Youth Programming (Schedule 9)	0	0	0	10,400	6,500	20,400	10,400	6,500	20,400
<b>Total Expenses</b>	<b>300,023</b>	<b>273,948</b>	<b>369,395</b>	<b>339,880</b>	<b>309,316</b>	<b>405,350</b>	<b>683,502</b>	<b>588,268</b>	<b>774,745</b>
<b>Net Income (deficit) from general operations</b>	<b>69,563</b>	<b>104,236</b>	<b>8,605</b>	<b>27,508</b>	<b>49,399</b>	<b>12,450</b>	<b>97,071</b>	<b>152,820</b>	<b>21,055</b>

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
2020 Financial Report, September 30

**Schedule 1 - Clusters, Leadership Teams, Networks**

	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
Camping Leadership Team	0	0	0	89	0	400	89	0	400
Chaplaincy Leadership Team	0	0	0	42	0	1,000	42	0	1,000
Contingency (allocations yet to be determined)	0	0	3,100	0	0	5,100	0	0	8,200
Finance Leadership Team	377	0	500	0	0	500	377	0	500
Justice, Global, and Ecumenical Relations	0	0	0	4,417	0	5,000	4,417	0	5,000
Lay Worship Leaders	886	0	3,000	0	0	0	886	0	3,000
Ministry Personnel Events	2,500	350	1,000	0	0	0	2,500	350	1,000
Pastoral Relations Leadership Team	126	196	400	0	0	0	126	196	400
Right Relations	0	0	0	0	0	500	0	0	500
<b>Total</b>	<b>3,889</b>	<b>546</b>	<b>8,000</b>	<b>4,548</b>	<b>0</b>	<b>12,000</b>	<b>8,437</b>	<b>546</b>	<b>20,000</b>

**Schedule 2 - Finance and Archives**

	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
Archives Honourarium	7,332	8,008	10,000	0	0	0	7,332	8,008	10,000
Archives Office and Travel Expenses	245	0	600	0	0	0	245	0	600
Archives Ontario Archives	5,752	6,046	11,000	0	0	0	5,752	6,046	11,000
Bank and Review Costs	504	170	1,500	0	0	0	504	170	1,500
Incorporated Ministries	500	500	750	0	0	0	500	500	750
Insurance	0	732	50	0	0	0	0	732	50
Treasurer Honourarium	6,000	6,120	6,120	0	0	0	6,000	6,120	6,120
Treasurer Office Expense	462	210	600	0	0	0	462	210	600
<b>Total</b>	<b>20,796</b>	<b>21,785</b>	<b>30,620</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20,796</b>	<b>21,785</b>	<b>30,620</b>

**Schedule 3 - Mission Support Grants**

	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
Algonquin Chaplaincy	0	0	0	5,550	5,550	5,550	5,550	5,550	5,550
Alwyn Community of Faith	0	0	0	5,700	4,080	4,080	5,700	4,080	4,080
Camp Lauren	0	0	0	15,920	20,000	20,000	15,920	20,000	20,000
Carleton Place Chaplaincy	0	0	0	6,360	7,000	7,000	6,360	7,000	7,000
Centre 507	0	0	0	27,875	30,670	30,670	27,875	30,670	30,670
Contingency	0	0	0	25,000	0	8,900	25,000	0	8,900
Golden Lake Camp	0	0	0	15,000	15,000	15,000	15,000	15,000	15,000
House of Lazarus	0	0	0	36,300	36,300	36,300	36,300	36,300	36,300
Ottawa West End Chaplaincy	0	0	0	2,250	2,500	2,500	2,250	2,500	2,500
Rideau Hill Camp	0	0	0	7,000	15,000	15,000	7,000	15,000	15,000

<b>Total</b>	0	0	0	143,655	136,100	145,000	143,655	136,100	145,000
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Eastern Ontario Outaouais Regional Council of The United Church of Canada  
2020 Financial Report, September 30

	Governance		Mission & Ministry		Total	
	2019 Actual	2020 Actual	2019 Actual	2020 Actual	2019 Actual	2020 Actual
<b>Schedule 4 - Office Costs</b>						
Carlleton Place						
Photocopier	0	0	0	0	0	0
Postage	35	0	0	0	35	0
Rent	4,800	4,800	0	0	4,800	4,800
Supplies	520	339	0	0	520	339
Home Offices	127	319	305	759	432	1,078
Sundry (Transitional Costs)	456	124	0	0	456	124
Summerville (15.6% of costs)						
Elevator	75	47	0	0	75	47
Hydro	240	230	0	0	240	230
Internet	71	0	0	0	71	0
Photocopier	0	0	0	0	0	0
Postage	0	0	0	0	0	0
Rent	3,978	4,206	0	0	3,978	4,206
Supplies	141	85	0	0	141	85
Telephone	0	0	0	0	0	0
<b>Total</b>	<b>10,440</b>	<b>10,149</b>	<b>16,575</b>	<b>305</b>	<b>10,745</b>	<b>10,908</b>

	Governance		Mission & Ministry		Total	
	2019 Actual	2020 Actual	2019 Actual	2020 Actual	2019 Actual	2020 Actual
<b>Schedule 5 - Partnerships</b>						
Affirm United	0	0	0	0	0	0
Christian Council of Capital Region	0	0	250	250	250	250
Grand River Book Stores	0	2,500	0	2,500	0	5,000
Multi Faith Housing Initiative	0	0	100	100	100	100
Spiritual Care in Secondary Schools	0	0	750	1,000	750	1,000
Social Justice Network in Ottawa	0	0	1,500	0	1,500	0
<b>Total</b>	<b>0</b>	<b>2,500</b>	<b>2,600</b>	<b>3,850</b>	<b>2,600</b>	<b>6,350</b>

	Governance		Mission & Ministry		Total	
	2019 Actual	2020 Actual	2019 Actual	2020 Actual	2019 Actual	2020 Actual
<b>Schedule 6 - Personnel</b>						
Benefits (United Church & Government)	27,555	30,329	19,484	22,262	0	52,591
Continuing Education	373	106	1,080	113	0	219
Executive Minister/Assistant (15.6%)	34,896	38,447	0	0	0	38,447
Meetings/Hospitality	3,196	965	902	22	0	987
Salaries	137,501	141,460	101,709	106,387	104,000	247,847

Telephones	1,513	1,024	2,000	1,491	1,078	2,500	0	2,102	4,500
Travel	8,597	1,038	9,000	3,964	505	5,000	0	1,548	14,000
<b>Total</b>	<b>213,430</b>	<b>213,369</b>	<b>223,500</b>	<b>128,630</b>	<b>130,368</b>	<b>135,600</b>	<b>0</b>	<b>343,737</b>	<b>359,100</b>

Eastern Ontario Outaouais Regional Council of the United Church of Canada  
2020 Financial Report, September 30

	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
Executive Meetings	2,298	0	3,000	0	0	0	2,298	0	3,000
Regional Meeting - February	270	5,576	7,500	0	0	0	270	5,576	7,500
Regional Meeting - May	31,805	1,472	45,000	0	0	0	31,805	1,472	45,000
Regional Meeting - October	5,282	859	7,500	0	0	0	5,282	859	7,500
Planning Committee	739	50	2,000	0	0	0	739	50	2,000
Staff Retreat	646	0	1,000	0	0	0	646	0	1,000
<b>Total</b>	<b>41,041</b>	<b>7,957</b>	<b>66,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41,041</b>	<b>7,957</b>	<b>66,000</b>

