

**Eastern Ontario Outaouais Regional Council**  
**Meeting of the Executive**  
**Thursday, February 9, 2023 – 9 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**

Susan (Sue) Hutton, DLM	President
Rev. Takouhi Demirdjian-Petro	Past-President
Susan DeHaan, DLM	President-Elect
Jim Allen	Member
Rev. Cindy Casey	Member
Liz Church	Member
Rev. Dr. Teresa Burnett-Cole	Member
Nancy Hazen	New Member
Rev. Ryan Kim	Member (arrived at 9:23 AM)
Carolyn Ruda	Member
Catherine Ryan	Member (departed at 11 AM)
Rev. Dr. Peter Bartlett	Corresponding Member - Minister Supporting Visioning with Communities of Faith, Clusters and Social Justice and Outreach Networks Faith, Clusters and Networks
Rev. Brian Cornelius	Corresponding Member – Treasurer for the Regional Council
Rev. Éric Hébert-Daly	Active Member, Executive Minister (arrived at 11 AM)
Dana Ducette	Corresponding Member - Minister for Youth and Young Adults (departed at 11 AM)
Anita Jansman	Corresponding Member - Communications and Administration Assistant
Joel Miller	Program Assistant to Executive Minister, Recording Secretary

**REGRETS/ABSENT**

Rev. Lynne Gardiner	Member
Linda Suddaby	Member
Rev. Whit Strong	Corresponding Member, Pastoral Relations Minister

**Opening Devotions & Land Acknowledgement** – Rev. Cindy Casey acknowledged the land, giving thanks for First Nations Peoples, their stewardship of these lands, and acknowledged the history of colonialism; calling all to work towards right relations and truth and reconciliation. Cindy also acknowledged that 2023 marks the 189<sup>th</sup> anniversary of the abolition of slavery in Canada. Cindy closed this time of devotion prayed for the unity of members as they joined in the spirit of Jesus Christ taking upon the work of this morning's agenda.

**Circle time for sharing and recognizing your closest moment to Christ during the month** – All are invited to share.

**Appointment of an Equity Monitor for this Meeting**

**2023-02-09\_001 MOTION** (L. Church/N. Hazen) That the Eastern Ontario Outaouais Regional Council Executive appoints Cathy Ryan as Equity Monitor for this meeting. **CARRIED**

(It is the hope that members take on the role of equity monitor at least once during their membership on the Executive)

\*Nancy Hazen has agreed to be the Equity Monitor on March 9<sup>th</sup>.

## MINUTES

### Minutes of January 12, 2023

**2023-02-09\_002 MOTION** (J. Allen/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive accepts the Minutes of January 12, 2023 as amended:

The following was removed from the minutes:

*Additional information: The Regional Council requested "letters of opinion" from 3 real estate agents. The agents have now attended at the property and in fact we have 4 letters of opinion from Lepage Realty, Exp Realty Brokerage, Sutton Group, and Coldwell Bankers – \* see information distributed.*

The letters were appropriately not included in the appendices; therefore, they are also not to be referred to in the minutes. **CARRIED**

## Agenda

**2023-02-09\_003 MOTION** (C. Ruda/L. Church) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended: YAYA placed higher on the agenda as an order of the day. **CARRIED**

## Correspondence

- a) January 14, 2023, Rev. Christopher Ryan, re disbanding of Merrickville United Church (*for action 2Cc*)
- b) January 16, 2023, Judith Ryan, Trinity-St. Andrew's in Renfrew re: A Regional PC Supervisor (*for action 4Bi*)
- c) January 24, 2023, Hydro-Quebec, re Bristol United Church (*for information*)
- d) January 30, 2023, Wayne Ashby, re proposed sale of Balderson United Church (*for information*)
- e) February 2, 2023, Carmen Lansdowne, The Moderator, re Human Flourishing Project; dates for Regional Council visits (*for information*)
- f) February 6, 2023, Jan Brown, Trustee, Knox United Church (Edwards), re selling church property (*for information*)
- g) February 7, 2023, Jan Brown, Trustee, Knox United Church (Edwards) re sale of property (*for action 2Cd*)

## Business

Supporting and enhancing the ministry of Communities of Faith

### 1. Governance

- a) Agenda of the Executive – Rev. Eric Hebert-Daly
  - See *Thoughts on the Agendas of our Executive Meetings* as **Appendix A**
 Eric elaborated on ideas shared in this proposal. It was suggested that written reports be circulated a week before the meeting; that Leadership Teams flag for the Executive a week prior any items for which they seek direction or decision from the Executive.

**2023-02-09\_004 MOTION** (T. Burnett-Cole/T. Demirdjian-Petro) that the Eastern Ontario Outaouais Regional Council Executive adopt the direction laid out in the reflection paper *Thoughts on the Agendas of our Executive Meetings* presented by the Executive Minister for creating future agendas. **CARRIED**

2. **(Order of the Day)** YAYA - Dana Ducette highlighted items in her report, in particular previous Worshiplude event and Kairos Blanket Exercise on Feb. 25<sup>th</sup>, see report as **Appendix B**. Dana also highlighted the struggle of getting youth to commit to attending events and is considering ways to continue to motivate youth to attend. Dana also highlighted some updates re Camp Awesome.

### 3. Supporting Communities of Faith

#### A. Relationship Support

- a) **Conflict Resolution** – Rev. Peter Bartlett, Rev. Cindy Casey, Rev. Ryan Kim
- See Team Response to Looking at Conflict as **Appendix C**  
Rev. Cindy Casey highlighted the idea “Let’s listen” based on Bell’s “Let’s Talk”, which was kept in mind when creating the proposed response.

Discussion: It was suggested that people be emphasized, in the beginning of settling conflict, to see the good in each other, before getting into focusing on conflict. It was suggested to emphasize really ‘listening’ – like when using a talking stick. It was highlighted that Scripture teaches us to ‘love’ one another first, then move forward with dealing with issues. It was also emphasized to be open to hearing what may not be easy to hear (i.e., other’s feedback) and act. It was also suggested to educate when possible, as Church leadership engages with people.

**2023-02-09\_005 MOTION** (C. Ruda/N. Hazen) that the Eastern Ontario Outaouais Regional Council Executive receive and accept the direction laid by the team looking at conflict, and emphasize the movement ‘Let’s Listen’. **CARRIED**

- b) **Zion Evangelical (Pembroke)** – Rev. Eric Hebert-Daly will review the recommendations provided by Rev. Shaun Fryday in his report and will summarize any additional steps the Executive should be considering coming out of that review.

#### B. Visioning – Strategic Plan Conversation

- see Strategic Operational Plan as **Appendix D**  
Rev. Éric Hébert Daly shared Process for the Preparation of a Strategic Operational Plan in EOORC.

**2023-02-09\_006 MOTION** (E. Hebert-Daly/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive approve the process for the preparation of the Strategic Operation Plan within the Regional Council, and refer to Nominations to recruit the working group *Setting our Sights* (SOS). **CARRIED**

#### C. Property Support – Rev. Eric Hebert-Daly

- a) **Oxford Mills United Church**  
**2023-02-09\_007 MOTION** (J. Allen/N. Hazen) that the Eastern Ontario Outaouais Regional Council Executive, on the recommendation of its Property Leadership Team, concurs with the request of the trustees of Oxford Mills United Church to sell their church property at 42 Water Street, Oxford Mills, Ontario, K0G 1S0, being Lt 40 NE/S Water St, 42 NE/S Water St Pl 4 Oxford Mills; North Grenville together with an easement over Pt 3, 15R11182 as in GC13071, to Capital Marketing Wholesalers Inc. for the sum of \$255,500.00 on the terms of the Agreement of Purchase and Sale dated January 18, 2023

RESOLVED further that the Regional Council accepts the undertaking of the Trustee of Oxford Mills United Church to provide a disbursement plan of all assets subject to Regional Council policy for approval at a future Executive meeting. **CARRIED**

- b) **Balderson United Church** – Meeting February 23<sup>rd</sup> to decide their future; currently have an offer from the Mennonite community.
- c) **Merrickville United Church** – Given Kindred Works involvement with this property, the RC needs to consider how its asset disbursement policy may need to be amended to address times when the church is not sold.

**2023-02-09\_008 MOTION** (N. Hazen/J. Allen) whereas particular circumstances have arisen regarding the distribution of assets for disbanding Communities of Faith, that the Eastern Ontario Outaouais Regional Council Executive refer the *Policy Regarding Proceeds from the Sale of Property* to the Finance Team to consider revisions to be made in regards to the distribution of assets Communities of Faith, and make recommendations to the Executive at an upcoming meeting. **CARRIED**

d) **Knox United Church (Edwards)**

**2023-02-09\_009 MOTION** (T. Demirdjian-Petro/ L. Church) that the Eastern Ontario Outaouais Regional Council Executive, on the recommendation of its Property Leadership Team, give permission to Knox United Church (Edwards), situated at 1450 Yorks Corners Road, Edwards, Ontario, K0A 1V0, being Part 3 on Plan 4R-15764 being the original property that the church was on - approximately .25 acres; Part Lot 5, Concession 9, being Part 2 on same R-Plan (approximately 4.6 acres and the part that the church now sits on) City of Ottawa, to accept an offer to purchase, that is no less than the listing price of \$524,900.00, during a 24-hour bidding window (between 3 PM EST, Feb. 10 and 2:59 EST, Feb. 11).

RESOLVED further that the Regional Council accepts the undertaking of the Trustee of Knox United Church (Edwards) to provide a disbursement plan of all assets subject to Regional Council policy for approval at a future Executive meeting. **CARRIED**

Additional information (not part of motion): A motion during the next Executive meeting on March 9<sup>th</sup> 2023 will follow up to this motion, and will include final sale price and byer.

- D. Accessibility for Ontarians through Disabilities Act** – Rev. Éric Hébert-Daly updated that website accessibility will be looked at to further comply with the act.

**4. Order of the Day (11 AM) Finance** – Rev. Brian Cornelius, Regional Council Treasurer

- see Financial Statements for 2022 as **Appendix E<sup>1</sup>**
- see 2023 Budget as **Appendix E<sup>2</sup>**

Financial Report

The statements for the year end of 2022, which is slightly adjusted because of a few yearend expenses, but essentially the same as what the Executive had seen previously.

