
FALL GENERAL MEETING**Saturday, November 27, 2021 (9 AM)**

The Eastern Ontario Outaouais Regional Council of The United Church of Canada held its fall General Meeting on Saturday, November 27, 2021 beginning at 9 AM. The theme for this half-day gathering was “Preparing the Way”. God is the God of preparing, moving and guiding; therefore, we need to take the time to be attentive and ready to prepare, move and be guided ourselves.

THE FOLLOWING REGISTERED THEIR ATTENDANCE AT THE BUSINESS MEETING**Ministry Personnel (59)**

Demanya Kofi Akoussah, Don Anderson, Brenda Bailey, Edward F. Barbezat, Stephanie Bates-Klaassen, Elaine Beattie, Nancy Best, Karen Boivin, Elizabeth Bryce, Deborah Burch, Teresa Burnett-Cole, Erin Burns, Susan Butler-Jones, Terrie Chedore, Stephen Clifton, Brian Cornelius, Tiina Cote, Susan DeHaan, Phyllis Dietrich, Grant Dillenbeck, Paul Dillman, Tammy Fergusson, Lynne Gardiner, Myra Garvin, Daniel Hansen, Daniel Hayward, Kimberly Heath, Eric Hebert-Daly, Patricia Henry, Sue Hutton, Carolyn Insley, Natalie Istead, Andrew Jensen, James Kenney, Jenni Leslie, Lorraine Lowes, Christine Lawson, Eric Lukacs, Erin McIntyre, Laurie McKnight, Charles Paul McLenaghan, Anne Montgomery, Kevin Moratz, James Murray, John Noordhof, Catherine Oxenford-Grant, Blair Paterson, Will Patterson, Kathy Petrie, Deborah Poirier, Shelley Roberts, Michell Robichaud, Mary Royal Duczec, Christopher Ryan, Arlyce Schiebout, James Scott, David Sherwin, Laura Springate, Susan Toller and Mary Anne VanHeuvelen.

Lay (69)

Jim Allen, Kurt Asmis, Eileen Ball, Wayne Bando, Charles Barrett, John Benson, Cam Bowes, Ted Brett, Helen Barkley, Paul Bullock, Janice Burroughs, David Charles, Robert (Bob) Christy, Sandra Copeland, Audrey Cormack, Christine Cross-Barkley, John Douglas, Alyce Dunnewold, Joanne Fletcher, Eunice Getz, Jennifer Gow, James Grant, M. Elizabeth Gutsell, Andy Hamilton, Marilyn Hamilton, Bronwen Harman, Patricia Hassard, Kirsty Hayward, Nancy Hazen, Alan Herbert, Charlotte Hoy, Karen Hunt, Bruce Jackson, Marilyn Joseph, Jacalyn Kearns, Lois Leroux, Jean Libbey, Allan Lockwood, Sharon Macdonald, Ernie Macmillan, Margaret MacNeil, Phyllis Macrae, Gail McCooeye, Norma McCord, Karen McLean, Ellen Muise, Darlene Nicol, Russell Pastuch, David Patterson, Janice Peron, Geraldine Reid, Marion Reilly, Barbara Reynolds, Paul Reynolds, Eleanor Rintoul, Jean Robinson, Carolyn Ruda, Cathy Ryan, Paul Sales, Barbara Smith, Wendy Snelgrove, Linda Stronski, Cheryl Sullivan, Desna Sulway, Margaret Torrance, Lee Torvi, Jack Wilson, Norma Wrightly and Everard Zytveld.

Regional Council Staff (6)

Anita Jansman, Dana Ducette, Rev. Rosemary Lambie (voting rights), Joel Miller, Rev. Whitman Strong (voting rights) and Karen Valley.

Regional Council Candidate (2)

Catherine Stewart and Paul Whynacht.

Guests of the Regional Council (15)

Valerie Allen, Kimberley Allen-McGill, Ruth Burnett-Cole, Graham Campbell, John Comfort, Barbara DeJeet, Barbara Johns, Ray Lebeau, Pat Mayberry, Gary McKay, Margie Patterson, Robert Root, Sandra Smith, Hazel Ward-Moreau and Paul Whiteley.

Quorum

This meeting had quorum.

Registration/Gathering

Attendees were invited to connect 30 minutes prior to the meeting being called to order for a time of fellowship.

Technical and Procedural Instructions

Gary McKay provided some instructions 15 minutes prior to the meeting being called to order on how to vote and interact during this virtual meeting.

Gathering Music

There was a song/video presentation called “Gather Me” performed by Pat Mayberry.

Past-President’s Welcome

Bronwen Harman, Past-President of Regional Council, welcomed all in attendance.

Opening Worship (9:05 AM)

The opening worship was prepared and led by the following volunteers: LLWLs: Tammy Fergusson, Ruth Burnett-Cole, Jessica Knoyle, Barbara Johns; and Music: Kimberley Allen-McGill, Bryan Cook. An extract of the worship service is here below:

Words of Welcome

Good morning and welcome to the opening worship of the Eastern Ontario Outaouais Regional Council Meeting! This morning’s worship is being led by soon-to-be Licensed Lay Worship Leaders Ruth Burnett-Cole, Tammy Fergusson, Barbara Johns and myself, Jessica Knoyle. All who are gathered here have journeyed on our own paths, from the mountains and the valleys, the rough roads and the smooth to join our hearts and minds in this time and place to listen, learn and make Spirit-led decisions about the life and work of the church.

Land Acknowledgement

Before we begin, let us praise Creator God for molding the lands on which we live. Let us honour our Indigenous brothers and sisters who have tended this land. As I read the Land Acknowledgement, please take the time to name in the Zoom Chat the traditional lands on which you live, work, and play.