	Governance			Mission & Ministry			Total		
	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget	2019 Actual	2020 Actual	2020 Budget
IT Support/GCC	4,719	4,579	5,000	0	0	0	4,719	4,579	5,000
Tele-Conferencing/Annual Contracts	327	408	1,000	0	0	0	327	408	1,000
Website	2,681	1,853	3,500	0	0	0	2,681	1,853	3,500
<b>Total</b>	<b>7,727</b>	<b>6,840</b>	<b>9,500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,727</b>	<b>6,840</b>	<b>9,500</b>

	Governance			Mission & Ministry			Total		
	2019 Actual	2019 Budget	2020 Budget	2019 Actual	2019 Budget	2020 Budget	2019 Actual	2019 Budget	2020 Budget
Camp Awesome	0	0	0	7,361	3,139	2,500	7,361	3,139	2,500
Events	0	0	0	4,161	3,441	12,000	4,161	3,441	12,000
Supplies	0	0	0	1,018	1,159	1,500	1,018	1,159	1,500
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12,539</b>	<b>7,739</b>	<b>16,000</b>	<b>12,539</b>	<b>5,000</b>	<b>16,000</b>

Schedule 10 - Statement of Operations and Change in Assets for Eastern Ontario Outaouais Regional Council Fund

	EOORC	James Baillie	McKendry	Miss. Strat.	Servens	Total
Opening Equity (market Value)	813,455	598,269	100,000	1,750,839	430,406	3,687,969
Deposits (Transfers from Conference/Presbytery)	73,142			67,120		73,142
Deposits (Sales from Properties)						67,120
Accounts Receivable	(18,000)			(24,000)	(2,000)	(18,000)
Transfer for Governance		(4,500)				(4,500)
Transfer for Grants						(30,500)

Transfer to Mission and Ministry	(18,000)	(11,220)			(38,400)
Unrealized Gains/Losses	36,861	27,539			167,736
Closing Equity (market value)	887,458	605,088	100,000	1,876,565	439,956
					2,079,0
					3,909,067

## Appendix B

**Pastoral Relations Commission Meeting Minutes**  
**Tuesday, October 13, 2020 at 1:00 p.m.****PRESENT:**

Jim Allen, Ina Bromley (via telephone), Ed Gratton, Wayne Harris (Chair), Charlotte Hoy (via telephone – lost connection at 1:20), Sharon MacDonald, Erin McIntyre, Karen McLean (Scribe), Janet Nield, Linda Suddaby, Whit Strong (11)

**REGRETS:** None

**CALL TO ORDER, OPENING PRAYER:**

Chair Wayne called the meeting to order at 1:06 p.m. He welcomed Jim Allen to the Commission and opened the meeting with prayer.

**QUICK CHECK-IN:**

Members checked in with personal updates since the last meeting.

**ACCEPTANCE OF MINUTES OF SEPTEMBER 8, 2020**

**Motion 19/20-141** (E. McIntyre/E. Gratton) “that the minutes of the EOORC PR Commission for September 8, 2020 be approved as distributed.”

**CARRIED**

**CORRESPONDENCE:**

All correspondence will be dealt with during the meeting.

**RESTORATIVE CARE:****For Information**

Kim Vidal (OM) – Bells Corners PC – Sept. 4, 2020

Debbie Poirier (DLM) – Christ Church United PC – Sept. 1, 2020

**CHANGE IN PASTORAL RELATIONSHIPS:****Eric Lukacs**

**Motion 19/20-142** (I. Bromley/L. Suddaby) “that the ROORC PR Commission approves the request of Eric Lukacs (OM) Carleton Memorial Pastoral Charge for a change in pastoral relations effective April 8, 2021.”

**CARRIED**

**LIAISONS and PASTORAL CHARGE SUPERVISORS:****Pastoral Charge Supervisors:****Elgin-Portland PC – Lynne Gardiner**

**Motion 19/20-143** (S. MacDonald/J. Allen) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Lynne Gardiner (OM), EOORC member, as Pastoral Charge Supervisor to the Elgin-Portland Pastoral Charge effective November 10, 2020.”

**CARRIED**

**Updates from Liaisons**

Several members of the commission are currently acting as Liaisons for various Communities of Faith: Janet Nield (Arnprior: Grace-St. Andrew’s), Linda Suddaby (Athens), Sharon MacDonald (Lanark Balderson), Wayne Harris (Central Lanark), and Ed Gratton (Emmanuel Kenmore, and Knox-Edwards).

Each provided an update for each CoF. Several questions were raised, and follow-up action was arranged for each.

**Motion 19/20-144** (S. MacDonald/J. Nield) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Dianne Cardin (OM-R), EOORC member, as Pastoral Charge Supervisor to Manotick Pastoral Charge effective October 13, 2020.” **CARRIED**

### **COVENANTING SERVICES:**

Janet Nield reported the Covenanting service for James Murray at Renfrew: Trinity-St. Andrew’s had been held on October 10, 2020. Chair Wayne noted that there are still several Covenanting services that were scheduled but we have no information as to whether or not they were ever held. Whit will continue to try to contact each one to check on the status. Dates, locations, and times are needed so they can be posted on the website and other churches can be notified.

### **OTHER BUSINESS:**

#### **1) Kanata U.C. – position description**

Kanata has submitted a position description for a Congregational Designated Minister (CDM) and Whit had circulated it to the Commission for comments/suggestions. The consensus was that this appears to be a lot of work for the position and perhaps the church should prioritize their needs/wants. Whit is following up with all suggestions.

#### **2) Rural Pastoral Charge Supervisor (PCS)**

Janet followed up on the conversation at our last meeting around the question of providing supervision support to rural congregations without having to appoint a PCS specifically for that congregation. Janet approached Jane Dawson to inquire if this could be added to the agenda of the recent workshop on rural ministries but there was no room at this one.

There is a strong feeling that we must encourage connections between large churches with their smaller neighbours so there is the possibility of supervisory assistance when a small congregation moves into transition. Several suggestions were offered – there is a fine line to be walked in encouraging this kind of relationship. The conversation continues.

#### **3. Phone/Communications Policy**

Liaisons are hearing concerns from Communities of faith about the \$1000/year minimum (not prorated) policy for calls and appointments. Some are asking if there is some flexibility or will the Commission refuse to sign off on a call or appointment without this.

Commission members understand the concerns – especially for smaller congregations – but provided some good insight into the matter.

Some churches have phone, internet, etc. so question the need to provide anything additional for their ministers. It was noted that some churches have no (or inadequate) office space requiring the minister to often work extra time from home. In this time of Covid-19 when churches were completely closed, they had no choice. Some churches have internet, but it is not always adequate for the minister(s)’ needs. Now, as most meetings are held online via Zoom, some ministers are paying extra for the package to allow them to host the meetings. Depending on the situation, it is not always convenient to do all their work at the church, so the minister is reliant on his/her own equipment. And most ministers now use cell phones which gives congregants 24/7 access to their minister. The \$1000 minimum works out to \$83.33/mo. which barely covers a cell phone let alone all the other equipment costs.

