

Eastern Ontario Outaouais Regional Council
Meeting of the Executive
Thursday, June 8, 2023 – 9 a.m.

Living Call Statement of the Regional Council

The Eastern Ontario Outaouais Regional Council seeks to support and strengthen the ministries of its Communities of Faith as well as the ministry of all God's people, staff and lay leadership within those communities.

As we seek to carry out this ministry, we will be intentional about how we fully include all in Christ's love and service. This means that in our work as a Regional Council we will actively seek equity for, and participation from, the full diversity of God's Creation; seeking racial justice, identifying and undermining colonialism, celebrating all sexual orientations, gender identities and expressions, valuing linguistic and cultural diversity, seeking to include all who face challenges with their mental and physical health or social and economic circumstances.

We will carry out our ministry with people in all seasons of life as we honour our relationship with Indigenous Peoples and nurture ecological justice. We will work to effectively and respectfully communicate with one another so that no one is left behind.

IN ATTENDANCE

Susan (Sue) Hutton, DLM	President
Susan DeHaan, DLM	President-Elect
Bronwen Harman	Past-President
Jim Allen	Member
Gayle Barks	Member
Rev. Dr. Teresa Burnett-Cole	Member
Rev. Cindy Casey	Member
Liz Church	Member
Rev. Brian Cornelius	Corresponding Member – Treasurer for the Regional Council
Nancy Hazen	Member
Rev. Erin McIntyre	Member
Catherine Ryan	Member
Linda Suddaby	Member
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. Éric Hébert-Daly	Active Member, Executive Minister
Dana Ducette	Corresponding Member - Minister for Youth and Young Adults
Joel Miller	Program Assistant to Executive Minister, Recording Secretary
Rev. Whit Strong	Corresponding Member, Pastoral Relations Minister

REGRETS/ABSENT

Rev. Ryan Kim	Member
Anita Jansman	Corresponding Member - Communications and Administration Assistant

*This meeting particularly focuses on: reimbursing pulpit supply costs; cemetery transfers; translating the governance handbook; pastoral relations; a vision and transformation grant application; reflects on next steps around conflict resolution; forming an Equity Leadership Team; moving to a virtual office; archives; upcoming general

meeting/educational event dates; and praying for the Regional Council.

Circle time for sharing and recognizing God's presence during the month – All were invited to share.

Land Acknowledgement – Nancy Hazen led the land acknowledgement and honored the First Nations communities

Opening Devotions – Nancy Hazen, used the following resource: There Is a Season: Meditations for Private and Group Worship by Betty Radford Turcott. The reflection from this resource focused on the topic of 'followers', and gave numerous examples of how different people in Scriptures answered the call to become followers of Jesus. This reflection ended with a prayer to respond to God's Call.

Appointment of an Equity Monitor for this Meeting

2023-06-8_001 MOTION (L. Church/T. Burnett-Cole) That the Eastern Ontario Outaouais Regional Council Executive appoints Susan DeHaan as Equity Monitor for this meeting. **CARRIED**

Email Poll of June 2, 2023

2023-06-8_002 MOTION (C. Ryan/J. Allen) That the Eastern Ontario Outaouais Regional Council Executive receive into these minutes the email poll of June 2, 2023:

2023-06-2_001 MOTION (S. DeHaan/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive approves the sale of certain Real Property, the legal description of which is LOT E Corner of Oxford Square & Wallace Street BLK F Plan 16, Part Lot 3 Victoria Street Block F Plan 16, Part Lot 3 Wallace Street Block F Plan 16, Part Lot C Corner of Oxford Square & Victoria Street Block F Plan 16, Park Lot D Oxford Square Block F Plan 16 Wilderforce Part 1 49R19303 Township of Bonnechere Valley, civic address 99 Victoria St., Eganville, pursuant to an agreement between the Board of Trustees of Melville United Church Eganville, a congregation of The United Church of Canada as seller, and Guy Saumure & Sons Construction Co (Smiths Falls) 2564724 Ontario Ltd. as buyer for \$275,000 dollars.

The irrevocability date is May 29, 2023 and the closing date is July 27, 2023.

The deposit is \$50,000 dollars and the balance due will be \$225,000 dollars. There are no condition or warranties associated with the offer.