We acknowledge all traditional territories, all ceded and unceded lands that we live upon - and give thanks for all the generations of people who have taken care of these lands before us and still do with us today. May we be open to historical Truths and may we continue to learn from the past, shape our present time and build a better world with all People.

Lighting the Christ Candle

We light this candle this morning as a reminder that God’s light shines brightly in each and every one of us. We give thanks for its far-reaching warmth and guidance encompassing all Creation as we gather together today to Prepare the Way.

Let us celebrate this time together in song...

Hymn MV 1 verses 1&5 Let Us Build a House**Gathering and Grounding Prayer**

God of the Journey,
as we gather in this digital space,
we remember that whenever we gather
we re-create our regional home
where all are welcome,
where peace and justice meet,
where prophets speak,
Where we work to bring about
God’s kin-dom in our time and place.

Let us prepare the way of our God!
Shelter our veterans and homeless,
feed those who are food insecure,
protect the vulnerable,
and welcome the stranger.

Prepare the way of our God!
Listen as we discern,
speak truth with gentleness,
rejoice as we celebrate,
yearn as we pray,
for this is how we
prepare the way of our God!

Scripture Reading: Luke 3:4-6 (NRSV)

We chose Luke's scripture today as it emphasizes that the Christian's path is not always easy and smooth. There will be hills and valleys on our journey as we work to prepare the way. .

"The voice of one crying out in the wilderness:

'Prepare the way of the Lord,
make his paths straight.
Every valley shall be filled,
and every mountain and hill shall be made low,
and the crooked shall be made straight,
and the rough ways made smooth;
and all flesh shall see the salvation of God.'"

Tammy's Poem "The Path is Ours to Follow"

Climbing down this ladder of mine,
The wind too cold and hallow.
Take my hand, I trust you now,
The path is ours to follow.

I look in your eyes and there I find,
Brown pools of dark colour.
Spirit of soul not of the past,
The path of wisdom at last.

Hidden secrets, hidden glance
No shadows hide our presence.
See its colour, taste its smell,
Share the fruit with each other.

For we shall gather by the river,
Flickering sun, rippling water.
The grasses sway, the jewels slip away,
The path is ours to follow.

Closing prayer/challenge/blessing/sending forth

O Holy One,
Let us go forth this day
As Christ's dedicated disciples
Imbued with the rejuvenating presence of the Holy Spirit.
Let us work together to prepare the Way
For the creation of God's perfect kingdom of peace and love.
By striving to straighten the crooked paths of injustice
By working to deliver hope to the downtrodden trapped on the barren mountains
And by leading them safely to the lush valleys of the Creator's limitless love

Where all are cherished as God's beloved children.

Let us end with a joyous song

Departing Music: VU820 Make a Joyful Noise vs 1&2 inc refrains

Call to Order

The chair called the meeting to order:

The meeting is called to order: "In the name of the Lord Jesus Christ, the only Sovereign head of the Church, and by the authority of the Eastern Ontario Outaouais Regional Council of the United Church of Canada, I hereby declare this annual general meeting duly constituted and to be in session for conducting the business which will properly come before it."

2021-11-27_001 OMNIBUS MOTION (R. Lambie/S. Hutton) that the Eastern Ontario Outaouais Regional Council move the following:

1. That the agenda as circulated be adopted;
2. That the minutes of the Eastern Ontario Outaouais Regional Council Annual General Meeting of May 7-8, 2021 be accepted as circulated (see **appendix A**);
3. That the Equity Support Person for this meeting be: Rev. Jennie Leslie;
4. That members of the Tech Team serve as Scrutineers: Karen McLean, David Patterson, and Gary McKay;
5. That the parliamentarians for this meeting be: Rev. Kimberly Heath and Rev. Elaine Beattie;
6. That Bronwen Harman act as Chair;
7. That Rev. Kimberly Heath act as Co-Chair;
8. That the following people be recognized as corresponding members for this meeting: Tammy Fergusson, Ruth Burnett-Cole, Jessica Knoyle and Barbara Johns;
9. That the Chaplains for this meeting be: Rev. Edward Barbezat. **CARRIED**

Criteria to consider during the meeting to make it more equitable

The following criteria were presented, in order to make the meeting more equitable:

1. Am I responding with my bias(es)?
2. Just because we've always done it this way, should we continue?
3. Who is missing around our table in this discussion? (Do we need to consult wider?)
4. Whose voices haven't been heard? Have I spoken too much?

Affirm Team

Members of the Affirm Team shared a video presentation.

YAYA – Camp Awesome

Rev. David Sherwin, Chair, YAYA Leadership Team, led attendees through the following appendices and answered questions:

- Proposal to create a Camp Awesome Director; see **appendix B¹**
- Opportunities and Risks; see **Appendix B²**
- Financial Plan see **Appendix B³**
- Financial Position; see **Appendix B⁴**

2021-11-27_002 MOTION (D. Sherwin/T. Burnett-Cole) That the Eastern Ontario Outaouais Regional Council approve the Camp Awesome pilot project over the next three years as presented (see following appendices):

- Proposal to create a Camp Awesome Director; see Appendix B¹
- Opportunities and Risks; see Appendix B²
- Financial Plan see Appendix B³

-
- Financial Position; see Appendix B⁴). **CARRIED**

Finance Report and 2022 Budget

Rev. Brian Cornelius, Regional Council Treasurer, led attendees through the following appendices and answered questions:

- Finance Report; see **Appendix C¹**
- 2022 budget; see **Appendix C²**

2021-11-27_003 MOTION (B. Cornelius/J. Noordhof) That the Eastern Ontario Outaouais Regional Council adopt the 2022 Budget as outlined in the attached spreadsheet, with the following totals:

	<u>Governance</u>	<u>Mission and Ministry</u>	<u>Total</u>
Income	379,150	437,300	816,450
Expense	382,030	471,620	853,650
Surplus (Deficit)	(2,880)	(34,320)	(37,200)

and that this the adoption of this budget specifically acknowledge the income from investment funds will be subsequently modified in accordance with the policy that we budget 4% of the market value of invested funds as of December 31, 2021. **CARRIED**

2021-11-27_004 MOTION (B. Cornelius/R. Lambie) That the Eastern Ontario Outaouais Regional Council appoint an Internal Independent Review Committee to review and produce the 2021 Financial Statements, an appointment through the nominations committee. **CARRIED**

Mission Support Grants

Rev. Brian Cornelius, Regional Council Treasurer

United Property Resource Corporation

Rev. Rosemary Lambie, Executive Minister
(video presentation)

Health Break

A 10 mins break was had by all.

Gathering Music

There was a song/video presentation called “Into the Sacred” performed by Pat Mayberry.

Report from General Council Executive

Rev. Teresa Burnett-Cole & Rev. Arlyce Schiebout, members from this regional council on the General Council Executive, shared a video presentation and report. Script of the report is here below:

Report to EOORC Annual meeting November 27, 2021

Context

The theme of EOORC fall meeting, Preparing the Way, is resonant in the work and life of Executive of General Council. While some of the preparation was done in broad guidelines of governance, we have found strength to make decisions of how we work in order to prepare us for informed decision making, we have been guided by Elders in our midst and GC staff and committees and many skilled people, and we have been moving through the business that has come before us open to the Spirit filled discernment that is part of who we are.

The Executive of General Council since the change of governance in 2019, consists of 18 people, elected from across the church, with cascading terms, some for 3 years and some for six, reflecting one or two triennium or

one or two General Councils. The current cascading terms of service also reflect the change of date for GC44. Each member of Executive serves on one or more committees of General Council, for example: Pension Advisory Committee, Finance Committee, Business Planning Committee.

Executive had begun the task of understanding its work process and its internal community trust building when the pandemic required a shift in meeting venues and methods of undertaking work. Executive met 21 times since 2018, and in virtual format since March 2020. This number is in addition to the meetings of committees where Executive people were assigned. With help from virtual meeting space, we had learning and information sessions 2 to 3 times a month. This allowed for information from GC staff and others to be shared and discussed before written material was sent to Executive.

Principles of accountability, transparency and discernment were followed in the decision making process. Like other groups in the church, Executive encountered the blessings and bane of virtual format. We discovered the amount of work that comes to GCE, attending to items sent to it and the General Secretary from GC43, items of information from GC committees, and emerging issues. We discovered in humility the physical energy and concentration necessary to undertake the reading of reports, attending the virtual learning sessions, and being present to each other in our decision making process.

The use of the equity lens in our work and in our relationships has required behaviour modification for all of us. The blessing is to give thanks that we are modelling Daring Justice within our midst.

Summary of Recent GCE Business

New Staff!

- Rev Dr. Jennifer Jantzen-Ball is the new Executive Minister for Theological Leadership
- Sarah Charters, new Executive Officer, The United Church Foundation

Ministry Leadership to Meet the Needs of the Church in the 2020s

- Needed because the One Order of Ministry proposal failed at GC43
- A process for DLMS who may want to transfer to the OM
- A way to recognize retired DLMS and their lifelong call to ministry
- Status? Headed to General Council
- DLMS should have receive communication from GS this week.

Equity in Compensation

- Eliminated the salary differential between lay and ordered members working for General Council and Regional Councils.
- Have asked for a report on how these policies affect ministers who are Indigenous, racialized women, 2sLGBTQQIA+, and persons with disabilities.

Pension Plan Accountability

- The plan is fully funded and there are no concerns at this time.

Accountability Reports

General Secretary

- Highlighted UCC's participation at COP26 – Climate Change Conference – three UCC people participated.
- Explained steps taken to increase transparency of GCE's work
- GCE members also met in camera to consider the GS first year performance review.

Moderator

- Noted the level of exhaustion in communities of faith and ministry personnel
- Observed that recent difficult but necessary decisions caused great stress
- Bringing the Children Home – in dialogue with Indigenous nations affected
- Transition out of the pandemic

KAIROS Director, Aisha Francis, Executive Director

- Has been in the position for six months
- Things are going well

United Property Resource Corporation, Tim Blair, Executive Director

- Reported that numerous properties across the country are in development with UPRC
- Not only urban properties but many suburban and rural as well.

Right Relations

- Committed to meeting with Indigenous communities impacted by the United Church run Indian Residential Schools

Retiree Group Benefits Plan

- Working on sustainability for retiree group health plan
- Any expansion of the retiree benefits will be aimed to the provision of a defined benefit pension plan
- Reaffirmed the 2020 decision to a five-year plan to attain self-sustainability for the retiree group health plan.

Just Peace Task Group Report

- Adopt a principles-based approach to social justice work concerning Israel/Palestine going forward
- Headed to General Council 43
- Headed to TICIF to develop a principles-based approach to all our justice work.

Rural and Small Congregations

- GCE also proposed that GC44 address issues related to the better support of rural and smaller communities of faith.

Nominations List

Sue Hutton, President-Elect, Chair of Nominations highlighted the following information while presenting the Nominations' List:

- 2 Additions: *Christine Kilburn* – Perth, ON & *Rev. James Murray* – Renfrew, ON
- 3 Vacancies on Nomination Team
- 2 Vacancies on Vision & Transformation Team
- Please visit the EOORC website to obtain Expression of Interest forms, and send them to Karen McLean, Secretary for Nominations Team.