The 2023 budget presented here is essentially the same as the one presented to the whole court with minor adjustments for income from Funds based on year end valuations and a few minor tweaks in the operational budget based on final numbers from 2022.

Expenses for 2023 have not been entered yet because some information from General Council or expense reports for January have not been received; there have only been a few cheques written and there is not much to report.

**2023-02-09\_010 MOTION** (C. Ryan/T. Demirdjian-Petro) that the Eastern Ontario Outaouais Regional Council Executive receive for information the draft financial statement as presented. **CARRIED**

**2023-02-09\_011 MOTION** (T. Demirdjian-Petro /C. Casey) that the Eastern Ontario Outaouais Regional Council Executive confirm the 2023 budget as circulated. **CARRIED**

Finance Leadership Team will step back from its proposed work on a Values Proposition, now that the strategic plan process is in place.

Supporting Ministry Personnel, Staff and Lay Leadership in Communities of Faith
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**4. Pastoral Relations** – The Pastoral Relations Commission is meeting on February 14<sup>th</sup>.

a) **Publishing salary figures** – Rev. Eric Hebert-Daly

**2023-02-09\_012 MOTION** (T. Demirdjian-Petro/L. Church) that the Eastern Ontario Outaouais Regional Council Executive no longer publish salary figures and other compensation in the minutes of the Pastoral Relations Commission or the Executive. **CARRIED**

It was suggested that Pastoral Relations ask Susan Jackson, Statistics Officer, create a list of comparable aggregate salaries, for communities of Faith to use in order to assess/see what they could should be offered.

b) **Pastoral Charge Supervisors**

- a) Trinity-St. Andrew's in Renfrew request that the Regional Council hire one Pastoral Charge Supervisor for the entire Regional Council.

After some discussion, the Executive did not wish to adopt this strategy. Eric will respond to request on behalf of the Executive.

**5. Licenced Lay Worship Leaders** – Nothing not to report at this time.

**6. Pastoral Care and Oversight of Communities of Faith** – no update for a process at this point.

a) **Workshops being offered by the Pastoral Relations Minister**

March 18 @ 9:00 am - 12:00 pm

Ministry and Personnel Committee Workshop (Online)

This workshop will cover all the main roles and responsibilities of the Ministry & Personnel Committee.

March 22 @ 7:00 pm - 9:00 pm

Creating a Living Faith Story and Profile (Online)

Every Community of Faith is required to have a Living Faith Story on their ChurchHub page.

May 3 @ 7:00 pm - 9:00 pm

Healthy Church – Happy Church: Bridges and Roadblocks to Good Communication (Online)  
Good communication is vital to the health and well being of a Community of Faith.

May 17 @ 7:00 pm - 9:00 pm  
Conducting Annual Evaluations of Staff and Programs (Online)  
How can you know that your Community of Faith is on the intended path?

Supporting and nurturing Right Relations, Social and Ecological Justice

7. **Social Justice, Clusters, Networks and Groups** – Rev Dr. Peter Bartlett highlighted the Report on "Rural Church Check-in": held on January 19, 2023 – available in Regional Council newsletter <https://eoorc.ca/wp-content/uploads/2023/02/EOORC-News-February-82023-1.pdf>
8. **Affirm** – The team is working at creating steps to continue the Regional Council towards becoming affirming.

Supporting people in all seasons of life

9. **Vision and Transformation** – Rev. Cindy Casey, deadline is March 31<sup>st</sup> to submit applications.
10. **Stewardship** – Carolyn Ruda, see report as **Appendix F**

Supporting and Building Communications

11. **Communications** – Anita Jansman, see report as **Appendix G**
12. **(See Order of the Day) YAYA** - Dana Ducette, see report as **Appendix B**
13. **Nominations** –
  - a) **Executive**  
**2023-02-09\_013 MOTION** (T. Demirdjian-Petro/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation from the Nominations Leadership Team to add Linda Suddaby to the Executive. **CARRIED**
  - b) **Nominations Leadership Team**  
**2023-02-09\_014 MOTION** (T. Demirdjian-Petro/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation from the Nominations Leadership Team to add Julee Pauling to the Nominations Leadership Team. **CARRIED**
  - c) **Ottawa School of Theology and Spirituality**  
**2023-02-09\_015 MOTION** (J. Allen/N. Hazen) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation from the Nominations Leadership Team to name Paul Whynacht as the Regional Council Representative to the Ottawa School of Theology and Spirituality. **CARRIED**
14. **Regional Council Meeting Planning Team** – Susan Hutton, DLM
  - i. **Location of Spring AGM** (Brockville, Arena)

Concern was raised over accommodation costs; which may deter attendance. It was suggested that the planning team make a recommendation to the Executive (with input from RC Treasurer) to meet possible demands for help re costs.

- ii. **Education Session:** Susan highlighted who the guest speakers were going to be during the event; also informed that members of the youth will be reading scripture during event.

- iii. **Simultaneous Translation**

- See contract as **Appendix H**

**2023-02-09\_016 MOTION** (J. Allen/R. Kim) that the Eastern Ontario Outaouais Regional Council Executive accept the interpretation services agreement for simultaneous translation (English and French) Aloria Inc. in the amount of \$1,494.68 for its Educational Event being held on March 4, 2023. **CARRIED**

Discussion: Éric will check with the Ministries in French team to see if funding may be available to offset some of these costs.

## 15. New Business

### a) **Moderator's Human Flourishing Project**

- The Moderator has announced that she will be running the programme for EOORC and ECORC the week of November 6, 2023 in Kingston.

**Report of Equity Monitor** – Cathy Ryan thanked individuals for the gifts they shared during the meeting; and highlighted that the meeting went well. It was suggested that a break-time be written into the agenda.

**Opening worship for next meeting –**

### **Motion to adjourn**

**2023-02-09\_017 CONSENSUS MOTION** that the Eastern Ontario Outaouais Regional Council Executive adjourn this meeting at 12:19 PM.

**Closing Prayer** – Rev. Takouhi Demirdjian-Petro closed the meeting in prayer.

### **Next meeting date:**

**Educational Event**, Saturday, March 4, 9:00 to noon on Zoom

Thursday, March 9, 2023 9:00 to noon on Zoom (Nancy Hazen, Equity Monitor)

Thursday, April 13, 2023 9:00 to noon on Zoom

Thursday, May 11, 2023 9:00 to noon on Zoom (Rev. Ryan Kim - devotions and land acknowledgement)

**Annual General Meeting** May 26-27, 2023 9 (in person, Brockville Arena)

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Sue Hutton,  
President

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Rev. Éric Hébert-Daly,  
Executive Minister

**Appendices**

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## Appendix A

**Thoughts on the Agendas of our Executive Meetings**

Every year, the Regional Council elects a group of people with the purpose of serving the best interests of the church within our region. They are elected for their ability to bring wisdom, discernment, consideration of emerging issues and to help move us forward as we are called by God. There are three primary areas of work we need to consider as an Executive:

- Fiduciary (legal, financial, sound management)
- Generative (creativity, exploration, construction)
- Strategic (vision, planning, considerations for the future)

There is work that is done by staff, volunteers, networks and communities of faith that warrant the attention of the executive, but we need to be able to make a distinction about what needs time for discussion on the agenda and what can be done through a written report in advance of the meeting.

Using our time together as an executive is important if we want to extract the full value of those we have elected to lead us between meetings.

- Key items that need to come to the Executive (and are mandated responsibilities) include finances, property decisions, pastoral relations, and care for communities of faith. These are easily grouped in the **fiduciary** category of work – and require our formal decisions.
- **Generative** work is when we identify something that needs deeper conversation but we do not have a clear path forward. We set aside some time for conversation and discernment that may (or may not) lead to a formal decision, but helps tap into the wisdom gathered at the table.
- Once we have a **strategic** plan, we would also spend some time assessing it, adjusting it, learning from it so we can adapt.

Often agendas in any organization dedicate a significant amount of time to items that are ‘for information’. Such items are often reflected (or should be) in written reports and, in my view, should not consume valuable time on agendas.

My suggestion would be that when issues arise from networks, clusters, communities of faith or committees that require deeper discussion, decision or reflection, (fiduciary, generative or strategic areas) they should be flagged for addition to the agenda on an as-requested basis by the chair of the group or the staff resource person, but that there not be established oral reports on meeting agendas.

The danger of keeping standing items on an agenda ‘for information’, puts us in a situation where we are ‘singing to the choir’ and using reports as a form of announcements for the regional council. Announcements are going to reach a much wider audience through our communications channels than to the executive.

I value the experience and wisdom of our leadership, so I am also open to your thoughts on whether this approach might work for our regional council.

## Appendix B

### **Ministry for Youth and Young Adults (YAYA) - Executive Report –February 2023**

#### *Regional Update*

#### **Worshiplude 2023 – The Cozy Dark**

After two long years, Worshiplude 2023 hosted over 100 participants from across EOOR and the Nakonha:ka Region this past Saturday. The theme for this year was “The Cozy Dark” and we explored together what it means to be in the dark, as both a time of reflection and renewal. This was especially poignant as Nakonha:ka lost one of their youth (Olivia Grimes) in a car accident the previous Monday. The evening was filled with worship and fellowship and participants left looking forward to 2024. 😊

Worshiplude takes many hands and voices to make happen. Special thanks to the following humans who gave of their time, talents and energy in support of YAYA Ministry:

1. Emily Gardiner (Bethel UC) - Soloist and Hymn Leader,
2. Tobi DuMoulin (Rothwell UC) - Pianist,
3. Roxanne Akhtar (Parkdale UC) - DJ, Lights and Sounds
4. Mason Smith (Kitchissippi UC) - Reader
5. Alisa Insley (North Gower UC) - Reader
6. Stephon Farrow (Barrhaven UC) - Prayer writer and reader
7. Denis Ashby (Nakonha:ka Region) - Reader
8. Huda Kandalaf (Parkdale UC) - Reader
9. Eli Lincoln (Emmanuel UC) - Theme Conversation
10. Rev. Jenni Leslie (Kitchissippi UC) - Chaplain
11. Rev. Steve Clifton (Rideau Park UC) - Chaplain, Communion, Set-up and so much more
12. Rev. Elizabeth Bryce (Rideau Park UC) - Chaplain, Communion
13. David Ducette (Bell's Corners UC) - Greeter
14. Shanna Bernier (Nakonha:ka Region) - Prayers of the People
15. Maddie (Grace UC, Barrie On.) - Reader
16. Nikki Nel (First UC) - Chaplain and Right-Hand Godsend!
17. Ellen, Val, Shelly, Ian, Christine & Evelyn (Emmanuel UC) - Kitchen Crew

#### **Indigenous Experience**

The Anglican Diocese of Ottawa has invited the EOOR YAYA to participate in the Kairos Blanket Exercise on Sat. Feb. 25<sup>th</sup>. This event is open to youth and young adults between the ages of 14-25 and includes lunch and snacks. Deadline to register for this event is Friday, Feb. 17<sup>th</sup>.