A formal ministry plan for the use of resources will be submitted for approval by the trustees. The congregation will continue in Eganville and is seeking out a location to continue its ministry. CARRIED

CARRIED

Minutes of April 13, 2023

2023-06-8_003 MOTION (N. Hazen/L. Church) that the Eastern Ontario Outaouais Regional Council Executive accepts the Minutes of May 11, 2023 as circulated. **CARRIED**

Agenda

2023-06-8_004 MOTION (L. Suddaby/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as circulated. **CARRIED**

Correspondence

- a) May 12, 2023, copied on a letter from Lynella Reid-James, Chair, Nominations Committee, to Rev Mary Royal Duczek, re approval of recommend you for appointment to the Task Group to Review the Roles of Moderator and General Secretary (*for information*)
- b) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to David Henderson, re suitability for ministry in The United Church of Canada (*for information*)
- c) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to Frank Emanuel, re readiness for supervised ministry in The United Church of Canada (*for information*)
- d) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to Huda Kandalaft Kanawati, re readiness for supervised ministry in The United Church of Canada (*for information*)
- e) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to Jamie Hill, re readiness for supervised ministry in The United Church of Canada (*for information*)
- f) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to Julee Pauling, re suitability for ministry in The United Church of Canada (*for information*)
- g) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to Matthew Coulthard, re clear promise for ministry in The United Church of Canada (*for information*)
- h) May 17, 2023, copied on a letter from Rev. Caroline Penhale, Vocational Minister for East Ontario and Quebec, to Patricia Power, re request to shorten her Supervised Ministry Education within The United Church of Canada (*for information*)
- i) May 23, 2023, copied on a letter from Robert (Bob) Christy to Michael Blair, General Secretary of The United Church of Canada re Remit 1: Establishing an Autonomous National Indigenous Organization (*for information*);
- j) May 26, 2023, Don Anderson, lay delegate, EOORC Regional Council, re motions *ultra vires* (*for information*);
- k) May 29, 2023, Rev. Akoussah Demanya Kofi Innocent, Église unie St-Marc, re request for a Governance Handbook in French, remarks and suggestions for updating the Governance Handbook (*for action under section 1 - Governance*);
- l) June 5, 2023, Sylvie Patenaude, Partner, Sicotte Guilbault Legal Services, re offer to purchase portion of land belonging to Église unie St-Marc (*for information*);
- m) June 7, 2023, copied on a letter from Kristopher Tavella, Director, Real Estate Development, Kindred Works, to Sylvie Patenaude, Partner, Sicotte Guilbault Legal Services, re offer to purchase portion of land belonging to Église unie St-Marc (*for information*).

Correspondence out

- n) May 29, 2023, letter sent to Bonnie James, Chair, Knox Edwards, Et al., (responding to letter sent on May 7, 2023), from Rev. Eric Hebert-Daly, Executive Minister, re review experience with the Regional Council regarding selling building and disbanding the congregation (*for information*);
- o) June 5, 2023, letter sent to Don Anderson (in response to correspondence sent on May 26, 2023), from Rev. Eric Hebert-Daly, Executive Minister, re motions *ultra vires* (*for information*);
- p) June 7, 2023, letter sent to Rev. Akoussah Demanya Kofi Innocent, Église unie St-Marc (in response to correspondence sent on May 29, 2023), re request for a Governance Handbook in French, remarks and suggestions for updating the Governance Handbook (*for information*).

SharePoint – Soon correspondence will be accessible to members through SharePoint.

Business**1. Governance – Rev. Eric Hebert-Daly****a) Comments and Suggestions received from Rev. Kofi**

- *Comments and suggestions of Rev. Kofi*, see as **Appendix A**

2023-06-8_005 MOTION (L. Suddaby/E McIntyre) that the Eastern Ontario Outaouais Regional Council Executive acknowledge receipt of letter from Rev. Akoussah Demanya Kofi Innocent, Église unie St-Marc, re request for a Governance Handbook in French; takes remarks and suggestions regarding the Governance Handbook under advisement; and agrees to make available a translated Governance Handbook (current version), translation-costs to be paid by the Regional Council. **CARRIED**

b) Creation of a policy to cover pulpit supply costs – Rev. Whit Strong

Background information: This motion comes in response to 2022-09-08_008 MOTION:

2022-09-08_008 MOTION (J. Allen/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive create a policy to cover pulpit supply costs as a consequence of regional council duties, with the exception of costs related to attending Regional Council Meetings. CARRIED