Nominations List

2021-11-27_005 MOTION (S. Hutton/K. McLean) That the Eastern Ontario Outaouais Regional Council receive for information the Nominations List as presented:

Nominations ListEOORC Executive

(L) – Lay member; (OM) Ordered Ministry

1. Past-President – Bronwen Harman (L) (2022)
2. President – Rev. Takouhi Demirdjian-Petro (OM) (2022)
3. President-Elect – Susan Hutton (DLM) (2024)
4. Indigenous Community – Rev. Teresa Burnett-Cole (OM) (2022)

Members at large:

5. Jim Allen (L) (2022)
6. Linda Stronski (L) (2022)
7. Rev. John Noordhof (OM) (2022)
8. Cathy Ryan (L) (2022)
9. Carolyn Ruda (L) (2022)
10. Rev. Ryan Kim (OM) (2022)

-
11. Rev. Lynne Gardiner (OM) (2023)
 12. Rev. Cindy Casey (OM) (2024)
 13. Liz Church (Lay) – Executive (2024)

Full member: Rev. Rosemary Lambie (Regional Executive Minister)

Corresponding Members: Joel Miller (Assistant to REM and Secretary of Region), Anita Jansman (Communications and Administrative Assistant), Dana Ducette (Youth), **Vacant** (Clusters and Networks), Rev. Whit Strong (Pastoral Relations), Karen Valley (Office of Vocation), Rev. Brian Cornelius (Treasurer), Rev. Roger Janes (Stewardship & Gifts Officer) and Larry Richardson (Archivist).

Leadership Teams

1. ***Church Extension: Directors:*** Bert Cosman, Graham Campbell, David Debenham, Alan Gale, Daniel King, Charles Knight, Mike Nyenhuis, Don Reynolds; ***Members:*** Catherine Grant, Judy Harms-Potter, Linda Suddaby, Ted Brett; ***EOORC Appointments:*** Brian Cornelius (Resource: Rosemary Lambie)
2. ***Communications:*** JoAnne Fletcher, Lois Leroux, Lynne Gardiner, and David Patterson (Resource: Anita Jansman)
3. ***Finance:*** Brian Cornelius (Treasurer), Bruce Jackson, Joe Smarkala, Evered (Ev) Zytveld, Rev. Cindy Casey, Christine Kilburn and Rev. James Murray (Resource: Rev. Rosemary Lambie)
4. ***Licensed Lay worship Leaders (LLWL):*** Georgina Fitzgerald, Rev. Eric Lukacs, Sharon MacDonald, Cathy Ryan, Norma Wrightly, Rev. Elaine Beattie, Lynda Blanchard and Terrie Chedore (DM) (Resource: Rev. Whit Strong)
5. ***Nominations:*** Sue Hutton, DLM U (Chair), Susan DeHaan, Karen McLean, Bronwen Harman and Rev. Takouhi Demirdjian-Petro – as President (Resource: Rev. Rosemary Lambie, Joel Miller) **3 vacancies**
6. ***Pastoral Relations:*** Wayne Harris (Chair), Ina Bromley, Charlotte Hoy, Sharon MacDonald, Erin McIntyre, Linda Suddaby, Jim Allen, Patsy Henry and Karen McLean (recording secretary) (Resource: Whit Strong)
7. ***Property:*** Don Reynolds (Chair) Ted Brett, Judy Harms-Potter, Linda Suddaby (Resource: Rev. Rosemary Lambie)
8. ***Scrivens-Baillie:*** Michael Harris (Chair) Ryan Babcock, Ken Brownness, Malcolm Collins, Rev. Brian Cornelius, James Murray, Larry Richardson, and Ev Zytveld (Resource: Rev. Rosemary Lambie)
9. ***Vision & Transformation:*** Rev. Cindy Casey (Chair), Jim Allen, Charles Barrett, JoAnne Fletcher, Bronwen Harman, Phyllis MacRae, Janice Peron, Deb Poirier, DLM, Bob Williams and Patsy Henry (Resource: Cluster & Networks Minister) **2 Vacancies**
10. ***YAYA:*** Rev. David Sherwin (Chair), Rev. Steve Clifton, Heather McLurg-Murphy, Cathy Ryan, Hazel Ward-Moreau, Janet Nield, DM, Margaret Eddy, Kevin Moratz, and Tiina Cote (Resource: Dana Ducette)
11. ***Social Justice Network of Ontario Regional Councils:*** Charles Barrett (Chair) (Resource: Cluster & Networks Minister)
12. ***Stewardship:*** Carolyn Ruda, Charlotte Hoy, Ray Lebeau, Nancy Hazen, Paul Sales and Carolle Dallas-Arbuckle (Resource Roger Janes)
13. ***Representative to The Ottawa School of Theology and Spirituality:*** Rev. Richard Hollingsworth

-
14. *Affirming Leadership Team*: Linda Stronski, Cathy Ryan, Bronwen Harman, Kim Baird and Rev. Richard Hollingsworth
15. *Representatives to Multi-Faith Housing*: Sue Smarkala and Rev. Dianne Cardin
16. *Spiritual Care Hospital Ministry Leadership Team*: Sandra Copeland (Chair) Rev. Brian Copeland, Jane Burgess, Margaret Joyce, Doug Robinson, and Nancy Hazen

CARRIED**44th General Council Commissioners**

Sue Hutton, President-Elect, Chair of Nominations provided an update on the current status of 44th General Council Commissioners, highlighted that Eastern Ontario Regional Council is to send 13 Commissioners plus the regional council President, and emphasized alternates (Lay and Ministry Personnel) are still encouraged. Afterward Sue invited interested parties to visit the EOORC website to obtain expression of interest forms: <https://eoorc.ca/resources/opportunities-to-serve-nominations/>

2021-11-27_006 MOTION (S. Hutton/K. McLean) That in addition to the 44th General Council Commissioners already been voted (see *MOTION 2021-05-7-8_60* directly below), and due to two vacancies having been declared under the Ministry Personnel category, Rev. Don Anderson, Rev. Erin McIntyre and Judy Harms-Potter be added to serve as the 44th General Council Commissioners representing Eastern Ontario Outaouais Regional Council.