#### **Camp Awesome**

Camp Awesome will be hiring students for the coming Camp season. Please contact Nikki at [nnel@united-church.ca](mailto:nnel@united-church.ca) for information.

**Rainbow Youth Hub**

Rainbow Youth Hub at Emmanuel United has begun hosting gatherings for the 2022/2023 year. For more information please contact Ellen Brohman at [rainbowhubottawa@gmail.com](mailto:rainbowhubottawa@gmail.com)

*Campus Ministry***Open Table**

The Open Table committee will be meeting to discuss a new direction and opportunities now that in-person learning has resumed on Sat. March 4<sup>th</sup> from 1-4pm. Further information will be available after this meeting.

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

SCSS has placed volunteers back in secondary schools as of Sept. If you are interested in being a volunteer in the Ottawa Carleton District School Board in 2023 please contact me for more information.

*General Council Update*

There is a National YAYA meeting planned for Feb. 27-March 3<sup>rd</sup> in Winnipeg.

Respectfully Submitted by Dana Ducette Feb. 8<sup>th</sup>, 2023

[dducette@united-church.ca](mailto:dducette@united-church.ca)

## Appendix C

**Team Response to Looking at Conflict**

Contributors: *Reverend Ryan Kim, Reverend Dr. Peter Bartlett, & Reverend Cindy Casey*

In response to the ongoing and deeply conflicted situation in one specifically identified Community of Faith, coupled with the recommendation that EOORC create opportunities for advanced conflict resolution and management training, a team of two consisting of two members of Executive, and one staff person was formed, to consider our path forward.

**The Source:**

Without question there are a number of factors that lead to conflict in our church family systems. The factors that are affecting EOORC's response includes two significant pieces:

- First, there is a significant underlying distrust within Communities of Faith when it comes to Regional (and former Conference) intervention, even when offered as a means of support; and
- Secondly, that EOORC has very few individuals who are trained in conflict resolution and management, which results in communities going unattended while the necessary resources can be secured.

In terms of the underlying distrust, it is highly recommended that we begin our work in this regard as soon as possible (as in immediately). The recommendation by the team of Contributors is that a small team of individuals, who are experienced with conflict resolution and management requirements, be formed. This team of individuals would set up 'Round Table' conversations and/or 'Town Hall' type events to intentionally listen, build rapport, and create opportunities for future engagement that are positive and in direct response to what is being asked.

The short- and medium-term goals of these engagements is simply to develop trust and build relationship. The effect of genuinely meeting these goals would affect the medium-and long-term goals of being able to offer congregational workshop on how to communicate within communities of faith and/or family systems, in a way that will produce more effective outcomes and/or negotiated termination of deeply conflicted relationships.

In regards to training, it is essential that we educate and guide individuals who are located across the region, which can be done in parallel with the above-mentioned engagement opportunities.

We would encourage individuals to be identified, as well as those who offer themselves through a process similar to the nominations process. These names would then be vetted through two members of the EOORC Executive to ensure appropriate levels of geographic coverage are maintained across the Region.

Creating a depth of facilitators will support the work of the Regional Minister for Pastoral Relations and ensure a prompt response time to help prevent unnecessary burden by allowing conflicts to build due to lack of responsive resources.

We acknowledge, that when these proposed next steps to both respond and support the work of conflict education, management and resolution are developed, it will require the attention of multiple staff both in terms of the pastoral well-being of the Community of Faith and the changes or transformations they may be experiencing.

## Appendix D

### **Process for the Preparation of a Strategic Operational Plan in EOORC**

#### **PROPOSED NAME: Setting our Sights**

##### February

- Approval of process by RC Executive
- Call out for members of a planning team\* (email, tap some people on the shoulders)

##### March

- Construct communications for consultative phase (online and in-person) with team
- Determine proposed length of plan (one, two or three years?)
- Launch online survey
- First town hall takes place

##### April

- Staff input and participation (staff retreat) – including committee leaders in the process
- Second and third town halls take place late April
- Online town hall takes place

##### May

- Initial report on consultations to Executive
- Special Executive Meeting to review results and establish some preliminary objectives in each category of work
- Report to annual meeting / build into agenda in some way

##### June

- Circulate summary of proposed objectives for input/feedback to wider church
- Prepare possible worship tools tied to themes and objectives
- Bring together LLWL to review possible themes for summer preaching circuit

##### July/August

- Ask committees, commissions, clusters and networks to consider the objectives and how they might see their work/adjust focus in light of the plan

##### September

- Review any final feedback and prepare final draft, including specific measurables
- Executive identifies any areas for training/education/development that we might want to attach to this plan

##### October

- Identify activities and projects that relate to the plan and the focus
- Review budget on how it aligns with the priorities and objectives established

##### November

- Adopt plan and budget for 2024
- Review tasks, assign responsibilities, review job descriptions, assess work that falls outside the plan

\*This general call-out should include a short submission that describes their interest and expertise in this kind of work.

Appendix E<sup>1</sup>Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Statement of Financial Position  
As of December 31, 2022

	2022	2021	Change	
<b>Assets - Current</b>				
Cash (Toronto Dominion Bank Account)	36,755	61,899	(25,144)	
Cash (Toronto Dominion Savings Account)	525,698	95,132	430,567	
GIC - Campbell's Bay	0	71,357	(71,357)	Note 5 and Note 10
GIC - Lower Litchfield Cemetery	5,388	5,388	0	Note 5 and Note 10
GIC - Thurso	0	204,436	(204,436)	Note 5 and Note 10
Lower Litchfield Cemetery	3,395	3,300	95	Note 5 and Note 10
	571,237	441,512	129,725	
<b>Accounts Receivable</b>				
Accounts Receivable	12,648	33,303	(20,655)	
Accounts Receivable (HST/QST)	2,570	638	1,932	
	15,218	33,941	(18,723)	
<b>Assets - Investments</b>				
Fiera Capital Investment Account	6,102,086	5,087,773	1,014,313	Note 4 and Note 9
Kindred Works Partnerships	10,000	0	10,000	
Loan to Orleans United Church	100,000	100,000	0	Note 4 and Note 8
	6,212,086	5,187,773	1,024,313	
<b>Other Assets</b>				
Pre-paid accounts	(150)	0	(150)	
	(150)	0	(150)	
<b>Total Assets</b>	<b>6,798,391</b>	<b>5,663,226</b>	<b>1,135,166</b>	
<b>Liabilities</b>				
Accounts Payable	40,310	23,225	17,085	
<b>Total Liabilities</b>	<b>40,310</b>	<b>23,225</b>	<b>17,085</b>	
<b>Held In Trust Accounts</b>				
Bequest - Templeton	62,222	0	62,222	
Campbell's Bay	0	71,937	(71,937)	Note 5 and Note 10
Lower Litchfield Cemetery	8,784	8,689	95	Note 5 and Note 10
Thurso	0	204,654	(204,654)	Note 5 and Note 10
	71,006	285,280	(214,274)	

See accompanying notes to Financial Statements

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Statement of Financial Position  
As of December 31, 2022

	2022	2021	Change	
<b>Equity</b>				
<b>Investment Funds</b>				
Eastern Ontario Outaouais Regional Council Fund	960,238	1,049,873	(89,635)	Note 4, Note 9, and Schedule 10
Held-in Trust Community of Faith Investments	1,538,431	1,049,873	488,558	
James Elwood Baillie Helping Youth Fund	672,885	719,744	(46,859)	Note 4, Note 9, and Schedule 10
McKendry Capital Fund	100,000	100,000	0	Note 4, Note 8, and Schedule 10
Mission & Ministry Legacy Fund	174,679	-	174,679	Note 4, Note 8, and Schedule 10
Vision & Transformation Fund	2,206,992	2,351,768	(144,776)	Note 4, Note 9, and Schedule 10
W.H. (Bill) Scrivens Memorial Fund for Youth	500,162	530,802	(30,640)	Note 4, Note 9, and Schedule 10
	6,153,387	5,802,061	351,326	
<b>Ministry Accounts</b>				
Camp Awesome Project	84,437	111,000	(26,563)	Note 6
Camp Awesome	6,929	0	6,929	
Camp Bitobi	66,000	66,000	0	Note 6
Ecological Grief into Growth	8,371	15,000	(6,629)	Note 6
Faith and Arts Ottawa	27,623	27,623	0	Note 6
Healing Pathway Regional	3,392	4,857	(1,465)	Note 6
Kingston Resource Centre	13,788	13,788	0	Note 6
Ministry Personnel Events	1,623	1,623	0	Note 6
Project Footprint	4,202	4,202	0	Note 6
Sisters Stream	25,000	25,000	0	Note 6
Student and RCCO grants	9,620	0	9,620	
United Mining for Justice	32,745	33,208	(464)	Note 6
Youth Ministry - Trips	4,214	4,214	0	Note 6
Youth Ministry - Zambia	3,890	3,890	0	Note 6
	291,832	310,404	(18,572)	
Governance Fund (Unrestricted)	192,040	210,398	(18,358)	Note 3
Mission & Ministry Fund (Unrestricted)	49,816	81,733	(31,917)	Note 3
<b>Total Unrestricted Surplus (Deficit)</b>	241,857	292,131	(50,275)	
<b>Total Liabilities and Equity</b>	6,798,391	6,713,099	85,291	