2023-06-8_006 MOTION (C. Casey/L. Church) that the Eastern Ontario Outaouais Regional Council Executive adopt a policy to reimburse pulpit supply costs incurred by a pastoral charge as a consequence of regional council duties, with the exception of costs related to attending Regional Council Meetings, at the current General Council rates for Sunday pulpit supply and mileage (as set by the *Minimum Salaries & Reimbursements for Ministry Personnel* handbook). **CARRIED**

2. Finance – Rev. Brian Cornelius

- See *Financial Statements (to date)* see as **Appendix B¹**
- See *Balance Sheet (to date)* see as **Appendix B²**

Reporting: separated out "special project by Executive" as a separate line item in order to display the amount. Presently, it is 11,000; it should become a little more after knowing final costs for the appointment of Rev. Dr. Junior Smith.

The costs for the Annual meeting is at 47,500, or 2,500 over the budgeted amount which is pretty good. It is expected that there will be about another 2,000 in costs which have yet to be claimed. The costs for the Celebration of Ministry and Staff Retreat were over budget, but these were the Regional Council's first such in-person events in a couple of years.

3. Supporting Communities of Faith**A. Relationship Support**

- a) **Vision and Transformation – Rev. Cindy Casey**
 - Grant application, see as **Appendix C**
 - Recently received application for grant funding:

2023-06-8_007 MOTION (C. Casey/L. Church) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation from the Vision and Transformation

Leadership Team to grant \$3000 to the Rainbow Hub Project, for one year, at Emmanuel United Church. **CARRIED**

B. Property Support – Rev. Eric Hebert-Daly

a) **Yonge Mills Cemetery**

2023-06-8_008 MOTION (N. Hazen/L. Suddaby) that the Eastern Ontario Outaouais Regional Council Executive approve the transfer of the Yonge Mills cemetery to the Township of Front of Young. **CARRIED**

b) **St. Paul's United Church Cemetery (Perth)**

2023-06-8_009 MOTION (L. Church/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive approve (in principle) the transfer of the St. Paul's United Church cemetery to municipality of Perth (or whichever is the correct municipality). **CARRIED**

C. Conflict Resolution

Report from task group – Rev. Cindy Casey shared an update on how the Regional Council is considering ways to provide support to Communities of Faith who are experiencing conflict. The task group is looking at engaging with Communities of Faith; to facilitate trust, to listen, to create a strong skills inventory. There is a listening workshop planned; the task group has met with the staff, considering more ideas for identifying resources to help conflict resolution.

4. Nominations

2023-06-8_010 MOTION (B. Harman/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation of the Nominations Leadership Team that Rev. Blair Paterson (Order of Ministry) be added to the Pastoral Relations Commission. **CARRIED**

2023-06-8_011 MOTION (B. Harman/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation of the Nominations Leadership Team that Micheline Montreuil (Diaconal Minister -Order of Ministry) be added to the Pastoral Relations Commission. **CARRIED**

5. New Business

a) **Forming an Equity Leadership Team**

- See *Equity Leadership Team terms of reference*, see as **Appendix D**

2023-06-8_012 MOTION (L. Church/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive approve the Equity Leadership Team terms of reference as circulated, and refer to the Nominations Leadership team for recruiting members. **CARRIED**

b) **Moving to a Virtual Office**

2023-06-8_013 MOTION (T. Burnett-Cole/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive notify Zion-Memorial United Church (37 Franklin St, Carleton Place, Ontario, K7C 1R6) that the Regional Council will no longer need office space as of December 31st 2023. **CARRIED**

It was highlighted that a proposal will come to the Executive regarding choosing an actual address to receive mail.

The question was asked if it was necessary to also have an office in Montreal? The overall stance was yes, there is a staff member that uses the space daily, the Executive Assistant makes use of the space, and it is also used to store various items.

- c) **Archivist Position** – Rev. Eric Hebert-Daly provided an update: Thus far, there have been no qualified applicants. Larry's contract at ends of June 3rd. Possible options: 1. Spend more to move to Ontario Archives. 2. Rearrange staff: Anita could be our Archivist (challenge: this would affect Anita's current position, and another person would need to cover where gaps could be created;) 3. Add a day a week to Montreal Archivists (challenge: distance).
- d) **General Meeting/Educational Event** –
Barbara Reynolds has offered to lead the General Meeting/Educational Event Planning Leadership Team
- November 4th (Fall General Meeting)
 - March 2nd 2024 (Educational Event)
 - May 31st - June 1st 2024 (Spring General Meeting); possibly combined with Nakonha:ka?