The consensus was that this is not an unreasonable amount for the service.

#### **4. Travel Policy**

The travel policy was to have gone to the Executive. The Commission had suggested that travel and Con-Ed reimbursements be paid to ministry personnel upon delivery of receipts and not 1/12<sup>th</sup> per month as some were experiencing. Whit and Brian Cornelius (Treasurer) were to discuss this and try to bring a recommendation to the AGM Oct. 16-17. A further suggestion was to suggest payment based on receipts up to a maximum



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amount (to be determined).

### **5. Candidacy Process**

Ed noted it seems to be taking an inordinately long amount of time to process applications to be considered as a candidate and wondered if there is a way to speed things up.

Whit reminded us there are several reasons for this – the church is currently understaffed; we are working with a new model which has taken a lot of time to get sorted out and get staff organized; all the work is now being done on Zoom rather than in person which has slowed processing from around 15 at a time to 7; this is a candidate-driven model – some people just haven't got the paperwork in yet.

**NEXT MEETING:** Next meeting November 10, 2020 1:00 – 3:00 p.m. via Zoom.

**CLOSING:** Janet offered our closing prayer today. The business of the Commission being completed, Chair Wayne thanked everyone for attending, encouraged us to stay safe and declared the meeting closed at 2:19 p.m.

Appendix C

**Pastoral Relations Commission Meeting Minutes**  
**Tuesday, November 10, 2020 at 1:00 p.m.**

**PRESENT:**

Jim Allen, Ina Bromley (via telephone), Ed Gratton, Wayne Harris (Chair), Sharon MacDonald, Erin McIntyre, Karen McLean (Scribe), Janet Nield, Linda Suddaby, Whit Strong (10)

**REGRETS:** Charlotte Hoy

**CALL TO ORDER, OPENING PRAYER:**

Chair Wayne called the meeting to order at 1:05 p.m. He welcomed everyone and noted regrets from Charlotte – stranded in Calgary airport in a snowstorm.

**QUICK CHECK-IN:**

Members checked in with personal updates since the last meeting.

**INTERIM MOTION:**

**Richmond Pastoral Charge – October 18, 2020**

**Motion 19/20-145** (J. Allen/S. MacDonald)

WHEREAS: At a duly constituted congregational meeting of the St. Paul's (Richmond Pastoral Charge) Community of Faith, held on October 15, 2020, a motion was passed requesting the Eastern Ontario Outaouais Regional Council to end the pastoral relationship between the Richmond Pastoral charge and the Rev. Dr. Jessica Hetherington;

BE IT RESOLVED THAT:

1. The pastoral relationship between St. Paul's United Church (Richmond Pastoral Charge) and the Rev. Dr. Jessica Hetherington be ended effective January 31, 2021;
2. That the pastoral charge continues to pay full salary and benefits to Rev. Hetherington until the above noted date through the pastoral charge's ADP account; and
3. That the outstanding Continuing Education payment of nine hundred and fifty-six dollars (\$956.00) (monthly payments from October 2019 to May 2020) be paid before December 31, 2020.

**CARRIED**

**ACCEPTANCE OF MINUTES OF October 13, 2020**

The scribe noted an error under "Updates from Liaisons" on p. 19/20-44. Ed Gratton should be listed as Liaison for Emmanuel, Kenmore and Knox-Edwards.

**Motion 19/20-146** (S. MacDonald/I. Bromley) "that the minutes of the EOORC PR Commission for October 13, 2020 be approved as amended."

**CARRIED**

**RESTORATIVE CARE:**

**For Information**

Almost all ministry personnel on Restorative Care have returned to work either completely or on a graduated return basis. Deborah Roi (OM) – Carp-Dunrobin PC remains on the list effective August 7, 2020.

**CHANGE IN PASTORAL RELATIONSHIPS:****Richmond P.C. - Jessica Hetherington**

**Motion 19/20-147** (L. Suddaby/ J. Allen) “that the EOORC PR Commission recommends that the Rev. Dr. Jessica Hetherington not return to active ministry with the Richmond Pastoral Charge from October 15, 2020 to the end of the pastoral relationship on January 31, 2021, by mutual agreement between the minister and the pastoral charge.” **CARRIED**

**Centenary P.C. – Jean Brown**

**Motion 19/20-148** (I. Bromley/ J. Allen) “that the EOORC PR Commission takes note of the request of the Rev. Jean Brown (OM-R) (Centenary P.C.) to end her appointment as of Nov. 15, 2020, as per the letter from the Official Board. **CARRIED**

[Abstaining: S. MacDonald]

**CALLS/APPOINTMENTS:****Bells Corners P.C. – Lorraine Lowes**

**Motion 19/20-149** (E. McIntyre/E. Gratton) “that the EOORC PR Commission approves the change in terms of the call to the Rev. Lorraine Lowes (DM) of the Bells Corners Pastoral Charge from 30 hours to 40 hours per week, effective September 4, 2020, at sixty thousand and sixty-one dollars (\$60,061.00).” **CARRIED**

**Bells Corners P.C. – Lorraine Lowes**

**Motion 19/20-150** (J. Nield/S. MacDonald) “that the EOORC PR Commission approves the change in terms of the call to the Rev. Lorraine Lowes (DM) of the Bells Corners Pastoral Charge from 40 hours to 30 hours per week, effective November 1, 2020, at forty-five thousand two hundred and forty-five dollars and seventy-five cents (\$45,245.75).” **CARRIED**

**Manotick P.C. – Dianne Cardin**

**Motion 19/20-151** (L. Suddaby/ E. Gratton) “that the EOORC PR Commission approves the appointment of the Rev. Dianne Cardin (RS) to the Manotick Pastoral Charge as Pastoral Care Minister for 8 hours/week, from January 1, 2021 – June 30, 2021, at thirteen thousand five hundred and forty-one dollars (\$13,541.00) per annum.” **CARRIED**

**LIAISONS and PASTORAL CHARGE SUPERVISORS:****Lyn: Christ Church PC – Linda Suddaby**

**Motion 19/20-152** (J. Allen/ E. McIntyre) “that the EOORC PR Commission, names Linda Suddaby as Liaison to the Lyn: Christ Church Pastoral Charge effective November 10, 2020.” **CARRIED**

**For Information:**

Pakenham Pastoral Charge requires a Liaison as soon as possible.

**Arnprior: Grace-St. Andrew’s P.C. – Tiina Côté**

**Motion 19/20-153** (I. Bromley/ J. Nield) “that the EOORC PR Commission, names Tiina Côté as Pastoral Charge Supervisor to the Arnprior: Grace-St. Andrew’s Pastoral Charge effective November 10, 2020.” **CARRIED**

**Shawville P.C. – Charles Barrett**

**Motion 19/20-154** (I. Bromley/ S. MacDonald) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Charles Barrett as Pastoral Charge Supervisor to the Shawville Pastoral Charge effective November 10, 2020.” **CARRIED**

**COVENANTING SERVICES:**

According to Commission records, there were a number of calls issued this year but there is nothing to indicate Covenanting services were ever held. Whit is still trying to make contact with these ministers/pastoral charges to determine the status.