Note: During 2022, the Executive approved the reallocation of 150,000 to Mission and Ministry Legacy Fund from unrestricted surpluses in the Governance Fund and Mission and Ministry fund

See accompanying notes to Financial Statements

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Statement of Operation and Change in net assets for Governance Fund, Mission & Ministry Fund  
Investment Funds, Held-in Trust Accounts and Restricted Ministry Accounts  
For the year ending December 31, 2022

Income	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Grant - Assessments	325,000	334,375	325,000	0	0	0	325,000	334,375	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	240,000	240,000	240,000	240,000	240,000	240,000
Grant - Special Funding	35,275	0	0	0	0	0	35,275	0	0
Donations/Donated Expenses	0	0	0	0	2,000	0	0	2,000	0
Interest/McKendry Fund	2,297	271	250	0	0	0	2,297	271	250
Mission & Service Fund Donations	0	0	0	364	0	0	364	0	0
Transfer Baillie/Scrivens Youth Salary/Program	0	0	0	25,000	21,800	25,000	25,000	21,800	25,000
Transfer Baillie/Scrivens Grants	0	0	0	3,899	23,682	25,000	3,899	23,682	25,000
Transfer EOORC Fund	21,000	18,500	21,000	21,000	18,500	21,000	42,000	37,000	42,000
Transfer Mission Strategy Grants	0	0	0	85,604	81,595	94,000	85,604	81,595	94,000
Youth Camp Awesome 3-Year Contract	0	0	0	26,563	0	37,000	0	37,000	37,000
Youth Programming Revenue	0	0	0	0	0	0	0	0	0
<b>Total Income</b>	<b>417,071</b>	<b>386,646</b>	<b>379,750</b>	<b>402,430</b>	<b>387,577</b>	<b>442,000</b>	<b>792,939</b>	<b>811,223</b>	<b>821,750</b>
Expenses (net of Recoveries)							Total		Total
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Clusters, Leadership Teams, Networks (Schedule 1)	1,561	951	7,900	400	4,477	9,600	1,961	5,428	17,500
Candidate for Ministry and RCCO Training Grants	2,700	2,700	2,700	0	0	0	2,700	2,700	2,700
Congregational Reviews & Support	11,156	934	10,000	0	0	0	11,156	934	10,000
Finance and Archives (Schedule 2)	23,542	22,987	28,880	0	0	0	23,542	22,987	28,880
Mission & Service Fund Donations	0	0	0	364	0	0	364	0	0
Mission Strategy Grants	0	0	0	135,520	81,595	135,520	135,520	81,595	135,520
Mission Support Grants (Schedule 3)	13,004	0	15,350	2,270	135,520	1,500	15,274	135,520	16,850
Office Costs (Schedule 4)	2,500	11,917	2,500	5,350	390	6,350	7,850	12,307	8,850
Partnership Ministries (Schedule 5)	243,191	2,500	243,200	141,438	6,350	149,150	384,628	8,850	392,350
Personnel (Schedule 6)	9,922	204,580	63,000	0	117,075	0	9,922	321,654	63,000
Regional Meetings (Schedule 7)	7,854	2,208	8,500	0	0	0	7,854	2,208	8,500
Technology and Communications (Schedule 8)	0	6,575	0	85,604	0	94,000	85,604	6,575	94,000
Youth Camp Awesome 3-Year Contract	0	0	0	26,563	0	37,000	0	37,000	37,000
Youth Grants	0	0	0	3,899	23,682	25,000	3,899	23,682	25,000
Youth Programming (Schedule 9)	0	0	0	2,938	12,680	17,000	2,938	12,680	17,000
<b>Total Expenses</b>	<b>315,429</b>	<b>255,352</b>	<b>382,030</b>	<b>404,346</b>	<b>381,768</b>	<b>475,120</b>	<b>693,212</b>	<b>674,120</b>	<b>857,150</b>
<b>Net income (deficit) from general operations</b>	<b>101,643</b>	<b>131,294</b>	<b>(2,280)</b>	<b>(1,916)</b>	<b>5,809</b>	<b>(33,120)</b>	<b>99,727</b>	<b>137,103</b>	<b>(35,400)</b>



Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Statement of Operation and Change in net assets for Governance Fund, Mission & Ministry Fund  
Investment Funds, Held-in Trust Accounts and Restricted Ministry Accounts  
For the year ending December 31, 2022

	2022	2021
<b>Governance Fund (Note 3)</b>		
Opening Equity	210,398	169,103
Income (including transfers)	417,071	386,646
Expenses (including grants)	(315,429)	(255,352)
Reallocations	(120,000)	(90,000) See note 6, creation of Mission and Ministry Fund
Closing Equity	192,040	210,398
<b>Mission &amp; Ministry Fund (Note 3)</b>		
Opening Equity	81,733	75,924
Income (including transfers)	402,430	387,577
Expenses (including grants)	(403,880)	(381,768) See note 6, creation of Mission and Ministry Fund
Reallocations	(30,000)	0
Closing Equity	50,283	81,733
<b>Investment Funds (Schedule 10 and Notes 4 and 9)</b>		
Opening Equity	4,752,188	4,127,369
Deposits	0	0
Accounts Receivable	0	0
Property Sales	0	86,672
Transfer to Governance	0	(18,500)
Transfer for Grants	0	(105,277)
Transfer to Mission & Ministry	0	(40,300)
Unrealized Gains/Losses	0	702,223
Closing Equity	4,752,189	4,752,188
<b>Held-in-Trust Accounts (note 5 and 10)</b>		
Opening Equity	285,280	300,802
Income	179	3,047
Expenses	(276,770)	(18,570)
Closing Equity	8,690	285,280
<b>Ministry Accounts (note 6)</b>		
Opening Equity	310,404	187,461
Income	0	110,424
Expense	0	(84,415)
Transfer	0	96,935 See note 6, creation of Camp Awesome project
Closing Equity	310,403	310,404

*See accompanying notes to Financial Statements*

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Notes to Financial Statements  
For the year ending December 31, 2022

### 1. Purpose

The Eastern Ontario Outaouais Regional Council of the United Church of Canada is a regional organization furthering the religious beliefs and work of the United Church by carrying out the responsibilities and duties of a Regional Council. The Regional Council is a registered charitable organization under the Income Tax Act and is exempt from income taxes.

The Eastern Ontario Outaouais Regional Council came into being on January 1st 2019 because of a restructuring of the United Church of Canada and is the successor organization of Four Rivers Presbytery and Upper Valley Presbytery from Bay of Quinte Conference, and Ottawa Presbytery and Seaway Valley Presbytery from Montreal & Ottawa Conference and Eglise St. Marc's in Ottawa of the Laurentien Presbytery

In 2019, the CRA charity registration number for Ottawa Presbytery underwent a name change and became the Eastern Ontario Outaouais Regional Council.

### 2. Summary of Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for non-for-profit organizations, except that all capital asset purchases are expensed in the year of the acquisition. Canadian accounting standards for not-for-profit organizations require entities to select policies appropriate for their circumstance from policies provided within these standards. The significant accounting policies selected by Eastern Ontario Outaouais Regional Council and applied to these financial statements are summarized below

#### **Fund Accounting:**

Resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose as determined by the membership of the Regional Council. For financial statement purposes, these funds are grouped into Operating Funds (note 3), Investment Funds (note 4), Held-in-Trust Accounts (note 5) and Restricted Ministry Accounts (note 6)

**Revenue Recognition:** Eastern Ontario Outaouais Regional Council follows the deferral method of accounting.

**Interfund Transfers:** Transfers between funds are required when resources of one fund have been authorized to finance activities and acquisitions of another fund.

**Contributed Service:** Eastern Ontario Outaouais Regional Council receives donations in the form of services from volunteers. The fair value of these services cannot be reasonably estimated and is not recorded in these financial statements.

**Investments:** Investments are recorded at fair market value which is determined by reference to quarterly statements received. Fluctuations in the difference between the cost of investments and the fair value are recognized in the statement of changes in fund balances as unrealized gain or losses on investments.

**Financial Instruments:** Eastern Ontario Outaouais Regional Council considers any contract creating a financial asset, liability, or equity instruments as a financial instrument. Eastern Ontario Outaouais Regional Council's financial instruments are comprised of cash, accounts receivable, GICs, Capital Fiera investments, and accounts payable. Financial assets or liabilities are initially measured at their fair value and subsequently measured at amortized cost, except for investments which are measured at market value.

### 3. Operating Funds of Eastern Ontario Outaouais Regional Council.

**Governance Fund:** The Governance Fund is used for the day to day operations of the Regional Council in order to provide support services to the ministries in the Region. Revenue is secured from a portion of assessments from Communes of faith collected by the General Council and transferred to the Regional Council in accordance with a formula adopted by the Executive of the General Council. The Regional Council transfers monies from the Investment Funds of Eastern Ontario Outaouais Regional Council as additional revenue to the Fund.

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Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Notes to Financial Statements  
For the year ending December 31, 2022

*Mission & Ministry Fund* : The Mission & Ministry Fund is used for mission and ministry activities of the Regional Council. Revenue is secured from a portion of Mission & Service Fund donations collected by the General Council and in accordance with a formula adopted by the Executive of the General Council. The Regional Council transfers monies from the Investment Funds of Eastern Ontario Outaouais Regional Council as additional revenue to the Fund.

**4. Investments Funds of Eastern Ontario Outaouais Regional Council.**

The Eastern Ontario Outaouais Regional Council has five investment Funds. Investment income is recorded when earned. The value of the investments are recorded at market value.

*Eastern Ontario Outaouais Regional Council Fund*: This fund is for the purpose of supplementing the revenue of both the Governance Fund and the Mission & Ministry Fund in amounts that are determined through an approved budget. There is the expectation that the original capital of the fund will be protected from expenditure. The original capital were deposited in 2019/2020 by the following means:

Bay of Quinte Conference	73,421
Montreal & Ottawa Conference	142,270
Upper Valley Presbytery	23,198
Seaway Valley Presbytery	49,083
Four Rivers Presbytery	65,822
Lay Worship Leaders (Ottawa Pres.)	3,341
Ottawa Presbytery	417,717
Total	774,852

It is noted that the Ottawa Presbytery monies was originally established in May of 2014 with a capital amount \$400,000.