Discussion was had about the possibility of having a joint meeting with Nakonha:ka. It was highlighted that survey feedback and equity feedback should be considered, perhaps prior to considering the possibility of merging meetings. Members shared concerns that a joint meeting would take away from fellowship time with folks from EOORC.

- e) **Sharing our Prayers** <https://www.prayercycles.ca/> - Susan Hutton, OSt.J/DLM highlighted the prayer cycle, and asked members to consider how to integrate more prayer into our agenda. Members were also asked to include prayer cycles when leading opening devotions.

Report from the Equity Support Person – Susan DeHaan reported that members should pay special care to the pronunciation of people's names; allow for space for people to finish speaking (account for zoom delay); use the reaction button to 'raise hand'.

Opening worship for next meeting – Cindy Casey

Equity Support Person for next Meeting – Liz Church

Announcements – Rev. Cindy Casey, shared details about the Echo Project <https://kuc.ca/echo-project/>

Closing Prayer – Erin McIntyre closed the meeting with prayer.

Adjournment

2023-06-8_014 MOTION (C. Casey/L. Church) that the Eastern Ontario Outaouais Regional Council Executive adjourn this meeting at 11AM. **CARRIED**

Enjoy your Summer!

Next meeting date: Sept. 14, 2023 Zoom (9 AM – noon)
October 12, 2023 Zoom (9 AM – noon)
November 9, 2023 Zoom (9 AM – noon)

Sue Hutton,
President

Rev. Éric Hébert-Daly,
Executive Minister

EOORC Executive Duty Roster

	Opening Devotions / Land Acknowledgement	Equity Monitor	Closing Prayer
<i>Summer</i>			
<i>14 September 2023</i>	Cindy Casey	Liz Church	Linda Suddaby
<i>12 October 2023</i>	Cathy Ryan	Jim Allen	Ryan Kim
<i>9 November 2023</i>	Bronwen Harman	Teresa Burnett-Cole	Gayle Barks
<i>14 December 2023</i>	Susan DeHaan	Erin McIntyre	Liz Church
<i>11 January 2024</i>	Linda Suddaby	Cindy Casey	Nancy Hazen Teresa Burnett- Cole
<i>8 February 2024</i>	Ryan Kim	Cathy Ryan	Bronwen Harman
<i>14 March 2024</i>	Jim Allen	Gayle Barks	Susan DeHaan
<i>11 April 2024</i>	Erin McIntyre	Linda Suddaby	Susan Hutton
<i>9 May 2024</i>	Susan Hutton	Bronwen Harman	Jim Allen
<i>13 June 2024</i>	Gayle Barks	Ryan Kim	

Prayer Circle <https://www.prayercycles.ca/>

Jun 4 Knox, Edwards	Jul 2 Britannia	Aug 6 Addison
Jun 11 Cobden-Queen's Line	Jul 9 Merrickville	Aug 13 Vernon
Jun 18 Charge Pastorale Grâce	Jul 16 Namur	Aug 20 Cardinal
Jun 25 Vankleek Hill	Jul 23 Glebe-St. James	Aug 27 Wall Street: Brockville
	Jul 30 Wesley	

Appendices

Appendix A	Suggestions and Comments from Rev. Kofi	Page 8
Appendix B ¹	(up to date) Financial Statements	Pages 9-13
Appendix B ²	(up to date) Balance Sheet	Pages 14-16
Appendix C	Equity Leadership Team terms of reference	Page 17

Appendix A

**Some Comments and Suggestions on The
Outaouais And Eastern Ontario Regional Council Governance Handbook**

I very much appreciate the document and thank the authors. Here are a few comments and suggestions I'd like to share with you:

- Page 10: Services for communities of Faith (The Manual C.22)

Suggestion No. 1: Technical, administrative and financial support for faith communities.