CARRIED

Background information:

2021-05-7-8_60 MOTION (R. Lambie/B. Harman), that the Eastern Ontario Outaouais Regional Council nominate the following persons serve as Commissioners to the 44th General Council:

Lay 44th General Council Commissioners

1. Oakley Hart (Under 30)
2. Youth Pilgrim
3. Nicole Beaudry
4. David Patterson
5. Paul Sales
6. Hazel Ward-Moreau

Ordered 44th General Council Commissioners

- Rev. Takouhi Demirdjian-Petro
(President, Presiding Officer)
7. Susan Hutton (DLM Candidate)
(President-Elect)
8. Rev. Demanya Kofi Akoussah
~~Rev. Erin Burns~~
~~Rev. Lynne Gardiner~~
9. Rev. Ed Gratton
10. Rev. Mary Royal-Duczek

- I. that the following person serve as Lay alternate: Judy Harms-Potter;
- II. and that the following person serve as Ministry Personnel alternate: Rev. Don Anderson.

Carried

Pastoral Relations Report

Rev. Whit Strong provided an update on activities the Pastoral Relations Commission. The following was brought the meeting for action:

Communication Allowance

2021-11-27_007 MOTION (J. Allen/S. MacDonald) That the Eastern Ontario Outaouais Regional Council adopt a policy establishing a minimum for a Communication Allowance (phone/internet) of \$1000 per year. This is not to be prorated.

In the case of ministry personnel having more than one call or appointment, this cost shall be shared equally between

the pastoral charges. In the event that one of the calls or appointments comes to an end, the remaining pastoral charge(s) shall then assume the total Communications Allowance cost. For all part-time calls or appointments, the Communication Allowance Policy shall be recorded under "Additional Terms" on the 'Record of Call or Appointment form'.

Monthly reimbursement for communications expenses shall be reimbursed to ministry personnel upon providing the pastoral charge with receipts.

Further, that pastoral charges with existing calls and appointments be informed of this policy and be asked to increase their compensation to ministry personnel accordingly. **CARRIED**

Sacrament Elder Policy

A video presented on behalf of the Pastoral Relations Commission.

In response to the video presentation, Barbara Reynolds provided the following commentary:

First, I would like to thank the Pastoral Relations Commission for designing, conducting and analyzing this survey and the EOORC Executive for its thoughtful discussion about ways to assist smaller pastoral charges. This work is a recognition of the continuing effort to look at equity issues – “who is missing around our table in this discussion”.

I would like to offer a few comments about the findings of the survey.

First, 113 pastoral charges replied. As there are 133 pastoral charges in EOORC, this is a very, very good response rate. But more importantly, it tells us that one-third of the pastoral charges had experienced difficulty at some point in finding ministry personnel to offer the sacraments. This finding highlights a need experienced by some of our pastoral charges.

Secondly, 32 ministry personnel replied and 18 indicated a willingness to offer sacraments elsewhere. As there are 120 active ministry personnel (pre-retirement) and 150 retired ministry personnel in EOORC, this is a low number. There may be many reasons why it is low and it is not our place to judge the reasons. But this finding does have relevance to availability of ministry personnel and to point 2 of the draft policy which “Recognizes the value of inviting ministry personnel to preside at sacraments”.

I believe that this draft policy has the potential to assist our smaller pastoral charges in participating in the sacraments regularly at times convenient to their worship schedules. Therefore, I would urge my colleagues to approve this policy. But this is a step along the way in addressing the worship needs of some of our pastoral charges. Thus, I would like to introduce another motion to help fill the gap.

Discussion: it was highlighted that there is an excellent report from the last Anglican-United Church Dialogue group about shared ministries, which is great reading for anyone interested in new ministry possibilities.

2021-11-27_008 MOTION (E. McIntyre/ J. Allen) That the Eastern Ontario Outaouais Regional Council adopt the *License to Administer the Sacraments Policy* as circulated (see **appendix D**). **CARRIED**

2021-11-27_009 MOTION (B. Reynolds/E. Lukacs) That the Eastern Ontario Outaouais Regional Council (1) continue its work on ways to engage more fully with smaller pastoral charges in meeting their worship, spiritual and pastoral care needs; and (2) that EOORC report back to the fall EOORC meeting (2022) on the implementation of the *License to Administer Sacraments Policy*. **CARRIED**

Discussion: It was highlighted that there currently exists a trend of disbanding congregations as well as congregations who are without a Minister. It was suggested that the Executive and Pastoral Relations Commission consider how to plan for this. In response, it was highlighted that congregations are being encourage to share ministers, and do things differently (i.e., collaborative ministries). The following resources were highlighted when considering ‘doing-ministry differently’: <https://localsharedministry.com/>; George Bott’s [Moving Machine](#).