Sparling Bequest	230,188.89
Interim Ministry	45,028.93
Student Fund	43,115.48
Resource Centre	45,344.94
Hearings Reserve	7,424.76
Pastoral Emergency Reserve	8,022.47
Stewart House	12,408.67
Reallocation of Equity	8,465.86

This consolidation of funds includes a commitment to ensure budget support for Students of at least \$1,700 annually as well as a minimum of \$9,200 annually for outreach ministries in keeping with the stipulation of the 2012 Sparling Bequest which was designated for the "outreach ministries of Ottawa Presbytery" or its successor.

*The James Elwood Baillie Helping Others Fund* : The Montreal & Ottawa Conference received a bequest from the estate of James Elwood Baillie of \$518,051.72 to help support ministry to youth within the city of Ottawa. The principle of the Estate is to be protected and the proceeds from investments transferred to the Ottawa Presbytery or its successor in order to support youth programming, grants to youth programs and trips, and financial assistance for youth in need.

*McKendry Capital Fund*: The Ottawa Presbytery received a bequest of \$92,699.77 from the Estate of Iva E. McKendry with no stipulations. The Ottawa Presbytery subsequently designated this amount as the McKendry Capital fund and added \$7,301.23 to make the value of the fund \$100,000. The total amount was loaned to Orleans United by motion in April of 1988 at an interest rate equal to a Canadian Treasury Bond.

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Notes to Financial Statements  
For the year ending December 31, 2022

**Mission and Ministry Legacy Fund:** In 2022, the Executive established this fund as recipient of capital from the closure of Communities of Faith. The fund is to provide income to the annual mission and ministry Fund of the Eastern Ontario Outaouais Regional Council in keeping with the policies and practices of the Regional Council.

**The Vision & Transformation Fund:** At a meeting held in May 2014, the Ottawa Presbytery established the Mission Strategy Fund with the purpose of providing financial support to mission initiatives under the guidance of the Mission Strategy Committee and with the approval of the Ottawa Presbytery Executive. Deposits from the sale of church and manse properties have been designated to this Fund. By motion of Ottawa Presbytery, this fund was transferred to the Eastern Ontario Outaouais Regional Council with the same terms. Additional equity was provided from the 4RP Development Fund of Four Rivers Presbytery. 4% of the market value as of December 31st determines the budget for grants in the following year.

Four Rivers Presbytery	178,378
Ottawa Presbytery	<u>1,384,690</u>
Total	1,563,069

**The W.H. (Bill) Scrivens Memorial Fund for Youth Ministry:** The Ottawa Presbytery provided oversight to the W.H. (Bill) Scrivens Memorial Fund for Youth Ministry of the Ottawa Presbytery. Until 2019, this Fund was a registered charitable organization under the Income Tax Act. During 2019, the Committee transferred all assets to the Eastern Ontario Outaouais Regional Council in order to continue the mandate to provide financial assistance to youth ministry in the successor organization of the Ottawa Presbytery. The W. H. (Bill) Scrivens Memorial Fund discontinues as a separate charitable organization in 2020.

**5. Held-in-Trust Accounts of Eastern Ontario Outaouais Regional Council.**

Beginning in 2017, the Ottawa Presbytery assumed financial management for some Pastoral Charges. This is now the work of the Eastern Ontario Outaouais Regional Council who provides oversight to Communities of Faith. These monies are tracked as separate accounts until the management ceases. While it is not guaranteed, it is anticipated that deficits will be recovered and surpluses returned to the Community of Faith or designated to another purpose should the Community of Faith be disbanded.

	01-Jan	Income	Expenses	31-Dec
Campbell's Bay	71,937	39	(71,976)	0
Lower Litchfield Cemetery	8,689	0	0	8,689
Thurso	204,654	240	(204,794)	100
	<u>285,279</u>	<u>279</u>	<u>(276,770)</u>	<u>8,789</u>

Beginning in 2022, the Eastern Ontario Outaouais Regional Council began investing funds on behalf of Communities of Faith. A signed agreement exists between each Community of Faith and the Regional Council and regular reports are provided.

	01-Jan	Deposit	Redemptions	Gain (loss)	31-Dec
Bethel Rideau Ferry	0	200,000	0	(3,527)	196,473
Bethel St. Andrews	0	331,825	0	4,136	335,961
Campbell's Bay	0	94,262	0	(1,316)	92,947
Glencairn	0	100,000	0	3,876	103,876
St. Andrews Beachburg	0	250,000	0	(4,876)	245,124
Thurso	0	204,894	0	(4,391)	200,503
Trinity Kazabazua	0	30,000	0	(206)	29,794
Winchester	0	70,000	0	377	70,377
Zion Memorial	0	268,104	0	(4,728)	263,376
-	<u>0</u>	<u>1,549,085</u>	<u>0</u>	<u>(10,654)</u>	<u>1,538,431</u>

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Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Notes to Financial Statements  
For the year ending December 31, 2022

**6. Ministry Accounts of Eastern Ontario Outaouais Regional Council.**

Eastern Ontario Outaouais Regional Council receives donations and hosts fundraising events for designated programs where income and expenses occur over multiple years. These donations and raised funds must be used for the designated purposes and are recorded separately. Restricted donations and fundraising are recognized as revenue in the fiscal year received. Unexpended contributions are transferred to restricted ministry accounts to be expensed in future years.

*Camp Awesome:* This ministry provides summer day camps for churches in the Eastern Ontario Outaouais Regional Council. Fees for participants are charged in order to cover costs. Payroll with government deductions, are submitted to Revenue Canada. Since this ministry is support through the budget of the Regional Council, surplus/deficit is transferred annually.

*Camp Awesome Project :* The Regional Council approved a three-year contract to hire a Camp Awesome Director using funds reallocated unrestricted funds and 2021 youth grants

*Camp Bitobi:* This account was established in 2015 with proceeds from the sale of Camp Bitobi. This account provides grants for children's ministries until the account is fully expended.

*Ecological Grief Seminars:* The project was funded by two Embracing the Spirit grants. One grant was used in 2020 and the second grant received in 2021 for 2022.

*Faith and Arts Ottawa:* This ministry is nurturing a community of faith and/or Regional programming through the arts. Grants were received to facilitate this ongoing work.

*Healing Pathway Regional:* This ministry funds the training and operations of the Eastern Ontario Outaouais Regional Healing Pathway ministry.

*Kingston Resource Centre:* This account was established to support networking and education. This amount is to expended in full through grants.

*Ministry Personnel Events:* A grant was provided to fund events to gather Ministry Personnel for support of one another.

*Project Footprint:* This grant was received to provide data to help Communities of Faith reduce their carbon Footprint.

*Sisters Stream:* This project is funded by Embracing the Spirit grant. Money was granted in 2020 but project will begin in 2022.

*Students and RCCO:* This fund provides grants to ministerial students and new organists. Funds come from the annual Governance fund.

*United Mining for Justice:* This grant was received in 2019 to support Canadian and international efforts to support just mining practices.

*Youth Trips :* The fund consists of surpluses accumulated from trips and is available to cover costs if future trips lose money.

*Youth - Zambia:* This is a young adult exposure to Zambia and may recur.

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Notes to Financial Statements  
For the year ending December 31, 2022

	01-Jan	Income	Expenses	Transfers	31-Dec
Camp Awesome	0	47,409	(40,480)	0	6,929
Camp Awesome Project	111,000	0	(26,563)	0	84,437
Camp Bitobi	66,000	0	0	0	66,000
Ecological Grief Seminars	15,000	0	(6,629)	0	8,371
Faith and Arts Ottawa	27,623	0	0	0	27,623
Healing Pathway Ministry	4,857	2,505	(3,970)	0	3,392
Kingston Resource Centre	13,788	0	0	0	13,788
Ministry Personnel Events	1,623	0	0	0	1,623
Project Footprint	4,202	0	0	0	4,202
Sisters Stream	25,000	0	0	0	25,000
Students and RCCO	0	9,620	0	0	9,620
United Mining for Justice	33,208	0	(464)	0	32,744
Youth Ministry - Trip Exposure	4,214	0	0	0	4,214
Youth Ministry - Zambia	3,890	0	0	0	3,890
	310,404	59,534	(78,105)	0	291,832

**7. Risks**

**Financial Instruments:** Eastern Ontario Outaouais Regional Council is exposed to various risks through its financial instruments. Eastern Ontario Outaouais Regional Council's main financial instrument risk exposure is detailed as follows.

**Liquidity Risk:** Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. Eastern Ontario Outaouais Regional Council is exposed to liquidity risk with respect to its accounts payable. Eastern Ontario Outaouais Regional Council reduces its exposure to liquidity risk related to accounts payable by ensuring that it documents when authorized payments are due and maintaining adequate cash reserves to meet obligations.

**Market Risk:** Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market place. Market risk comprises of three types of risk: currency rate risk, interest rate risk, and other price risk. Eastern Ontario Outaouais Regional Council is exposed to interest rate risk.

**Interest Rate Risk:** Interest rate risk is the risk that fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Eastern Ontario Outaouais Regional Council is exposed to interest rate risk on its fixed and floating interest rate financial instrument. Fixed rate instruments subject Eastern Ontario Outaouais Regional Council to a fair value risk while the floating rate instruments subject Eastern Ontario Outaouais Regional Council to a cash flow risk.

**8. Loan to Orleans United Church**

In 1988, Ottawa Presbytery agreed to loan the entirety of its McKendry Capital Fund to Orleans United Church. No principal payments are required on this loan until all other debtors have been repaid. An annual interest payment is required and the interest rate is revised annually on July 1 based on the Royal Trust Treasury Bill. It is expected that principal repayments will not be forthcoming for some years.

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Notes to Financial Statements  
For the year ending December 31, 2021

**9. Capital Fiera Investments**

The Finance Committee of the Regional Council oversees the investments of the Eastern Ontario Outaouais Regional Council. The investments are invested in a pooled Fiera Capital investment account and the value of the four Funds are tracked separately.