Explanation: In communities of faith, it's not always easy to find qualified people in all technical, administrative and financial areas. It would therefore be worthwhile for the regional council to provide technical support to churches where this is lacking. This could be done, for example, by recruiting temporary staff at the regional council level for one-off tasks such as income tax returns, preparing pay slips (what needs to be sent to ADP for payroll purposes), etc. Churches would then only have to deal with the local authorities. Churches would then simply be executors of what the region sends them. Another way would be to group communities of faith by zone and ask them to recruit a person who could do this kind of work. Churches should or could contribute to the payment of the person recruited for this when-needed or seasonal work.

- From page 17: Leadership Teams

Suggestion No. 2: Create a team to promote cultural and artistic activities.

Explanation: Although these activities already exist mainly at the youth level, we could consider reorganizing them under a leadership team, as these are activities that attract both young people and adults.

- Page 29: Spiritual care Hospital Ministry

Suggestion No. 3: (Hospital chaplaincy). Physical and effective presence of a hospital chaplain

Explanation: With a view to strengthening the Church's presence in the public arena, it would be worth negotiating with the hospital for an office alongside the social service department to house a chaplain under whom volunteers trained in spiritual care will work.

- Page 38: on marriage.

Suggestion No 4: Register marriages at regional level too, in case this is not done.

Explanation: Marriages should also be registered at the regional council level, with a copy of the marriage certificate as proof. In the event of failure at the church level, we could refer to the regional council to have a marriage record if necessary. Church Hub would be helpful in securing these documents.

Thank you very much.
Kofi.

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	Mission & Ministry	Total	
Grants - Assessments	135,214	325,000	325,000	0	0	0	325,000	0	325,000	
Grant - Assessment (Executive Minister/Assistant)	13,958	33,500	33,500	0	0	0	33,500	0	33,500	
Grant - Mission & Service Fund	0	0	0	153,712	240,000	240,000	0	240,000	240,000	
Grant - Special Funding	0	35,275	0	0	0	0	0	0	0	
Donated Expenses	165	0	0	0	0	0	0	0	0	
Interest & Mckendry Fund	5,062	2,297	750	0	0	0	750	0	750	
Mission & Service Fund Donations	0	0	0	50	364	0	0	0	0	
Transfer Baillie/Scrivens Youth Salary/Program	0	0	0	23,250	25,000	23,250	0	23,250	23,250	
Transfer Baillie/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 Mission and Ministry Fund	0	35,275	0	6,750	0	6,750	0	6,750	6,750	
Transfer Vision and Transformation Grants	0	0	0	35,982	85,604	88,250	0	88,250	88,250	
Camp Awesome Project	0	0	0	17,334	26,563	41,700	0	41,700	41,700	
Youth Programming Revenue	0	0	0	0	0	0	0	0	0	
Total Income	173,399	452,345	378,250	256,078	402,490	442,200	378,250	442,200	820,450	

Expenses (net of Recoveries)	Governance			Mission & Ministry			2023 Budget			Total
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Governance	Mission & Ministry	Total	
Cluster's, Leadership Teams, Networks (Schedule 1)	1,452	1,561	7,900	0	400	9,600	7,900	9,600	17,500	
Candidate for Ministry and RCCO Training Grants	0	2,700	2,700	0	0	0	2,700	0	2,700	
Congregational Reviews & Support	0	11,156	15,000	0	0	0	15,000	0	15,000	
Finance and Archives (Schedule 2)	15,491	23,542	29,200	0	0	0	29,200	0	29,200	
Mission & Service Fund Donations	0	0	0	0	364	0	0	0	0	
Mission Support Grants (Schedule 3)	0	0	0	91,010	135,520	135,520	0	135,520	135,520	
Office Costs (Schedule 4)	4,954	13,004	15,000	541	2,270	2,500	15,000	2,500	17,500	
Partnership Ministries (Schedule 5)	2,500	2,500	2,500	3,500	5,350	6,350	2,500	6,350	8,850	
Personnel (Schedule 6)	111,319	243,191	267,000	64,895	141,438	155,850	267,400	155,850	423,250	
Regional Meetings (Schedule 7)	56,500	9,922	65,500	0	0	0	63,000	0	63,000	
Regional Executive Special Projects	11,000	0	0	0	0	0	0	0	0	
Technology and Communications (Schedule 8)	4,865	7,854	8,750	0	0	0	8,750	0	8,750	
Vision and Transformation Grants	0	0	0	35,982	85,604	88,250	0	88,250	88,250	
Youth Camp Awesome 3-Year Contract	0	0	0	17,334	26,563	41,700	0	41,700	41,700	
Youth Grants	0	0	0	0	3,899	23,250	0	23,250	23,250	
Youth Programming (Schedule 9)	0	0	0	689	2,938	12,000	0	12,000	12,000	
Total Expenses	208,081	315,429	413,550	213,951	404,346	475,020	411,450	475,020	886,470	
Net Income (deficit) from general operations	(34,682)	136,918	(35,300)	42,127	(1,916)	(32,820)	(33,200)	(32,820)	(66,020)	