### **OTHER BUSINESS:**

#### **2) Kanata U.C. – position description**

At the last meeting of the Commission, it was felt the proposed position description for a Congregational Designated Minister (CDM) appeared to be a lot of work for the position and perhaps the church should prioritize their needs/wants. Whit followed up with the pastoral charge but this is what they want and what they wish to advertise for.

#### **2) Rural Pastoral Charge Supervisor (PCS)**

Initial feedback on suggestions that rural pastoral charges might consider working together to utilize shared ministry and services of other personnel has been somewhat positive. Some have indicated they would get together for a cluster meeting to explore ideas but it does not appear that will happen soon – especially as we near the busy Christmas season.

Of ongoing concern is how congregations are making connections with other churches in their area.

Whit has asked Anita to post some requests on the website and to circulate them through the newsletter.

A general brainstorming session resulted in several ideas for sharing that are either already in place or might be helpful suggestions.

Janet volunteered to work with a subgroup to find and assist in placing Pastoral Charge Supervisors. (Whit reminded us that PCSs must be members of EOORC.)

#### **3. Arnprior – Congregational Designated Minister (CDM)**

**Motion 19/20-155** (J. Nield/ E. McIntyre) “that the EOORC PR Commission accepts the proposed posting for the Arnprior Pastoral Charge, to the ChurchHub of a Congregational Designated Minister (CDM) Supply at 75% time starting November 1, 2020 (preferred).”

**CARRIED**

#### **4. Travel/Con Ed Policy**

**Motion 19/20-156** (E. Gratton/S. MacDonald) “that the EOORC PR Commission recommends that, for all new calls and appointments, allowances for Continuing Education and Travel be reimbursed based on the submission of receipts (Con Ed) and travel log (Travel) rather than a set amount being paid on a monthly basis.”

**CARRIED**

#### **5. Iroquois-Matilda Pastoral Charge**

Jim Allen reported that Mathilda P.C (Brinston, Hulbert-Valley, Iroquois) have held separate congregational meetings and have all decided to close. effective April 1, 2021. Someone is needed to provide pastoral care during this whole process. Ed noted there is a minister until Nov. 30, 2020. Perhaps Jim might contact the minister to determine the needs of the congregation(s) as they move toward closure.

#### **6. Williamstown Pastoral Charge**

Williamstown Pastoral Charge has submitted a request to Whit expressing its desire to become a Supervised Ministry Education (SME) site. He feels they should provide a more in-depth profile of the gifts they can offer to a student. Janet suggested he contact Bristol, Quyon and Grace U.C. in Chelsea as they had submitted a very good outline.

**NEXT MEETING:** Next meeting December 8, 2020 1:00 – 3:00 p.m. via Zoom.

**CLOSING:** Sharon offered our closing prayer today. The business of the Commission being completed, Chair Wayne thanked everyone for attending, encouraged us to stay safe and declared the meeting closed at 2:32 p.m.

## Appendix D

**Clusters And Networks Report**

Cluster and Network development within EOORC has been active over the past year. As defined in *The Manual* (2019), “alongside the three-council structure there are clusters and networks that, while not formal governance bodies, are central to the living out of the faith of the United Church” (p. 42), focused on learning, collegiality, innovation and social justice. Much of this work happens at the grassroots level, as communities of faith explore new ways of sharing resources and supporting each other during these changing times. Since the beginning of the COVID-19 pandemic in March, 2020, the emphasis has primarily been on using online platforms for building community and connection.

At the regional level there have been a number of initiatives implemented over the past year designed to build community, explore new approaches to ministry and mission, foster transformative learning and continuing faith development, and broaden networks of connection for living out the United Church’s commitment to social justice. A selection of examples of this work are listed below.

**Initiatives Supported by EOORC Vision and Transformation Leadership Team**

- “Small (Rural) Church, Big Ideas” Online Workshop. Focused on generating innovative ideas for innovative ministry for rural churches. Wednesday, September 23, 7:30 – 9:00 pm, and Saturday, September 26, 2:30 – 4:00 pm (co-facilitated with Rev. Lynne Gardiner)
- “Grant Us This Day” Online Workshop on Applying for Grants (upcoming) – Wednesday, November 18, 7:30 – 9:00 pm and Saturday, November 21, 2:30 – 4:00 pm (co-facilitated with Rev. Cindy Casey).

**EOORC Innovation Cluster** – Online conversations with the Ottawa Community Foundation (OCF) to explore community-church partnerships.

- “Being a Backbone Organization,” with Marco Pagani, OCF President and CEO, Tuesday, May 19, 2020, 2:30-4:00 pm.
- “Affordable Housing,” with Rebecca Aird, OCF, and Tim Blair, newly appointed CEO of United Property Resource Corporation (UPRC), Tuesday, May 26, 2:30-4:00 pm.

**Innovative Ministries** – sponsored by EOORC and supported by Embracing the Spirit grants from the national EDGE Network for Ministry Development.

- Story Night and Art Church gatherings hosted by Good City People/Parish Collective; weekly and monthly gatherings connecting artist, storytellers, and community-based businesses to build more vibrant and connected neighbourhoods.
- Ecological Grief Workshops building pathways to resilience, self-care and earth care, aimed at transforming despair and overwhelm into collaborative action (face-to-face workshops and online gatherings), facilitated by Robin McDonald and Andrea Prazmowski, hosted by First United Church, Ottawa.

**EOORC Right Relations Network** – creating opportunities for working and learning together to support the work of indigenous justice and living into right relations (Contact: [JDawson@united-church.ca](mailto:JDawson@united-church.ca)).

- Online conversation with Lori Ransom, Reconciliation and Indigenous Justice Animator, Indigenous Ministries and Justice, June 30, 2020, 2:30-4:00 pm.
- “Calls to the Church” Online Study Circle (ongoing) – Six sessions, every two weeks, Thursday, October 1 – Thursday, October 10, 2020, 2:30 – 4:00 pm.
- Reconciliation Speaker Series – in development (with Rev. Teresa Burnett-Cole).

**Anti-Racism and Inclusion** –building a region-wide network to support the work of racial justice within the United Church, in liaison with the White Privilege Working Group of the General Council Office (contact: [JDawson@united-church.ca](mailto:JDawson@united-church.ca))

**Housing Matters Network** -- <https://eoorc.ca/wp-content/uploads/2020/06/EOORC-Housing-Matters-Network-Final.pdf>

**Refugee Sponsorship Newsletter** - Periodic newsletters containing information and updates on National SAH, IRCC and overseas activities (e.g. visa posts, travel). If any church, faith community or sponsorship group wishes to be part of this information sharing, please contact the moderator – [tomschwarzkopf@outlook.com](mailto:tomschwarzkopf@outlook.com)

**Healing Pathway** (a regional network within the national Healing Pathway Program). Contact: Sharon Moon, [sharonmoon45@gmail.com](mailto:sharonmoon45@gmail.com) or Howard Clark, [healingpathwayeast@gmail.com](mailto:healingpathwayeast@gmail.com)

**Social Justice Network of Ontario Regional Councils (SNJORC)**, Contact: Charles Barrett, Chair, [barrett25@yahoo.ca](mailto:barrett25@yahoo.ca)

**United Network for Justice and Peace in Palestine and Israel (UNJPPI)**, Ottawa Chapter. Upcoming online book study (once a week for 4 weeks), Friday, October 30 – November 20, 2020, 12:00 – 1:30 pm) (Contact: [Jdawson@united-church.ca](mailto:Jdawson@united-church.ca)).