	EOORC Fund	M&M Legacy	COF Invest	Baillie Fund	Scrivens Fund	Vision&Trans	Undesignated	Total
Opening Balance (Jan 1)	1,049,873	0	0	719,744	530,802	2,351,768	435,585	5,087,772
Purchases	0	158,040	959,929	0	0	8,040	93,991	1,220,000
Redemptions	0	0	0	0	0	0	0	0
Transfers (internal)	(40,684)	20,330	589,156	(18,899)	(10,000)	(58,920)	(480,878)	105
Unrealized Gains (losses)	(48,950)	(3,691)	(10,654)	(27,960)	(20,640)	(93,897)	0	(205,792)
Closing Balance	960,238	174,679	1,538,431	672,885	500,162	2,206,992	48,698	6,102,086

Note: Beginning in 2022, Eastern Ontario Outaouais Regional Council began to facilitate Community of Faith investments through EOORC investments.

Note: The gains and losses for undesignated amounts are applied to the gains and losses of the EOORC Fund.

**10. Related Entities**

**Church Extension:** The Eastern Ontario Outaouais Regional Council of The United Church of Canada provides oversight to the Extension Committee of the Eastern Ontario Outaouais Regional Council. The Extension Committee administers a fund to provide land for new churches, provide loans and grants for renovations of existing churches, and assists in the funding of new ministries. The Committee is considered a non profit organization and is therefore exempt from income taxes. The Extension Committee is incorporated separately and produces its own financial statements which are approved annually. Their fiscal year ends June 30th.

	2022 Actual	2021 Actual
Opening Balance	4,730,788	4,216,721
Revenue	0	3,681
Realized gain (loss)	0	221,106
Unrealized gain (loss)	0	349,841
Total Revenue	0	574,628
Grants & Donations	0	(31,924)
Expenses	0	(28,637)
Total Expense	0	(60,561)
Excess of Revenue over Expense	0	514,067
Closing Balance/Assets	4,730,788	4,730,788



Eastern Ontario Outaouais Regional Council of The United Church of Canada  
Schedules to Financial Statements  
For the year ending December 31, 2022

## Schedule 1 - Clusters, Leadership Teams, Networks

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Affirm Ministries	0	0	0	400	0	0	400	0	0
Camping Leadership Team	0	0	0	0	2,025	100	0	2,025	100
Chaplaincy Leadership Team	0	0	0	0	0	1,000	0	0	1,000
Contingency (allocations yet to be determined)	0	0	3,000	0	0	3,000	0	0	6,000
Finance Leadership Team	0	126	500	0	0	0	0	126	500
Justice, Global, and Ecumenical Relations	0	0	0	0	1,403	5,000	0	1,403	5,000
Lay Worship Leaders	642	0	3,000	0	0	0	642	0	3,000
Ministry Personnel Events	96	825	1,000	0	0	0	96	825	1,000
Pastoral Relations Leadership Team	703	0	400	0	0	0	703	0	400
Right Relations	0	0	0	0	0	500	0	0	0
UCW	120	0	0	0	1,048	0	120	1,048	0
<b>Total</b>	<b>1,561</b>	<b>951</b>	<b>7,900</b>	<b>400</b>	<b>4,477</b>	<b>9,600</b>	<b>1,961</b>	<b>5,428</b>	<b>17,000</b>

## Schedule 2 - Finance and Archives

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Archives Honourarium	8,142	8,037	9,000	0	0	0	8,142	8,037	9,000
Archives Office and Travel Expenses	338	442	750	0	0	0	338	442	750
Archives Ontario Archives	6,206	6,206	10,000	0	0	0	6,206	6,206	10,000
Bank and Review Costs	1,150	1,108	1,250	0	0	0	1,150	1,108	1,250
Incorporated Ministries	500	500	750	0	0	0	500	500	750
Insurance	469	0	400	0	0	0	469	0	400
Treasurer Honourarium	6,330	6,250	6,330	0	0	0	6,330	6,250	6,330
Treasurer Office Expense	407	444	400	0	0	0	407	444	400
<b>Total</b>	<b>23,542</b>	<b>22,987</b>	<b>28,880</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23,542</b>	<b>22,987</b>	<b>28,880</b>

## Schedule 3 - Mission Support Grants

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Algonguin Chaplaincy	0	0	0	5,550	5,550	5,550	5,550	5,550	5,550
Alwyn Community of Faith	0	0	0	3,500	3,500	3,500	3,500	3,500	3,500
Camp Lau-ren	0	0	0	20,000	20,000	20,000	20,000	20,000	20,000
Carlington Chaplaincy	0	0	0	7,000	7,000	7,000	7,000	7,000	7,000
Centre 507	0	0	0	30,670	30,670	30,670	30,670	30,670	30,670
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	2,500	2,500	2,500	2,500	2,500	2,500
Rideau Hill Camp	0	0	0	15,000	15,000	15,000	15,000	15,000	15,000
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>135,520</b>	<b>135,520</b>	<b>135,520</b>	<b>135,520</b>	<b>135,520</b>	<b>135,520</b>



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## Schedule 4 - Office Costs

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Carleton Place									
Photocopier	0	0	750	0	0	0	0	0	750
Postage	0	11	250	0	0	0	0	11	250
Rent	5,200	5,200	5,200	0	0	0	5,200	5,200	5,200
Supplies	0	342	1,000	0	0	0	0	342	1,000
Home Offices	2,145	242	750	2,271	390	1,500	4,416	632	2,250
Sundry	290	890	500	0	0	0	290	890	500
Summerlea (16.6% of costs)									
Elevator	201	228	150	0	0	0	201	228	150
Hydro	303	335	550	0	0	0	303	335	550
Internet	0	77	100	0	0	0	0	77	100
Photocopier	0	0	350	0	0	0	0	0	350
Postage	0	0	500	0	0	0	0	0	500
Rent	4,698	4,450	4,500	0	0	0	4,698	4,450	4,500
Supplies	166	142	750	0	0	0	166	142	750
Telephone	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13,004</b>	<b>11,917</b>	<b>15,350</b>	<b>2,271</b>	<b>390</b>	<b>1,500</b>	<b>15,275</b>	<b>12,306</b>	<b>16,850</b>

## Schedule 5 - Partnerships

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Affirm United	0	0	0	0	0	1,000	0	0	1,000
Christian Council of Capital Region	0	0	0	250	250	250	250	250	250
Grand River Book Stores	2,500	2,500	2,500	2,500	2,500	2,500	5,000	5,000	5,000
Multi Faith Housing Initiative	0	0	0	100	100	100	100	100	100
Spiritual Care in Secondary Schools	0	0	0	1,000	1,000	1,000	1,000	1,000	1,000
Social Justice Network in Ontario	0	0	0	1,500	2,500	1,500	1,500	2,500	1,500
<b>Total</b>	<b>2,500</b>	<b>2,500</b>	<b>2,500</b>	<b>5,350</b>	<b>6,350</b>	<b>6,350</b>	<b>7,850</b>	<b>8,850</b>	<b>8,850</b>

## Schedule 6 - Personnel

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Benefits (United Church & Government)	37,614	29,845	36,400	27,479	20,147	26,550	65,093	49,992	62,950
Continuing Education	555	900	4,000	390	402	2,100	945	1,302	6,100
Executive Minister/Assistant (16.6%)	43,215	40,871	42,300	0	0	0	43,215	40,871	42,300
Meetings/Hospitality	1,394	0	4,000	302	67	1,500	1,696	67	5,500
Salaries	154,296	130,683	148,500	109,220	93,652	113,500	263,516	224,335	262,000
Telephones	1,406	1,532	2,000	806	1,202	2,000	2,212	2,734	4,000
Travel	4,712	750	6,000	3,241	1,604	3,500	7,953	2,353	9,500
<b>Total</b>	<b>243,191</b>	<b>204,580</b>	<b>243,200</b>	<b>141,438</b>	<b>117,075</b>	<b>149,150</b>	<b>384,628</b>	<b>321,654</b>	<b>392,350</b>

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
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## Schedule 7 - Regional Meetings

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Celebration of Ministry Services	728	0	0	0	0	0	728	0	0
Executive Meetings & President Expenses	677	92	1,500	0	0	0	677	92	1,500
Regional Meeting - February	540	1,150	7,000	0	0	0	540	1,150	7,000
Regional Meeting - May	0	558	45,000	0	0	0	0	558	45,000
Regional Meeting - October	6,451	408	7,000	0	0	0	6,451	408	7,000
Planning Committee	0	0	1,500	0	0	0	0	0	1,500
Pulpit Supply	1,000	0	0	0	0	0	1,000	0	0
Staff Retreat	526	0	1,000	0	0	0	526	0	1,000
<b>Total</b>	<b>9,922</b>	<b>2,208</b>	<b>63,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9,922</b>	<b>2,208</b>	<b>63,000</b>

## Schedule 8 - Technology and Communications

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
IT Support GCO	6,504	5,632	6,500	0	0	0	6,504	5,632	6,500
Tele-Conferencing Contracts	518	207	500	0	0	0	518	207	500
Website	832	736	1,500	0	0	0	832	736	1,500
<b>Total</b>	<b>7,854</b>	<b>6,575</b>	<b>8,500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,854</b>	<b>6,575</b>	<b>8,500</b>

## Schedule 9 - Youth Programming

	Governance			Mission & Ministry			Total		
	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget	2022 Actual	2021 Actual	2022 Budget
Camp Awesome (note 6)	0	0	0	0	5,815	5,000	0	5,815	5,000
Events	0	0	0	2,062	6,034	10,000	2,062	6,034	10,000
Supplies	0	0	0	876	831	2,000	876	831	2,000
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,938</b>	<b>12,680</b>	<b>17,000</b>	<b>2,938</b>	<b>12,680</b>	<b>17,000</b>

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

	EOORC	M & M Legacy	Cof Invest	Baillie	Scrivens	Vision & Trans	McKendry	Total
Opening Equity (market Value)	1,049,873	0	0	719,745	530,802	2,351,768	100,000	4,752,188
Deposits	1,321	150,000	1,549,085	0	0	0		1,700,406
Deposits (Sales from Properties)	0	28,360	0	0	0	34,724		63,084
Transfer to Governance	(21,000)	0	0	0	0	0		(21,000)
Transfer for Grants	0	0	0	(3,899)	0	0		(3,899)
Transfer to Mission and Ministry	(21,000)	0	0	(15,000)	(10,000)	(85,604)		(131,604)
Unrealized Gains/Losses (note 9)	(48,955)	(3,681)	(10,654)	(27,960)	(20,640)	(93,897)		(205,787)
Closing Equity (market value)	960,238	174,679	1,538,431	672,885	500,162	2,206,992	100,000	6,153,387

In 2022, funds received from church sales included ...