Appendix B¹

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

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
Affirm Ministries	0	0	0	0	0	400	0	500	500
Camping Leadership Team	0	0	0	0	0	100	0	100	100
Chaplaincy Leadership Team	0	0	0	0	0	1,000	0	1,000	1,000
Contingency (allocations yet to be determined)	0	0	2,500	0	0	2,500	2,500	2,500	5,000
Finance Leadership Team	38	0	300	0	0	0	300	0	300
Justice, Global, and Ecumenical Relations	0	0	0	0	0	5,000	0	5,000	5,000
Licensed Lay Worship Leaders	600	642	3,000	0	0	0	3,000	0	3,000
Ministry Personnel Events	720	96	1,000	0	0	0	1,000	0	1,000
Pastoral Relations Leadership Team	94	703	900	0	0	0	900	0	900
Right Relations	0	0	0	0	0	500	0	500	500
UCW	0	120	200	0	0	0	200	0	200
Total	1,452	1,561	7,900	0	400	9,600	7,900	9,600	17,500

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
Archives Honourarium	3,510	8,142	9,000	0	0	0	9,000	0	9,000
Archives Office and Travel Expenses	0	338	500	0	0	0	500	0	500
Archives Ontario Archives	6,902	6,206	10,000	0	0	0	10,000	0	10,000
Bank and Review Costs	1,377	1,150	1,250	0	0	0	1,250	0	1,250
Incorporated Ministries	0	500	650	0	0	0	650	0	650
Insurance	0	469	550	0	0	0	550	0	550
Treasurer Honourarium	3,275	6,330	6,550	0	0	0	6,550	0	6,550
Treasurer Office Expense	428	407	700	0	0	0	700	0	700
Total	15,491	23,542	29,200	0	0	0	29,200	0	29,200

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
Algonquin Chaplaincy	0	0	0	2,775	0	5,550	0	5,550	5,550
Alwyn Community of Faith	0	0	0	0	0	3,500	0	3,500	3,500
Camp Lau-ren	0	0	0	20,000	20,000	20,000	0	20,000	20,000
Carlington Chaplaincy	0	0	0	3,500	7,000	7,000	0	7,000	7,000
Centre 507	0	0	0	15,335	30,670	30,670	0	30,670	30,670
Golden Lake Camp	0	0	0	15,000	15,000	15,000	0	15,000	15,000
House of Lazarus	0	0	0	18,150	36,300	36,300	0	36,300	36,300
Ottawa West End Chaplaincy	0	0	0	1,250	2,500	2,500	0	2,500	2,500
Rideau Hill Camp	0	0	0	15,000	15,000	15,000	0	15,000	15,000
Total	0	0	0	91,010	135,520	135,520	0	135,520	135,520

Eastern Ontario Outaouais Regional Council of The United Church of Canada
2021 Financial Report

	Goverance			Mission & Ministry			2023 Budget			Total
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Goverance	Mission & Ministry	Total	
Schedule 4 - Office Costs										
Carleton Place										
Photocopier	0	0	0	0	0	0	0	0	0	
Postage	0	0	0	0	0	0	0	0	0	
Rent	2,700	5,200	5,400	0	0	0	5,400	0	5,400	
Supplies	0	0	500	0	0	0	500	0	500	
Home Offices	711	2,145	2,500	541	2,271	2,500	2,500	2,500	5,000	
Sundry (Transitional Costs)	0	290	500	0	0	0	500	0	500	
Summerlea (16.6% of costs)	0								0	
Elevator	179	201	250	0	0	0	250	0	250	
Hydro	84	303	350	0	0	0	350	0	350	
Internet	75	0	0	0	0	0	0	0	0	
Photocopier	0	0	0	0	0	0	0	0	0	
Postage	0	0	0	0	0	0	0	0	0	
Rent	1,206	4,698	4,750	0	0	0	4,750	0	4,750	
Supplies	0	166	750	0	0	0	750	0	750	
Telephone	0	0	0	0	0	0	0	0	0	
Total	4,954	13,004	15,000	541	2,271	2,500	15,000	2,500	17,500	