Information about additional networks is available on the Networks page of the EOORC website: <https://eoorc.ca/ministries/networks/>

**United Church Advocacy in the Time of COVID National Conversations** – In May, 2020, a national roundtable was held to build relationships among regional, general council, ministries and networks to support new ways to work together in advocacy. A number of ongoing cross-regional working groups have been formed, building connections around various social justice initiatives across the wider church (Guaranteed Liveable Income, racial and indigenous justice, GLBTQ2, Long-term care for seniors, etc). Contact: Lori Neale, [lnale@united-church.ca](mailto:lnale@united-church.ca)

**Online Learning Circles** – opportunities for scriptural engagement for continuing faith development, connecting online and reconnecting with scripture (Contact: Jane Dawson, [jdawson@united-church.ca](mailto:jdawson@united-church.ca))

- “Opening the Book” – Monday evenings, March 30 – June 29, 2020, 7:30-9:00 p.m. An opportunity for listening to and discussing podcast interviews with biblical scholars, exploring diverse perspectives on interpreting scripture, with a focus on reading scripture from non-dominant perspectives.
- “Praying the Psalms/Psalm Circle” – Thursday mornings, March 26 – June 25, 2020, 10:30 a.m – 12:00 noon, weekly reflections on the Psalms, informed by Walter Brueggemann’s *Praying the Psalms* and Ray McGinnis’ *Writing the Sacred*.

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- “Re-Interpreting Joshua” – book study of *Divine Presence Amid Violence: Contextualizing the Book of Joshua* by Walter Brueggemann, July 8 – July 29 (once a week for four weeks).
  - “Opening the Book (Again): Perspectives on Genesis” (upcoming), Tuesday evenings, 7:30 – 9:00 pm. October 27 – December 1, 2020.

For further information about EOORC Clusters and Networks, contact Jane Dawson, Minister Supporting Communities of Faith, Clusters and Networks, [JDawson@united-church.ca](mailto:JDawson@united-church.ca).

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## Appendix E

Dear Friends:

We are writing to you because we all share something in common. We, or members and friends of our congregation, have visited Emmanuel Baptist Church and Pastor Miguel in El Salvador. Mission Awareness Trips, which were sponsored by the Bay of Quinte Conference, brought people face to face with a reality much different than our own and have changed people's lives forever. We have learned about international friendships, seen dynamic faith and stood in solidarity with our brothers and sisters in El Salvador.

Our friends at IBE need our help. First they need our prayers. Miguel will be the first to tell you about the power of prayer and there is an immeasurable strength that comes when we know we are not alone but standing beside our God and one another. We have witnessed this over and over again through our involvement with the people of this tiny Central American Country.

Right now, they also need our financial support. In a country that is already compromised by unemployment and gang violence, the devastation of Covid-19 has hit hard. Already 21 people who were connected with Iglesia Bautista have died from the virus, and there is little money to carry on. The Collegio (school) staff has been cut by 20% and church staff have had pay reductions of 30%. They are trying their best to carry on but, with a debt at now around \$15,000 US, there is a possibility that the school might have to declare bankruptcy and the future of the church is uncertain. This church has been a beacon of hope since the days of Civil War and a voice of peace and justice throughout the Country and the school, in its 39 years, has educated more than 10,000 students and developed a curriculum based on peace and reconciliation that is being used throughout El Salvador.

We are writing you for two reasons. The first is pray ... pray from the pulpit, pray over zoom. Pray alone or in a group. Let us lift our voices together for this vital ministry.

The second is to give. Raise funds, ask for donations, make a private donation and help our of brothers and sisters in a land we all know.

For obvious reasons, mission trips have been suspended until both countries are safe, which could be for some time. If the church survives, the day will come when we can go back; the gates of hospitality are open to us. But, in the meantime, we can still heighten our awareness and stand in solidarity with this ministry.

When folk from our congregations went on mission trips, we would help them. The amount participants had to raise was around \$1,000. Can you imagine if we took it upon ourselves to raise that much now? With many congregations involved, along with help from the Region and the UCW, we could wipe out their debt and allow them to get over Covid. We write this, knowing that our own congregations need our support and financial gifts, but if we are able, we ask you to look beyond ourselves to this great need to our beloved El Salvador.



We have set up a special fund through the Region to accept donations and will forward them directly to IBE. Monies can be sent through the treasurer Brian James either by mail to

The United Church of Canada  
2881 Pearson Lane  
Lakefield Ontario K0L2H0

Or by e-transfer to. [bjames@united-church.ca](mailto:bjames@united-church.ca)

Both need to be clearly marked. FOR EL SALVADOR

In the meantime, pray, talk, listen, share and believe, for together, we can make a difference.

In solidarity with our sisters and brother of El Salvador

Rev Dr Bill Smith

Rev. Wanda Stride

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## Appendix F

### **Vision & Transformation Report**

The Vision and Transformation Team met on November 17.

It adopted the following motions in response to applications for funding:

Moved/seconded (Charles Barrett/Joanne Fletcher) to recommend that the Eastern Ontario Outaouais Regional Council approve the request of the Grace United Church, Gananoque, for \$5,000 to upgrade its audio-visual system to stream its services of worship. **Carried.**

Moved/seconded (Bob Williams/Debbie Poirier) that the Eastern Ontario Outaouais Regional Council approve the request of the Stittsville United Church for \$6,000 to continue its Spiritual Growth Amination Project. As this is the third year that the project has been funded, this will be the final year of regional funding for the project. **Carried.**

#### **REVIEW OF THE SEPTEMBER 23 AND 26 WORKSHOP ON *SMALL RURAL CHURCHES – BIG IDEAS***

42 registered for the September session, of whom 26 attended. 10 attended the September 26 session. Because of the small numbers, break out rooms were not used on September 26.

Response to the workshop was positive. People seemed to enjoy it. There was a suggestion that there could have been more time allotted to the break out rooms. The participants appreciated the room to bring forward rural perspectives. It was a way of telling them that they were a meaningful part of the region. Some might have been nudged to think about their possibilities. Now that hope may have been fostered, it may be time for something more concrete.

#### **FOLLOW UP WORKSHOP**

The original plan was that the next workshop might be on grant writing. However, this requires the development of concrete proposals. So, is there an intermediate step? How do new ideas get seeded that can grow into life giving projects? One thought was the offering of examples that are relevant to our faith communities to give them specific ideas, possibly through the EOR Newsletter. Charles Barrett, Cindy Casey and Jim Allen will explore this further.

#### **COMMUNICATIONS**

Jane Dawson and Cindy Casey suggested a free online collaboration program called Glip to see if it could be a helpful tool for organizing V&T Leadership Team's documents and communication. Jane, Cindy, and Debbie Poirier volunteered to be "guinea pigs" in a Glip tutorial, and will report back to the Leadership Team.