Motion to Extend the Meeting

2021-11-27_010 MOTION (T. Burnett-Cole/J. Noordhof) that the Eastern Ontario Outaouais Regional Council extend this meeting by 30 minutes. **CARRIED**

Closing Motions

2021-11-27_011 MOTION (R. Lambie/S. Hutton) that following the rise of the General Meeting of the Eastern Ontario Outaouais Regional Council, all powers of the Regional Council be granted to the Executive until the next General Meeting. **CARRIED**

2021-11-27_012 MOTION (R. Lambie/S. Hutton) that the meeting be adjourned after the closing worship, and that the President declares this general meeting of the Eastern Ontario Outaouais Regional Council duly concluded. **CARRIED**

***The transcript of the Closing Worship/Celebration of Ministries is included at the end of these minutes.

Appendices: All appendices for this meeting remain available on the EOORC website:

<https://eoorc.ca/2021-eoorc-fall-meeting/>

Appendix A	Minutes of Annual General Meeting of May 7-8, 2021
Appendix B ¹	Proposal to create a Camp Awesome Director
Appendix B ²	Opportunities and Risks
Appendix B ³	Financial Plan
Appendix B ⁴	Financial Position
Appendix C ¹	Finance Report
Appendix C ²	2022 Budget
Appendix D	License to Administer the Sacraments Policy

*****Celebration of Ministries / Célébration Des Ministères**

SILENCE

LIGHTING THE CHRIST CANDLE / ALLUMER LA BOUGIE DU CHRIST – Bronwen Harman, President-Elect

As we light this candle, let the light remind us of the sacred fire that dwells within our hearts and that our hearts are connected with Creator God, with our families, with our communities, and with our universal family. May the flame of Christ's Eternal Light find and welcome every spirit.

Alors que nous allumons ce cierge ici, que la lumière des cierges soit un rappel du feu sacré qui brûle en nos cœurs, et nous unit à Dieu, le Créateur, à nos familles, à nos communautés et à la grande famille universelle. Que la flamme du Christ, lumière éternelle, trouve et accueille chaque esprit.

CALL TO WORSHIP / APPEL AU CULTE – Bronwen Harman, President-Elect

Dear Partners in this ministry,
Come as Advent People; praise the God of Promise and Grace.
Follow the Holy Way; make the path straight.
God comes as Light, grace-filled yet baby frail.
God comes as Love, in a world of full of pain.
May our hearts, minds, and souls cradle Emmanuel,
As we do our part in preparing the way of the Lord.

Chers partenaires dans ce ministère,
Venez en tant que peuple de l'Avent ; louez le Dieu de la promesse et de la grâce.
Suivez la Voie Sainte ; rendez le chemin droit.
Dieu vient comme une Lumière, pleine de grâce et pourtant fragile comme un bébé.
Dieu vient comme Amour, dans un monde plein de douleur.
Que nos cœurs, nos esprits et nos âmes bercent l'Emmanuel,
Comme nous faisons notre part pour préparer le chemin du Seigneur.

PRAYER OF APPROACH / PRIÈRE D'APPROCHE – Bronwen Harman, President-Elect

Holy, Sacred Spirit, gather us once again in your love
as we work together as Advent People.
At this moment, let us celebrate the ministries among us
with the gifts you have bestowed us with.
Even in this virtual gathering, we know that Hope, Peace, Joy and Love are ever present,
as Your Spirit is beyond any limitations.
We pray in the name of the infant child,
Emmanuel God with us.
Amen.

Saint, Esprit Sacré, rassemble-nous une fois de plus dans ton amour
alors que nous travaillons ensemble en tant que peuple de l'Avent.
En ce moment, laissez-nous célébrer les ministères parmi nous
avec les dons que tu nous as accordés.
Même dans ce rassemblement virtuel, nous savons que l'espoir, la paix, la joie et l'amour sont toujours présents,
car ton Esprit est au-delà de toute limite.
Nous prions au nom de l'enfant Jésus,

Emmanuel, Dieu avec nous.
Amen.

Song: "Gather Me" - Words and Music Pat Mayberry 2020

<https://www.youtube.com/watch?v=FC0rCS-FELA>

SCRIPTURE: 1 Corinthians 12:4-13

Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good. To one is given through the Spirit the utterance of wisdom, and to another the utterance of knowledge according to the same Spirit, to another faith by the same Spirit, to another gifts of healing by the one Spirit, to another the working of miracles, to another prophecy, to another the discernment of spirits, to another various kinds of tongues, to another the interpretation of tongues. All these are activated by one and the same Spirit, who allots to each one individually just as the Spirit chooses.

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit.

ÉCRITURE : 1 Corinthiens 12:4-13- Rev. Rosemary Lambie

Il y a diversité de dons, mais le même Esprit; diversité de ministères, mais le même Seigneur; diversité d'opérations, mais le même Dieu qui opère tout en tous.

Or, à chacun la manifestation de l'Esprit est donnée pour l'utilité commune. En effet, à l'un est donnée par l'Esprit une parole de sagesse; à un autre, une parole de connaissance, selon le même Esprit; à un autre, la foi, par le même Esprit; à un autre, le don des guérisons, par le même Esprit; à un autre, le don d'opérer des miracles; à un autre, la prophétie; à un autre, le discernement des esprits; à un autre, la diversité des langues; à un autre, l'interprétation des langues. Un seul et même Esprit opère toutes ces choses, les distribuant à chacun en particulier comme il veut.

Car, comme le corps est un et a plusieurs membres, et comme tous les membres du corps, malgré leur nombre, ne forment qu'un seul corps, ainsi en est-il de Christ. Nous avons tous, en effet, été baptisés dans un seul Esprit, pour former un seul corps, soit Juifs, soit Grecs, soit esclaves, soit libres, et nous avons tous été abreuvés d'un seul Esprit.

PRAYER / PRIÈRE - Sue Hutton

Loving God, you support us all the days of this life of challenge and grace, until we reach the evening of our lives when the pace of life slows, and our work is done. Then you welcome us to a safe lodging, a holy rest, and peace. Bless these your servants, through Jesus we pray.