	Goverance			Mission & Ministry			2023 Budget			Total
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Goverance	Mission & Ministry	Total	
Schedule 5 - Partnerships										
Affirm United	0	0	0	1,000	0	1,000	0	1,000	1,000	
Christian Council of Capital Region	0	0	0	0	250	250	0	250	250	
Grand River Book Stores	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	5,000	
Multi Faith Housing Initiative	0	0	0	0	100	100	0	100	100	
Spiritual Care in Secondary Schools	0	0	0	1,000	1,000	1,000	0	1,000	1,000	
Social Justice Network in Ontario	0	0	0	1,500	1,500	1,500	0	1,500	1,500	
Total	2,500	2,500	2,500	3,500	5,350	6,350	2,500	6,350	8,850	

	Goverance			Mission & Ministry			2023 Budget			Total
	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	Goverance	Mission & Ministry	Total	
Schedule 6 - Personnel										
Benefits (United Church & Government)	18,041	37,614	40,000	13,105	27,479	29,500	40,000	29,500	69,500	
Continuing Education	0	555	4,000	137	390	2,100	4,000	2,100	6,100	
Executive Minister/Assistant (16.6%)	21,095	43,215	49,500	0	0	0	49,500	0	42,300	
Meetings/Hospitality	617	1,394	3,000	293	302	1,500	3,000	1,500	4,500	
Salaries	68,441	154,296	163,000	49,597	109,220	116,250	163,000	116,250	279,250	
Telephones	259	1,406	1,500	164	806	2,000	1,500	2,000	3,500	

Withdrawals	0	0	(20,000)	0	0	0	0	0	(20,000)
Unrealized Gains/Losses (note 9)	48,434	9,694	74,097	31,687	23,693	106,298	0	0	293,902
Closing Equity (market value)	970,672	239,845	1,592,528	689,571	515,605	2,277,308	100,000	0	6,385,528

Appendix B²

		Eastern Ontario Outaouais Regional Council Balance Sheet		
		31 Dec 2023	31 Dec 2022	\$ Change
		5:35 AM		
		Accrual Basis		
ASSETS				
Current Assets				
Checking/Savings		5,396.54	5,396.54	0.00
GIC - Lower Litchfield Cemetery		4,224.37	4,224.37	0.00
Lower Litchfield Cemetery		19,963.98	37,660.47	-17,696.49
TD Bank Account		350,759.60	525,698.09	-174,938.49
Visa Security				
Total Checking/Savings		380,344.49	572,979.47	-192,634.98
Accounts Receivable				
COVID-19 Loans		9,500.00	9,500.00	0.00
Accounts Receivable - Other		0.00	21,261.97	-21,261.97
Total Accounts Receivable		9,500.00	30,761.97	-21,261.97
HST - Federal		2,396.18	745.45	1,650.73
HST - Provincial		7,432.82	1,824.86	5,607.96
Kindred Works				
Hawthorne		10,000.00	10,000.00	0.00
St.Marc		49,846.57	0.00	49,846.57
Total Kindred Works		59,846.57	10,000.00	49,846.57
Total Accounts Receivable		79,175.57	43,332.28	35,843.29
Other Current Assets				
Fiera Capital Investment Account		6,395,988.05	6,102,085.98	293,902.07
Mckendry Fund - Loan to Orleans		94,900.00	100,000.00	-5,100.00
Total Other Current Assets		6,490,888.05	6,202,085.98	288,802.07
Total Current Assets		6,950,408.11	6,818,397.73	132,010.38
Other Assets				
Pre-Paid Account		0.00	-150.00	150.00
Total Other Assets		0.00	-150.00	150.00
TOTAL ASSETS		6,950,408.11	6,818,247.73	132,160.38
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable		13,413.91	40,419.39	-27,005.48
Accounts Payable		13,413.91	40,419.39	-27,005.48
Total Accounts Payable		13,413.91	40,419.39	-27,005.48
Total Current Liabilities		13,413.91	40,419.39	-27,005.48
Total Liabilities		13,413.91	40,419.39	-27,005.48