#### **NEXT MEETING**

January 28, 2021 at 1:00 PM

## Appendix G

**Communications and Administrative Assistant Report to the Executive**  
**November 26, 2020****1. 2020 Annual Meeting, October 16-17, 2020**

- Registration and attendance for the meeting was successful, with 162 people attending our first online meeting
- Evaluation was completed with an overall positive rating of the meeting
- Steps are being taken for future meetings to improve some of the technical problems that were encountered

**2. COVID-19 Response**

- I continue to keep the COVID-19 webpage up to date, although new information has been much reduced in the past couple months

**3. Communications Leadership Team**

- Gary McKay, a valued member of the Leadership Team has decided to leave the team, so he will need to be replaced.
- Special thanks goes out to Gary for his dedication and assistance to the team and also his willingness to be one of the technology leaders during EOORC meetings. Thankfully, he will continue to be there for us at future meetings.

4. *EOORC News* continues on a bi-weekly basis. Special thanks goes to volunteer, Chris Morgan (St. John's, Kemptville) who has been a steadfast proof-reader of *EOORC News* for the past two years.

5. **EOORC Website** traffic remains steady

6. **Communications and Connectivity Evaluation** will be conducted in December to help determine communications needs for 2021.

## Appendix H

**Ministry for Youth and Young Adults (YAYA) - Executive Report***Regional Update***YAYA Advisory Group (YAG)**

The inaugural meeting of the YAYA Advisory Group (YAG) was held Nov. 5<sup>th</sup> over Zoom. The purpose of YAG is to bring together EOOR YAYA to help guide and plan EOORC events and programs (Zoom) for the Region. YAG is open to anyone aged 10-35 and meets for 1 hour once per month.

Next meeting: Tuesday, Nov. 24<sup>th</sup> from 6:30pm – 7:30pm.

Meeting Topic: Drive Thru Advent

Zoom Link: <https://us02web.zoom.us/j/86096890171>

**DRIVE THRU ADVENT Worship Service**

Drive Thru Advent is a 4 part worship service created and led by the YAYA Advisory Group (YAG). This 30-minute worship service will begin Sunday Nov. 29<sup>th</sup> (Dec. 6, 13 & 20) from 1:00-1:30pm. Please join YAG for a new take on the Advent journey with music, dancing and messengers of Hope, Peace, Love and Joy.

**DRIVE THRU ADVENT link:** <https://us02web.zoom.us/j/82581914795>

**YAYA Zoom Check-In**

The YAYA Zoom Check-In continues every Thursday from 5pm-6pm EST along with Shanna Bernier for youth and young adults to gather. Within this community space youth and young adults experience worship, prayer, guests and laughter. All Youth and Young Adults and leaders are welcome to join us.

<https://zoom.us/meeting/84246314797?occurrence=1589914800000>

**Worshiplude 2021 Pajama-Rama Party – Saturday, February 6<sup>th</sup>**

Worshiplude 2021 is being reimagined into an online pajama party. Complete with games, musical performances and special guests. Join us from home as we virtually gather to celebrate winter and our faith.

*Campus Ministry***Pause Table** (Dec. & April)

The Pause Table events at Carleton University for 2020/2021 are cancelled. The Open Table Committee who oversees Pause Table is looking into opportunities for the Congregational Partners to help students. One area of support is through the Carleton University Food Cupboard. This register food bank offers support to students who reside both on and off campus and is requesting support through

- 1) An Emergency Fund for students - We are hoping to create an emergency fund for Carleton students because we recognize that they may be facing unique challenges at this time and may greatly benefit from the extra support. We can set up a meeting to talk about how this would be implemented if you are interested in this option.
- 2) Gift cards for students to purchase foods at ethnic grocery stores - We would like to give students the opportunity to purchase the foods that they are familiar with eating and have knowledge of how to prepare it, such as culturally specific food. We want to work towards creating more inclusive services for students.
- 3) Monetary donations for Special Holiday Hampers - We are planning on expanding our regular hampers during Thanksgiving and Christmas to include holiday-themed items for students. Our regular hampers contain basic everyday items, but we would like to make the holidays a little more special by including items such as ingredients for pumpkin pie, holiday candy, etc.

**Open Table (December & April)**

The Open Table Committee will be offering online cooking classes and distributing ingredient kits starting in January. For December there is a Cookie Making (Zoom) session planned with cookie kits being provided to students.

**Spiritual Care in the Secondary Schools (SCSS)**

The Spiritual Care in Secondary Schools Committee has hired Ms. Breanna Pizzuto as the Coordinator to work with the Ottawa Carleton District School Board. This position is responsible for coordinating the multi-faith Spiritual Care volunteers in public schools. These volunteers provide spiritual care to students, teachers and administration staff. Due to volunteer restrictions in schools, SCSS sessions will be moved to Google Meets. Please contact me if you are interested in learning more about this program.

Respectfully Submitted by Dana Ducette, November 24th, 2020

[dducette@united-church.ca](mailto:dducette@united-church.ca) - mobile: 613-608-8411

## Appendix I

**EOORC Planning Leadership Team – Post-AGM Round-up  
Meeting Minutes, November 20, 2020 9:00 a.m.**

**In attendance,** Wayne Harris, Karen McLean, Bronwen Harman, , Anita Jansman, Joel Miller, , Jane Dawson, Lynne Gardiner, Carolyn Ruda, Rosemary Lambie, , Dana Ducette, Takouhi, David Patterson

**Regrets,** Elaine Beattie, Jane Dawson, Don Stiles, Gary McKay, Teresa Burnett-Cole

1. Opening Prayer - Bronwen
2. Check in
3. Evaluation Results: Overall the comments were favorable, fewer than five percent had complaints.

The negative comments were mostly about the poor connection. We have to remind people to update their Zoom platform before the meeting starts.

We need to promote training more. Training was offered to people in advance of the meeting which was promoted, but no one took advantage of it. Dana is suggesting we look at this: <https://www.connectedcanadians.ca/> which helps people connect on Zoom. Lynne suggests we start talking to Connected Canadians right now before so we can start setting up a way for the entire EOORC to get connected and stay engaged. Karen McLean will investigate this; Joel thinks that we should have a more focussed, specific approach for people to connect to meetings from within the EOORC would be better. Dana suggests that we to build capacity for efficient connection of the entire region and it would be good for us to initiate a more holistic approach to offer people training. Anita will put out a notice about their congregational annual meetings and offer them ways to get some training for conducting an online meeting. We need to build capacity by identifying who in the RC can champion technology and work with people who do need assistance.

Comments about receiving the documents earlier: this is a perennial problem. It's very difficult to get all the reports on time. Individual reports will be placed on the website as they come in and the report book could be compiled just before the meeting.

Breakout groups: the topic of racism in the UC was unfamiliar to a lot of people in the groups, or that to not too relevant for particular congregations. We need to prepare people better for the topic. Need to designate a facilitator for each group.

The Celebration of Ministry slideshow was problematic. These were technical issues that were sorted out eventually.

Nominations: we need some education about how the nominating committee works. Anita will ask Sue Hutton and Karen McLean to write a short story about it for the newsletter. Joel will send Anita the latest list of Executive and Leadership Teams. Dana suggests a "Governance Minute" in the newsletter for information

Length of Meeting: Anita will survey people to find out how long they are willing to devote to a Zoom meeting for the Annual EOORC meeting.