## Appendix E<sup>2</sup>

Eastern Ontario Outaouais Regional Council of The United Church of Canada  
2022 Financial Report

Income	Governance			Mission & Ministry			2023 Budget		Total
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Miss&Min	
Grants - Assessments	0	325,000	325,000	0	0	0	325,000	0	325,000
Grant - Assessment (Executive Minister/Assistant	0	33,500	33,500	0	0	0	33,500	0	33,500
Grant - Mission & Service Fund	0	0	0	0	240,000	240,000	0	240,000	240,000
Grant - Special Funding	0	35,275	0	0	0	6,750	0	6,750	6,750
Donated Expenses	0	0	0	0	0	0	0	0	0
Interest & McKendry Fund	0	2,297	750	0	0	0	750	0	750
Mission & Service Fund Donations	0	0	0	0	364	0	0	0	0
Transfer Baillee/Scrivens Youth Salary/Program	0	0	0	23,250	25,000	23,250	0	23,250	23,250
Transfer Baillee/Scrivens Grants	0	0	0	0	3,899	23,250	0	23,250	23,250
Transfer EOORC Fund	19,000	21,000	19,000	19,000	21,000	19,000	19,000	19,000	38,000
Transfer Vision and Transformation Grants	0	0	0	0	85,604	88,250	0	88,250	88,250
Camp Awesome Project	0	0	0	0	26,563	41,700	0	41,700	41,700
Youth Programming Revenue	0	0	0	0	0	0	0	0	0
Total Income	19,000	417,071	378,250	42,250	402,430	442,200	378,250	442,200	820,450
Expenses (net of Recoveries)									
Clusters, Leadership Teams, Networks (Schedule 1)	Governance			Mission & Ministry			2023 Budget		Total
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Miss&Min	
Candidate for Ministry and RCCO Training Grants	0	1,561	7,900	0	400	9,600	7,900	9,600	17,500
Congregational Reviews & Support	0	2,700	2,700	0	0	0	2,700	0	2,700
Finance and Archives (Schedule 2)	0	11,156	15,000	0	0	0	15,000	0	15,000
Mission & Service Fund Donations	0	23,542	29,200	0	0	0	29,200	0	29,200
Mission Support Grants (Schedule 3)	0	0	0	0	364	0	0	0	0
Office Costs (Schedule 4)	0	0	0	0	135,520	135,520	0	135,520	135,520
Partnership Ministries (Schedule 5)	0	13,004	15,000	0	2,270	2,500	15,000	2,500	17,500
Personnel (Schedule 6)	0	2,500	2,500	0	5,350	6,350	2,500	6,350	8,850
Regional Meetings (Schedule 7)	0	243,191	267,400	0	141,438	155,850	267,400	155,850	423,250
Technology and Communications (Schedule 8)	0	9,922	63,000	0	0	0	63,000	0	63,000
Vision and Transformation Grants	0	7,854	8,750	0	0	0	8,750	0	8,750
Youth Camp Awesome 3-Year Contract	0	0	0	0	85,604	88,250	0	88,250	88,250
Youth Grants	0	0	0	0	26,563	41,700	0	41,700	41,700
Youth Programming (Schedule 9)	0	0	0	0	3,899	23,250	0	23,250	23,250
Total Expenses	0	0	0	0	2,938	12,000	0	12,000	12,000
Net Income (deficit) from general operations	19,000	315,429	411,450	42,250	404,346	475,020	411,450	475,020	886,470
	19,000	101,643	(33,200)	42,250	(1,916)	(32,820)	(33,200)	(32,820)	(66,020)

**Eastern Ontario Outaouais Regional Council of The United Church of Canada  
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**Schedule 1 - Clusters, Leadership Teams, Networks**

	Governance			Mission & Ministry			2023 Budget		
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Miss&Min	Total
<b>Affirm Ministries</b>									
Camping Leadership Team	0	0	0	0	400	500	0	500	500
Chaplaincy Leadership Team	0	0	0	0	0	100	0	100	100
Contingency (allocations yet to be determined)	0	0	2,500	0	0	1,000	0	1,000	1,000
Finance Leadership Team	0	0	300	0	0	2,500	2,500	2,500	5,000
Justice, Global, and Ecumenical Relations	0	0	0	0	0	0	300	0	300
Lay Worship Leaders	0	0	0	0	0	5,000	0	5,000	5,000
Ministry Personnel Events	0	642	3,000	0	0	0	3,000	0	3,000
Pastoral Relations Leadership Team	0	96	1,000	0	0	0	1,000	0	1,000
Right Relations	0	703	900	0	0	0	900	0	900
UCW	0	0	0	0	0	500	0	500	500
	0	120	200	0	0	0	200	0	200
<b>Total</b>	<b>0</b>	<b>1,561</b>	<b>7,900</b>	<b>0</b>	<b>400</b>	<b>9,600</b>	<b>7,900</b>	<b>9,600</b>	<b>17,500</b>

**Schedule 2 - Finance and Archives**

	Governance			Mission & Ministry			2023 Budget		
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Miss&Min	Total
<b>Archives Honourarium</b>									
Archives Office and Travel Expenses	0	8,142	9,000	0	0	0	9,000	0	9,000
Archives Ontario Archives	0	338	500	0	0	0	500	0	500
Bank and Review Costs	0	6,206	10,000	0	0	0	10,000	0	10,000
Incorporated Ministries	0	1,150	1,250	0	0	0	1,250	0	1,250
Insurance	0	500	650	0	0	0	650	0	650
Treasurer Honourarium	0	469	550	0	0	0	550	0	550
Treasurer Office Expense	0	6,330	6,550	0	0	0	6,550	0	6,550
	0	407	700	0	0	0	700	0	700
<b>Total</b>	<b>0</b>	<b>23,542</b>	<b>29,200</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29,200</b>	<b>0</b>	<b>29,200</b>

**Schedule 3 - Mission Support Grants**

	Governance			Mission & Ministry			2023 Budget		
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Miss&Min	Total
<b>Algonquin Chaplaincy</b>									
Alwyn Community of Faith	0	0	0	0	5,550	5,550	0	5,550	5,550
Camp Laur-rien	0	0	0	0	3,500	3,500	0	3,500	3,500
Carlington Chaplaincy	0	0	0	0	20,000	20,000	0	20,000	20,000
Centre 507	0	0	0	0	7,000	7,000	0	7,000	7,000
Golden Lake Camp	0	0	0	0	30,670	30,670	0	30,670	30,670
House of Lazarus	0	0	0	0	15,000	15,000	0	15,000	15,000
Ottawa West End Chaplaincy	0	0	0	0	36,300	36,300	0	36,300	36,300
Rideau Hill Camp	0	0	0	0	2,500	2,500	0	2,500	2,500
	0	0	0	0	15,000	15,000	0	15,000	15,000
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>135,520</b>	<b>135,520</b>	<b>0</b>	<b>135,520</b>	<b>135,520</b>

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## Schedule 4 - Office Costs

Carleton Place	
Photocopier	
Postage	
Rent	
Supplies	
Home Offices	
Sundry (Transitional Costs)	
Summelea (16.6% of costs)	
Elevator	
Hydro	
Internet	
Photocopier	
Postage	
Rent	
Supplies	
Telephone	
<b>Total</b>	

## Schedule 5 - Partnerships

Affirm United	
Christian Council of Capital Region	
Grand River Book Stores	
Multi Faith Housing Initiative	
Spiritual Care in Secondary Schools	
Social Justice Network in Ontario	
<b>Total</b>	

## Schedule 6 - Personnel

Benefits (United Church & Government)	
Continuing Education	
Executive Minister/Assistant (16.6%)	
Meetings/Hospitality	
Salaries	
Telephones	
Travel	
<b>Total</b>	

Governance				Mission & Ministry				2023 Budget			
2023 Actual	2022 Actual	2023 Budget		2023 Actual	2022 Actual	2023 Budget		Governance	Mission & Ministry	Total	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	5,200	5,400	0	0	0	0	0	5,400	0	5,400	0
0	0	500	0	0	0	0	0	500	0	500	0
0	2,145	2,500	0	2,271	2,500	2,500	0	2,500	2,500	5,000	5,000
0	290	500	0	0	0	0	0	500	0	500	0
0	0	250	0	0	0	0	0	250	0	250	0
0	303	350	0	0	0	0	0	350	0	350	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	4,698	4,750	0	0	0	0	0	4,750	0	4,750	4,750
0	166	750	0	0	0	0	0	750	0	750	750
0	0	0	0	0	0	0	0	0	0	0	0
<b>0</b>	<b>13,004</b>	<b>15,000</b>	<b>0</b>	<b>2,271</b>	<b>2,500</b>	<b>2,500</b>	<b>0</b>	<b>15,000</b>	<b>2,500</b>	<b>17,500</b>	<b>17,500</b>

Governance				Mission & Ministry				2023 Budget			
2023 Actual	2022 Actual	2023 Budget		2023 Actual	2022 Actual	2023 Budget		Governance	Mission & Ministry	Total	
0	0	0	0	0	0	1,000	0	1,000	1,000	1,000	1,000
0	0	0	0	250	250	250	0	250	250	250	250
0	2,500	2,500	0	2,500	2,500	2,500	0	2,500	2,500	5,000	5,000
0	0	0	0	100	100	100	0	100	100	100	100
0	0	0	0	1,000	1,000	1,000	0	1,000	1,000	1,000	1,000
0	0	0	0	1,500	1,500	1,500	0	1,500	1,500	1,500	1,500
<b>0</b>	<b>2,500</b>	<b>2,500</b>	<b>0</b>	<b>5,350</b>	<b>6,350</b>	<b>6,350</b>	<b>0</b>	<b>2,500</b>	<b>6,350</b>	<b>8,850</b>	<b>8,850</b>