5:35 AM

Accrual Basis

**Eastern Ontario Outaouais Regional Council
Balance Sheet**

	31 Dec 2023	31 Dec 2022	\$ Change
Equity			
Held In Trust - COFs			
Bequest - Templeton	0.00	62,222.00	-62,222.00
Lower Litchfield Cemetery Fund	9,620.91	9,620.91	0.00
Merrickville	19,119.00	18,114.00	1,005.00
Total Held In Trust - COFs	28,739.91	89,956.91	-61,217.00
Investment Funds			
EOORC Fund	970,672.26	960,236.33	10,435.93
Held-In-Trust Comm.of Faith			
Bethel Rideau Ferry	205,936.30	196,473.32	9,462.98
Bethel St. Andrews	352,142.62	335,961.31	16,181.31
Campbell Bay's	97,423.30	92,946.60	4,476.70
Glencalm	108,879.17	103,876.06	5,003.11
St. Andrew's Beachburg	256,930.43	245,124.21	11,806.22
Thurso	210,159.93	200,502.88	9,657.05
Trinity United - Kazabazua	31,228.67	29,793.69	1,434.98
Winchester Un Red	73,766.86	70,377.19	3,389.67
Zion Memorial	256,061.44	263,376.14	-7,314.70
Total Held-In-Trust Comm.of Faith	1,592,528.72	1,538,431.40	54,097.32
James Elwood Baillie Youth Fund	689,571.55	672,885.04	16,686.51
McKendry Fund	5,100.00	0.00	5,100.00
McKendry Fund - Orleans	94,900.00	100,000.00	-5,100.00
Mission & Ministry Legacy Fund	239,844.61	174,678.79	65,165.82
Vision & Transformation	2,277,307.37	2,206,991.57	70,315.80
W.H. "Bill" Scrivens Fund	515,604.56	500,162.01	15,442.55
Total Investment Funds	6,386,529.07	6,153,387.14	232,141.93
Mission & Ministry Fund	91,963.59	49,836.28	42,127.31
Restricted Ministry Funds			
Camp Awesome Director	67,103.19	84,436.99	-17,333.80
Camp Awesome	30,628.87	7,639.50	22,989.37
Camp Bitobi	60,600.00	66,000.00	-5,400.00
Ecological Grief Program	0.00	6,370.89	-6,370.89
Faith and Arts Ottawa	23,622.73	27,622.73	-4,000.00
Healing Pathway Regional	3,509.85	3,392.35	117.50
Kingston Resource Centre	6,893.80	13,787.60	-6,893.80
Ministry Personnel Events	1,622.50	1,622.50	0.00
Project Footprint	4,202.10	4,202.10	0.00
Sisters Stream	25,000.00	25,000.00	0.00
Student and RCCO	9,620.00	9,620.00	0.00
United Mining for Justice	32,431.71	32,744.57	-312.86
Youth Ministry - Trips	4,213.54	4,213.54	0.00
Youth Ministry - Zambia	3,890.15	3,890.15	0.00
Total Restricted Ministry Funds	273,338.44	292,542.92	-19,204.48
Unrestricted Net Assets	192,106.09	90,397.67	101,707.42

6:36 AM
Accrual Basis

**Eastern Ontario Outaouais Regional Council
Balance Sheet**

	31 Dec 2023	31 Dec 2022	\$ Change
Net Income	-34,681.90	101,707.42	-136,389.32
Total Equity	6,936,994.20	6,777,828.34	159,165.86
TOTAL LIABILITIES & EQUITY	6,950,408.11	6,818,247.73	132,160.38

Appendix C

Equity Support Leadership Team
Terms of Reference

The Equity Support Leadership Team has a two-fold role in the Eastern Ontario Outaouais Regional Council:

- To provide ongoing advice and recommendations that will help the Regional Council live into its equity commitments as it carries out its work.
- To help recruit and train people who can perform the role of equity support during meetings and gatherings of the Regional Council.

Our equity outcomes will be strengthened by this Leadership Team in matters concerning accessibility, privilege, sensitivity and education. Members of this Leadership Team will always seek to improve the work of the Regional Council as well as their own capacities in these matters.

2023-2024 Outcomes

- Equity checklists to be provided for Leadership Teams, the Executive and the Regional Council.
- Training for Equity Support volunteers at meetings
- Preparation of a database of frequently reported challenges to equity within the region