4. Looking ahead to our next large ZOOM meeting. When will it be? Will there be a winter meeting? This will be determined at the next Executive Meeting on November 26. Rosemary suggests the end of April or early May for the next meeting. We could have a webinar/learning session in February, not a business

meeting. Dana suggests our topics should include humour and combatting loneliness. Rosemary suggests equity training, for example, LCBTQ issues.

5. **Closing Blessing** – Takouhi.

## Appendix J

**EOORC Annual Meeting Evaluation Held October 16-17, 2020**

Number of meeting attendees: 162

Number of evaluations respondents: 72

1. Registration for the EOORC 2020 Online Annual meeting was clear and straightforward.  
\*\*\* 70 people agreed with this statement
2. Promotion of the EOORC 2020 Online Annual meeting was sufficient. I had enough time to learn about it and decide whether or not to go.  
\*\*\* 63 people agreed, 4 disagreed, 5 neutral
3. The EOORC 2020 Online Annual meeting agenda was clear.  
\*\*\* 64 agreed, 2 disagreed, 6 neutral
4. Signing in to Zoom and maintaining connection was:  
\*\*\* A little difficult: 6, Not difficult: 62, Very difficult: 2
5. Did you attend Friday afternoon?  
\*\*\* Yes: 66, No: 6
6. Did you attend Saturday afternoon?  
\*\*\* Yes: 64, No: 8

**Commentary****Comments on Registration**

Material needs to be out sooner if people are expected to process it.

While the agenda was provided in good time, the report book and related materials were not. For such an important meetings, materials should be the hands of delegates at least one week in advance, not a couple of days.

As Designated Lay Rep., I found these two afternoon Zoom mtgs very interesting and informative! As I was not able to join in for the Feb. 22nd mtg, I was eager to be updated re the business and activities of EOORC. Particularly enjoyed and found helpful the 'breakout groups' topics - very relevant and appreciated the variety of ideas that the church reps in my 2groups were creatively using in their congregations that could adopted in mine. Appreciated Gary's techie expertise!

Still think there should be an opportunity to indicate LLWL status in the registration process. I know some LLWL will be representing congregations and others have other roles/status, but it would be helpful to be able to indicate LLWL as well.



### **Comments on Zoom experience**

Considering the number of participants, I felt it was very well managed with only a few glitches.

I lost my fear of Zoom, your staff were helpful and very professional in their presentations, arranging the breakout groups and generally running the meeting. Thank you.

During the sign in process someone announced they had been hacked- so I immediately left the meeting. I didn't know if we all could be hacked or if somehow linking up all the computers on zoom would make for an ideal hacking ground. What are the probabilities of being hacked on a zoom meeting? Also, when we did the practice vote, my computer didn't register that I had voted- so I kept hitting the button- and didn't vote any more after that either. Please say something further about hacking.

Worked fine.

I liked the breakout rooms. In fact, the breakout rooms were better than at most in-person meetings where it can be difficult to hear everyone around a table or sitting on two adjacent pews.

Some of the technological glitches on Friday were solved on Saturday (eg. a video was interrupted by seeing the host's main screen; video not working in break out groups).

It would be good to ensure the President has adequate Internet--we lost her a few times.

Loved the use of breakout rooms. Very effective! I had never used this functionality before.

However, on both days, along with a few others, my 'image/picture' could not be projected ?? - there didn't seem to be a solution to this for the 2 break group sessions, but no real problem, as long as I could hear and speak.

Am familiar, but had one of the other ladies gave up and chose not to attend. The whole process overwhelming she said.

Given the number of participants who obviously have no idea how to be in a zoom meeting, providing a training session or video seems to be necessary. It was very disruptive having people interrupt the business meeting because they don't know how to run a simple program.

Very well run, explained and managed.

The only unfortunate part was having everyone off video. It is harder to engage when you don't see each other. I understand the reasons for it however, it just makes it more difficult to engage.

### **Comments on Friday Session**

Bronwen was unflappable even when delays occurred.

Could we have slides with the lyrics for hymns?

It would be really helpful to ensure the chairperson has an adequate internet connection

I would like to receive more description of the symbols used along the bottom of the screen.

Basically very well done. I do however like meetings which start exactly on time and follow the agenda, not waiting a few minutes for people who may be late. The 95% who make an effort to be on time should be given priority. The people we always wait for....they can suffer the consequences of not being organized. Start on time, stay on time, make things shorter rather than longer. Chairman did a pretty good job. Backups who stepped in immediately when she went off line....excellent.

I felt that insufficient time was set aside for dealing with the new policy on sacraments and that the organizers were not prepared for any discussion or debate. I had the impression that the organizers expected the motion to be passed without question.

See earlier comments about break out groups.

On finances: would it be possible to have the financial statements not be sideways in the agenda? It's hard to read them sideways as a PDF on my computer.

I was impressed with the Communion.

If we are to continue using Zoom, perhaps those who are not familiar with how Zoom works could be asked to login a 1/2 hour early so that they can receive instructions. It took almost 40 minutes to get through Gary having to repeat instructions again and again while the rest of us waited for the meeting to start. I would suggest that this method would allow us to start the actual meeting as close to the scheduled time as possible.

Just a point. The finance report came in as sideways and since not printing the 90+ pages very difficult to read and would have been very difficult for especially those that were on computers to turn the screen. The print was small as well. Equity probably is where this would fall under. Is the information re the veteran house connected to the service that is being created, question could it be done to be aired on Remembrance Day Sunday since many communities are not able to have the service.

Appreciated the Youth participation in the closing worship but I would have appreciated their own thoughtful responses to the scripture than simply having it read in many different translations. Our youth have much to say to us. Let's hear their own thoughts.

If youth worship had not been cut short, might have been more meaningful.

The breakout group on racism was asked to deal with two questions: the first dealt with discussing one's first experience with racial difference; the second, with commenting on racism within your own congregation and in one's own community. Most of the people in my group were from rural areas or small towns. A number commented that there were no radicalized people within their village or rural area so they weren't sure how they were supposed to comment on the two questions.

While Rev Teresa's seminar was very well done, it would have been more helpful as a separate webinar. I had trouble considering the information because the time was so long. The videos for the Veterans Housing was misplaced: could have simply been posted on the website. The Youth read very well but were at the end of a three hour Zoom meeting so frankly I left the meeting at this time. This was too long an afternoon on Zoom for me.

The nominations process did not give time for nominations from the floor. Needed to be clear invitation and deadline.

Perhaps relating to the previous question, I liked how many pre-recorded portions of the program there were. It kept it interesting and high quality. The break out rooms were critical.

Well done.

It would have been helpful for there to have been an opportunity for questions to the General Council representative.

The Nominations process was awkward. With vacancies, why wasn't there a time for nominations to emerge. For example, a deadline could have been set for the next day.

I was not available for later afternoon sessions so I am unable to comment on meaningfulness of sessions. I was interested in all sessions but unable to attend all.

### **Comments on Saturday Session**

Really enjoyed the recognition of retirees etc. Thanks Whit

I thought the installation of the new President was lacking. The tools of office (bible, stole, etc.) should have been physically shown at each mention, either by the past president, or by the new. (they could have been pre-delivered to her) It would have been liturgically more correct and meaningful.

Closing worship was very touching

How was a vote taken on the candidates for commissioning and ordination? Was it done by the Executive? We weren't told.