Aimer Dieu, vous nous soutenez tous les jours de cette vie de défi et de grâce, jusqu'au soir de nos vies où le rythme de la vie ralentit et que notre travail est terminé. Ensuite, vous nous accueillez dans un logement sûr, un repos saint et la paix. Bénissez ces vos serviteurs, par Jésus nous prions.

**We place our hope in God. We sing of a life beyond life
and a future good beyond imagining:
a new heaven and a new earth, the end of sorrow, pain, and tears,
Christ's return and life with God, the making new of all things.
We yearn for the coming of that future,
even while participating in eternal life now. Amen**

**En Dieu est notre espérance.
Nous chantons une vie au-delà de la vie,
un avenir radieux qui défie toute imagination:
des cieux nouveaux et une terre nouvelle,**

**d'où disparaîtront la tristesse, la souffrance et les larmes;
le retour du Christ et de la vie avec Dieu,
le renouvellement de toutes choses.
Nos cœurs se languissent de l'avènement d'un tel avenir,
même si maintenant nous participons déjà à la vie éternelle. Amen.**

HYMN / HYMNE - "Into the Sacred" Words and Music: Pat Mayberry
<https://www.youtube.com/watch?v=eiVP5Nt2c4Q>

CELEBRATING WITH THANKSGIVING
THE LICENSED LAY WORSHIP LEADERS /
CÉLÉBRER AVEC REMERCIEMENT
DU PERSONNEL CÉLÉBRANT LAÏQUE AGRÉÉ

PASTORAL RELATIONS MINISTER – Rev. Whitman Strong
/ RESPONSIBLE DES RELATIONS PASTORALES:

Lay ministry has been a priority of The United Church of Canada. Over the years, many people have participated in the training programs that the church has offered and have enriched the church's on-going ministry in their communities. Today, some of them will reaffirm their willingness to be in an accountable relationship under supervision, with the Eastern Ontario Outaouais Regional Council as they continue their ministries.

Le ministère laïque est une priorité de l'Église Unie du Canada. Au fil des ans, de nombreuses personnes ont suivi les programmes de formation offerts par l'Église et, par la suite, ont enrichi de leurs dons le ministère continu de leurs communautés ecclésiales. Aujourd'hui, quelques-unes d'entre elles vont renouveler leur engagement à vivre une relation de responsabilité sous la supervision du Conseil régional de l'Est de l'Ontario et de l'Outaouais et ainsi poursuivre leurs ministères.

1. Ruth Burnett-Cole,
2. Tammy Fergusson,
3. Jessica Knoyle
4. Barbara Johns

QUESTIONS AND PROMISES / QUESTIONS ET ENGAGEMENTS

These church members come now to re-affirm their commitment to lay ministry within the Regional Council and Communities of Faith. In order that we may renew our covenant with them, we ask them the following questions:

Ces membres de l'Église sont ici pour réaffirmer leur engagement au ministère laïque au sein de notre conseil régional et de ses communautés de foi. Afin de renouveler notre alliance avec ces personnes, nous leur posons les questions suivantes :

Do you believe that in offering yourself as a licensed lay worship leader, you are responding to the will and call of God?

Croyez-vous qu'en vous rendant disponible en tant que personnel célébrant laïque agréé vous répondez à la volonté et à l'appel de Dieu?

Response / Réponse: **Yes, I do. / Oui, je le crois.**

Do you promise to keep your commitment of continuing your ministry, of continuing your study, and of supporting

the work of lay ministry in your Community of Faith and the Regional Council?

Vous engagez-vous à poursuivre votre ministère, de même qu'à poursuivre vos études et à soutenir l'œuvre du ministère laïque au sein de votre communauté de foi et du conseil régional?

Response / Réponse: **Yes, I do. / Oui, je m'y engage.**

Do you accept the oversight of the Eastern Ontario Outaouais Regional Council and promise to share in the work of our Regional Council as it responds to the needs of others?

Acceptez-vous la supervision du Conseil régional de l'Est de l'Ontario et de l'Outaouais et vous engagez-vous à partager la tâche de notre conseil régional dans sa mission de répondre aux besoins d'autrui?

Response / Réponse: **Yes, I do. / Oui, je l'accepte et je m'y engage.**

To all: Do you, the members of the Eastern Ontario Outaouais Regional Council offer your continued support of the ministries of these members?

TOUTE L'ASSEMBLÉE : Et vous, membres du Conseil régional de l'Est de l'Ontario et de l'Outaouais, offrirez-vous votre appui constant aux ministères de ces personnes?

Response / Réponse: **Yes, we do. / Oui, nous le ferons.**

In the name of Jesus Christ our Lord and by the authority of the Eastern Ontario Outaouais Regional Council, I recognize your commitment as Licensed Lay Worship Leaders in this Regional Council.

Au nom de Jésus Christ notre Seigneur et par l'autorité du Conseil régional de l'Est de l'Ontario et de l'Outaouais, je reconnais votre engagement en tant personnel célébrant laïque agréé de ce conseil régional.

PRAYER OF THANKSGIVING / PRIÈRE D'ACTION DE GRÂCE – Rev. Whitman Strong

Let us pray: Gracious God, you have called us
to share in Christ's ministry.
Pour out your Holy Spirit upon
us as we commit ourselves
to work together in Christ's name. **Amen.**

Prions : Dieu de toute grâce,
tu nous appelles à partager le ministère du Christ.
Répands sur nous ton Esprit Saint
alors que nous nous engageons
à œuvrer ensemble au nom du Christ. **Amen.**

RESPONSIVE HYMN / HYMNE RÉACTIF Glory to God / Gloire à Dieu (MV 36)

Glory to God, glory to God, glory in the highest!
Glory to God, glory to God, glory in the highest!
To God be glory forever! To God be glory forever!