Governance				Mission & Ministry				2023 Budget			
2023 Actual	2022 Actual	2023 Budget		2023 Actual	2022 Actual	2023 Budget		Governance	Mission & Ministry	Total	
0	37,614	40,000	0	27,479	29,500	29,500	0	40,000	29,500	69,500	69,500
0	555	4,000	0	390	2,100	2,100	0	4,000	2,100	6,100	6,100
0	43,215	49,500	0	0	0	0	0	49,500	0	42,300	42,300
0	1,394	3,000	0	302	1,500	1,500	0	3,000	1,500	4,500	4,500
0	154,296	163,000	0	109,220	116,250	116,250	0	163,000	116,250	279,250	279,250
0	1,406	1,500	0	806	2,000	2,000	0	1,500	2,000	3,500	3,500
0	4,712	6,000	0	3,241	4,500	4,500	0	6,000	4,500	10,500	10,500
<b>0</b>	<b>243,191</b>	<b>267,000</b>	<b>0</b>	<b>141,438</b>	<b>155,850</b>	<b>155,850</b>	<b>0</b>	<b>267,000</b>	<b>155,850</b>	<b>415,650</b>	<b>415,650</b>



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**Schedule 7 - Regional Meetings**

	Governance			Mission & Ministry			2023 Budget		
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Mission & Ministry	Total
Celebration of Ministry Services	0	728	0	0	0	0	0	0	2,500
Executive Meetings & President Expenses	0	677	1,500	0	0	0	1,500	0	1,500
Regional Meeting - February	0	540	7,000	0	0	0	7,000	0	7,000
Regional Meeting - May	0	0	45,000	0	0	0	45,000	0	42,500
Regional Meeting - October	0	6,451	7,000	0	0	0	7,000	0	7,000
Planning Committee	0	0	1,500	0	0	0	1,500	0	1,500
Pulpit Supply	0	1,000	0	0	0	0	0	0	0
Staff Retreat	0	526	1,000	0	0	0	1,000	0	1,000
<b>Total</b>	<b>0</b>	<b>9,922</b>	<b>63,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>63,000</b>	<b>0</b>	<b>63,000</b>

**Schedule 8 - Technology and Communications**

	Governance			Mission & Ministry			2023 Budget		
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Mission & Ministry	Total
IT Support GCO	0	6,504	6,750	0	0	0	6,750	0	6,750
Tele-Conferencing/Annual Contracts	0	518	750	0	0	0	750	0	750
Website	0	832	1,250	0	0	0	1,250	0	1,250
<b>Total</b>	<b>0</b>	<b>7,854</b>	<b>8,750</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8,750</b>	<b>0</b>	<b>8,750</b>

**Schedule 9 - Youth Programming**

	Governance			Mission & Ministry			2023 Budget		
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Mission & Ministry	Total
Camp Awesome	0	0	0	0	0	0	0	0	0
Events	0	0	0	0	2,062	10,000	0	10,000	10,000
Supplies	0	0	0	0	876	2,000	0	2,000	2,000
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,938</b>	<b>12,000</b>	<b>0</b>	<b>12,000</b>	<b>12,000</b>

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

	EOORC	M & M Legacy	Cof Invest	Baillie	Scrivens	Vision & Trans	McKendry	Total
<b>Opening Equity (market Value)</b>	960,238	174,679	1,538,431	672,885	500,162	2,206,992	100,000	6,153,387
Deposits	0	0	0	0	0	0	0	0
Deposits (Sales from Properties)	0	0	0	0	0	0	0	0
Transfer to Governance	0	0	0	0	0	0	0	0
Transfer for Grants	0	0	0	0	0	0	0	0
Transfer to Mission and Ministry	0	0	0	0	0	0	0	0
Unrealized Gains/losses (note 9)	0	0	0	0	0	0	0	0
<b>Closing Equity (market value)</b>	<b>960,238</b>	<b>174,679</b>	<b>1,538,431</b>	<b>672,884</b>	<b>500,162</b>	<b>2,206,992</b>	<b>100,000</b>	<b>6,153,386</b>

## Appendix F

**EOORC Stewardship Team Report**  
**February 9, 2023**

When the Stewardship Team gathered for our Zoom meeting on January 18<sup>th</sup> we spent a lot of time talking about what was happening in our own churches. This was more than just time to chat it was a time to learn from each other things that have worked or not worked in our congregations. Contact information to various people and places that could help our congregations. It was time well spent.

**News from Roger Janes**

Roger has been invited to sit on two committees that are a part of the GC Strategic Plan.

The first is a team member for the Stewardship Activity under the Growth Objective of the Strategic Plan.

The second is a team member for 3.3.2 which is the objective that encourages giving for Mission & Service and will direct the 2025 Annual Giving Campaign.

Did you know that you can book a meeting with your local stewardship support staff • Wondering which module is best for your community of faith? • Just want answers to your stewardship questions? • Want someone to bounce ideas off of? • Not even sure where to start? Book 30 minutes with your local Stewardship Support staff person Roger Janes to get started on your stewardship journey. Phone: 1-800-268-3781 Ext. 2072 Email: RJanes@united-church.ca

New in the Philanthropy Unit is Glen Waterman the new Annual Giving Lead. Glen comes with an extensive background in the charitable sector. International Justice Mission Canada, Leprosy Mission Canada and World Vision Canada to name a few where he has worked.

Getting Started in Stewardship Tuesday, February 21 - 1pm EST Presented on Zoom Join United Church people from across the country to learn some stewardship first principles. Start with an on-line 2-hour course that answers questions like: What is stewardship all about anyway? Isn't stewardship just a churchy word for fundraising? Why do people give, and why would they give to our church? What can we do to encourage greater generosity? The practical assignments that follow will help you reflect on giving and generosity as part of your faith, gather and interpret some of the giving data from your community of faith, and build a stewardship team in order to start making stewardship a priority in your community of faith. Completion of this course is a great first step before participating in Called To Be The Church: The Journey (Module 1), which will be offered next in March 2023. Register with United in Learning.

**Carolyn Ruda**



## Appendix G

**Communications Report to the Executive**  
**February 2023****Website**

There was a lot of activity on the EOORC website this past month, with a 135 percent increase in views. This is largely due to the promotion of the Righting Relations meeting and the March 4<sup>th</sup> Winter Meeting.

I am in contact with Bill Gillard at GCO to find out what needs to be done to ensure our privacy mechanisms are in place and that the privacy policy page is up to date.

**Newsletter and other mailings Engagement**

According to MailChimp, 86 percent of recipients are “highly engaged and often open and click on our emails, 4 percent sometime open, and 10 percent rarely open them.”

**EOORC 2023 Winter Meeting**

The online meeting will be held on Saturday, March 4<sup>th</sup> and its theme is, *Building Stronger Communities Through Deeper Connections*. There are 92 registrants as of February 8<sup>th</sup>.

**Other**

- Promoted the inaugural *Righting Relations Network* meeting, held on January 26<sup>th</sup>. The meeting was extremely well attended and interest in this topic continues. I have posted the [video](#) of Rev. Teresa Burnett-Cole's presentation on our YouTube Channel.
- Sent out Communications Survey – low response rate, with only 28 responses. Survey will close on Friday, February 10<sup>th</sup>.
- Continue to work with Whit on the Community of Faith Self-Assessment
- Continue to meet with ECORC and Nakonhaka Communications staff to share ideas and plans
- Communications Leadership Team met on Thursday, January 26<sup>th</sup> to discuss the promotion and planning of the March 4<sup>th</sup> meeting and the AGM, which will be held in May.

Respectfully submitted,  
Anita Jansman  
EOORC Communications

## Appendix H

**INTERPRETATION SERVICES AGREEMENT**

Between: ALoria inc.: (the "Service Provider")

And: The United Church of Canada;  
Conseil régional Nakonha:ka Regional Council: (the "Client")  
225 50<sup>th</sup> avenue, Lachine, Québec, H8T 2T7 CanadaTraduction  
InterprétationAnglais  
Français  
Espagnol403-8, rue Riverside  
Saint-Lambert (Québec) Canada  
J4S 1Y5Téléphone :  
450 465-0488  
514 844-3412  
Courriel :  
[alicia@alicaloria.com](mailto:alicia@alicaloria.com)

Signatory: Rev. Éric Hébert-Daly, Executive Minister

Event: Eastern Ontario Outaouais Educational Gathering  
Location: Online

Dates and time: 2023/03/04 – 09:00 to 12:30 p.m. (approx.)

Ref. #: I-230118

REQUIREMENTS: As per quotation attached

TOTAL: **\$ \$1,494.68**

1. This amount includes the applicable taxes G.S.T. & Q.S.T. (5% and 9.975% respectively).
2. Simultaneous interpretation will be from French to English and English to French.
3. ALoria inc. undertakes to provide two professional interpreters for each of the two meetings.
4. The Client shall ensure proper interpretation technical support and equipment on their end so that services may be rendered from two remote locations in the above-mentioned language pair (i.e., using Zoom).
5. The Interpreters shall make themselves available for equipment testing a few days before the meetings are held, (date TBD by the Client at their earliest convenience), and before the commencement of the meeting.
6. The Client undertakes to provide the Service Provider a conference agenda and pertinent information, other than the website as soon as they are made available.
7. The Interpreters shall ensure professional confidentiality.
8. If the meetings are shortened or cancelled without a thirty-day notice for each scheduled meeting, the Client undertakes to pay 100% of the applicable professional fees.
9. If for any valid reason an Interpreter is prevented from honouring this contract, the Service Provider undertakes to ensure replacement by a qualified interpreter.
10. Total amount is payable to Service Provider upon receipt of our invoice, net 30 days.

**18 January 2023**Alicia Loria \_\_\_\_\_  
ALoria inc.Rev. Éric Hébert-Daly, \_\_\_\_\_  
Executive Minister  
Conseil régional Nakonha:ka Regional Council