It would be really helpful to have designated and trained anti-racism facilitators in each breakout group, keeping folks on topic, and actually addressing the issue at hand instead of arguing against it.

Unfortunately, I missed the first 15-20 minutes, as I thought the afternoon started at 1:30 pm. My fault, and I apologize! The break-out group discussing anti-racism was much more lively and thoughtful on Day 2 than on Day 1, perhaps because we all had some time to marshall our thoughts and to ponder what had been said on Day 1. It would have been nice to have had a longer time for discussion on Day 2. I also felt that the discussion on Day 2 was more open to divergent views.

I was busy with other stuff during the lament service and I left after the Ministry of vocations presentation.

I think the breakout groups could have used more items to discuss.  
Like change to Minutes for Mission delivery in 2021

The closing worship and meditation by our new President was so very fitting and worshipful - the closing video of the musician and his music from Armenia midst the devastation, was a powerful conclusion that has been vivid in my thoughts many times this week, especially as the nightly news brings updates from the terrible conflict there. Much prayer needed for resolution to begin between those countries!

I would encourage more care with the presentation of the highlights of the Celebration of Ministry. Traditionally, the celebration of ministry has been a significant part of our AGM, and yet very little thought went into sharing the highlights with the broader region. It felt like an afterthought.

I would encourage more care with the presentation of the highlights of the Celebration of Ministry. Traditionally, the celebration of ministry has been a significant part of our AGM, and yet very little thought went into sharing the highlights with the broader region. It felt like an afterthought.

I learned a lot from the Ministry of Vocation presentation in my role as Chair of our Church's Ministry and Personnel Committee.

Well done group and it was nice to see Takouhi transform from the opening service to the much calmer Spirit rested leader. I felt it flowed very well for the first time. Thank you!

Not useful splitting breakout time into 2 different groups. One single group would have promoted deeper conversation.

The breakout groups asked to respond to the racism presentation were unsatisfactory. Most of the people in the 2 breakout groups lacked the language to discuss the issue. It is unreasonable ask people to take steps within their own congregations to address racism when it appears that the UCC does not have the video resources, webinars etc for local C's of F to use. What is meant by the word "racism," white privilege etc? Most of my 2 groups were literally silent. They didn't know what to say.

The meeting was long and long meetings are very challenging on Zoom. Perhaps only ONE breakout group is needed; and perhaps fewer hymns...both would shorten the Zoom call.

Again a significantly too long an afternoon.

I was not able to stay until the end.

The Breakout Groups on the Anti-Racism Policy were good, but the allotted time was far too short! There was simply not enough time for everyone in the group to share over 20 minutes.

The lament did not give us a chance to name our laments. We see churches closed, jobs lost, but haven't had the chance to tell those stories.

You can't hold a traditional church meeting on Zoom. It is a very different kind of meeting. Your meeting planners need to research how to do this properly.



Again, all very well done.

I would encourage more care with the presentation of the highlights of the Celebration of Ministry. Traditionally, the celebration of ministry has been a significant part of our AGM, and yet very little thought went into sharing the highlights with the broader region. It felt like an afterthought.

### **General Comments about the 2020 Annual Meeting**

Not the craziest way to run a meeting as much as I would have like the NAV Center. I enjoy visiting the Cornwall region.

I like the music especially the We are a Rainbow by David Kai.

Enjoyed seeing and listening to the people in my breakout sessions.

It was very interesting from a technical viewpoint. It worked very well, with only minor hiccups for Bronwen's mike and a few others. I am a rather shy person and a slow thinker, and find the workgroups not easy. Although the subject matter of the workgroups was important, is there some way to make it more understandable for laymen as well as ministers? Perhaps these topics should have been pre-addressed with the registration packages or at least before the meeting so people can prepare a little bit before the meetings.

It was well-organized.

Technical difficulties happened, but they did not ruin the conference at all.

It was good to be reminded that we pastoral charges are part of something much larger (region and UCC national). It was good to hear what is going on at these levels of the church.

It was good to be reminded of M&S, and our calling to help the global community, not just our own little areas. - a message we can carry back to our own PC.

Many thanks to the organizers - you have done a great job under difficult, constantly-changing circumstances!

Frustrated by presentations being interrupted by technician. Pre-taping presentations was excellent idea.

About as well as it could have been with 125 non computer non zoom attendees. Having the super smart internet guy available at the start and throughout....invaluable. The lady who stepped in and kept the voting going during Bronwen's outages....priceless

Given the circumstances of being forced to go on-line, the meeting was overall successful. I liked the idea of breakout groups, but I question how it was structured for this meeting.

Somehow, we need more interaction with delegates, rather than simply rubber stamping motions.

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Another example of the 'blessings in disguise' midst this COVID time - opportunities for so many to be part of this important mtg, who otherwise might not have been able; conserving time and costs of participants presenting as well as all those registered in travelling to the mtg.

Congratulations to all, - Executive, etc. for a most successful Annual Meeting!

Holding a meeting on Zoom, especially with a lot of people, is like herding cats -- your team did a great job!

I was being frozen or kicked-off regularly, I thought it was my connection but after the meeting was over I found out that a number of people were having the same trouble.

Excellent work to get us into Break-Out groups.

I found that having a facilitator or someone responsible for moving the discussion along in the Break-Out groups was very useful.

The materials, particularly the Report Book, should have been sent out at least one week prior, so that there is sufficient time to read it in advance. Receiving it the day before the meeting is not enough notice. If it was posted earlier to the EOORC website, this was not evident or made clear to us.

It could have all been done in a one all-day session rather than two afternoon sessions

I was pleasantly surprised how well the meeting went. I found the technology worked well, we kept close to the agenda and time allotments. It was still good to gather virtually. Kudos to the organizers, administrators and tech support! Well done!

Audio on the videos not synchronized with the speakers. Very distracting!

It is sad that the music part of the youth's service was cut down. It was good to see them, but some feedback -confused what was being created - message? I was pleased and understood. I would also hope as we move forward that there would be longer break-out groups.

Good that the Friday group came together on Saturday, but with only 20 minutes because of the size of the group and many of us not knowing each other and trying to give everyone an opportunity to share time to short. Establishing a safe place when strangers get put together is hard.

Please get another singer for the next meeting!

Found it strange that celebration of ministry service was held before the AGM.

It seemed like a good first try at a large online meeting for the region. I expect that the balance between the plenary and the breakout rooms could be adjusted in future (more small groups).

For a first Zoom AGM, you are to be commended.

It was making the best of a difficult situation. The AGM had to happen in 2020. On-line was second best. The technical side went well considering that this was the first run for everyone.

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The level of complexity of a large zoom multi-media meeting is more than a group of well-meaning amateurs can put on. You need professional AV co-ordination.

Well done. With what we had to work with, this was the best possible way to meet.

I appreciate the hard work involved in pulling this program together, in this online format. I thought Gary did an excellent job as the Zoom host, not only in clearly going over the "nuts and bolts" of Zoom technology but also doing so in a way that was warm and welcoming. I thought the whole program offered a good balance of opportunities for regional business, worship and ritual, and community-building.

Technical support folks did an excellent job in making sure that Zoom worked effectively. That said, three and a half hours is pushing the limit for a Zoom meeting, even given the 15 minute intermissions.