Alleluia, amen! Alleluia, amen!
Alleluia, amen! Alleluia, amen!

Alleluia, amen! Alleluia, amen!
Alleluia, amen! Alleluia, amen!

Gloire à Dieu. Gloire à Dieu. Gloire dans les hauts cieux!
Gloire à Dieu. Gloire à Dieu. Gloire dans les hauts cieux!
Qu'à Dieu soit la gloire à jamais! Qu'à Dieu soit la gloire à jamais!

Alléluia. Amen! Alléluia. Amen!
Alléluia. Amen! Alléluia. Amen!
Alléluia. Amen! Alléluia. Amen!
Alléluia. Amen! Alléluia. Amen!

COVENANTING WITH THE GENERAL COUNCIL COMMISSIONERS
ENVOI DES DÉLÉGUÉS AU CONSEIL GÉNÉRAL

EXECUTIVE MINISTER Rev. Rosemary Lambie

One: Do you believe that God is calling you to this ministry, to be a Commissioner to the General Council of The United Church of Canada?

Une : Croyez-vous que Dieu vous appelle à servir dans ce ministère, à titre de délégué ou de personnel de soutien au Conseil général de l'Église unie du Canada?

Commissioner/Délégué: **I do so believe, God being my helper. / Oui, je le crois, Dieu étant mon soutien.**

One: Are you prepared to listen to the Spirit that you may hear God's direction for our church?

Êtes-vous prêts à être à l'écoute de l'Esprit Saint afin que vous puissiez entendre la direction de Dieu pour notre église?

Commissioner/Délégué: **I do so believe, God being my helper. / Oui, je le crois, Dieu étant mon soutien.**

One: Will you faithfully study the documents provided to you, in light of the scriptures and in light of Christ within you? Will you serve as Commissioner for the next three years?

Étudierez-vous, fidèlement, les documents qui vous seront remis, à la lumière des Saintes Écritures et à la lumière du Christ en vous? Servirez-vous en tant que délégué pour les trois prochaines années?

Commissioner/Délégué: **I do so believe, God being my helper. / Oui, je le crois, Dieu étant mon soutien.**

One: And you, the members of the Eastern Ontario Outaouais Regional Council, will you prayerfully, will you prayerfully support these Commissioners in their work and call as Commissioners to General Council?

Et vous, membres du Conseil régional de l'Est de l'Ontario et de l'Outaouais, allez-vous soutenir, par la prière, ces délégués dans leur travail et dans ce ministère à titre de délégués au Conseil général?

All/Tous: **We will, God being our helper. / Nous le ferons, Dieu étant notre soutien.**

RESPONSIVE HYMN / HYMNE RÉACTIF Glory to God / Gloire à Dieu (MV 36)

Glory to God, glory to God, glory in the highest!

Glory to God, glory to God, glory in the highest!
To God be glory forever! To God be glory forever!

Alleluia, amen! Alleluia, amen!
Alleluia, amen! Alleluia, amen!
Alleluia, amen! Alleluia, amen!
Alleluia, amen! Alleluia, amen!

Gloire à Dieu. Gloire à Dieu. Gloire dans les hauts cieux!
Gloire à Dieu. Gloire à Dieu. Gloire dans les hauts cieux!
Qu'à Dieu soit la gloire à jamais! Qu'à Dieu soit la gloire à jamais!
Alléluia. Amen! Alléluia. Amen!
Alléluia. Amen! Alléluia. Amen!
Alléluia. Amen! Alléluia. Amen!
Alléluia. Amen! Alléluia. Amen!

WE GO FORTH IN SERVICE / NOUS ALLONS AVANCER EN SERVICE

PRAYER / PRIÈRE – Bronwen Harman, President-Elect

President / Présidente :

Let us pray: God of Love, we thank you for the many gifts offered in your service by these leaders among us. We ask for your blessings, that we will always seek your guidance and counsel, knowing that in serving others, we will find life and wholeness.

My friends, remember we are never alone, even the midst of this pandemic,
So go with God, the Source of Love,
Jesus, the Love Incarnate,
and the Holy Spirit, Love's promise and comfort. Amen.

Prions :

Dieu d'amour, nous te remercions pour les nombreux talents qui sont offert à ton service par les dirigeants parmi nous. Nous te demandons de nous bénir afin que nous recherchions constamment ta direction et tes conseils, sachant qu'en servant notre entourage, nous nous sentirons vivants et intègres.

Sœurs et frères, amies et amis, souvenons-nous que nous ne sommes jamais seuls, même au cœur de cette pandémie.
Alors, allons de l'avant avec Dieu, la source de l'amour,
Avec Jésus, l'amour fait chair,
Et avec le Saint-Esprit, promesse et réconfort de l'amour. Amen.

HYMN / CANTIQUE Go, Make A Difference (MV 209)

Go make a difference. We can make a difference.
Go make a difference in the world.
Go make a difference. We can make a difference.
Go make a difference in the world.

We are the salt of the earth, called to let the people see
the love of God for you and me.
We are the light of the world,
not to be hidden but be seen.
Go make a difference in the world.

Go make a difference. We can make a difference.
Go make a difference in the world.
Go make a difference. We can make a difference.
Go make a difference in the world.

We are the hands of Christ reaching out to those in need,
the face of God for all to see.
We are the spirit of hope; we are the voice of peace.
Go make a difference in the world.

Go make a difference. We can make a difference.
Go make a difference in the world.
Go make a difference. We can make a difference.
Go make a difference in the world.

So let your love shine on, let it shine for all to see.
Go make a difference in the world.
And the spirit of Christ will be with us as we go.
Go make a difference in the world.

Go make a difference. We can make a difference.
Go make a difference in the world.
Go make a difference. We can make a difference.
Go make a difference in the world.