

Eastern Ontario Outaouais Regional Council
Meeting of the Executive
Thursday, November 14, 2024 – 9 AM

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 Hutton, DLM	Past-President
Jim Allen	Member
Gayle Barks	Member
Rev. Nancy Best	Member
Rev. Cindy Casey	President-Elect
Liz Church	Member
Nancy Hazen	Member
Rev. Éric Hébert-Daly	Active Member, Executive Minister
Rev. Erin McIntyre	Member
Catherine Ryan	Member
Sue Smarkala	Member
Dana Ducette	Corresponding Member, Minister, Youth and Young Adults
Natalie Matkovsky	Corresponding Member, Communications and Administration
Joel Miller	Program Assistant to Executive Minister, Recording Secretary
Rev. Mary Royal-Duczek	Corresponding Member, Community of Faith and Network Support Minister

REGRETS/ABSENT

Rev. Susan DeHaan	President
Rev. Ryan Kim	Member
Micheline Montreuil, DM	Member

This meeting of the Eastern Ontario Outaouais Regional Council (EOORC) Executive will deal with regular business, but will focus on the following key areas:

- Discern proposed way forward for Camp Awesome
- Decide on proposed actions in strategic plan for each activity stream based on the interim report
- Discern how to handle congregations without trustees
- Decide on proposed Education Bursary Guidelines and bursary amount

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- Decide on proposed process for agreements between Communities of Faith and Kindred Works
 - Decide how to fix the discrepancy between our policy and the MOU with the Ontario Regional Archives

Call to Order – Sue Hutton, DLM, President calls the meeting to order at 9:05 AM.

“In the name of the Lord Jesus Christ, the only sovereign head of the Church, and by the authority of the Eastern Ontario Outaouais Regional Council of the United Church of Canada, I hereby declare this Executive meeting duly constituted and to be in session for conducting the business which will properly come before it.”

A Time of Prayer for Communities of Faith – Sue Hutton, DLM; prayers for the following United Churches: Lanark, Bethel-St. Andrew's, Parkdale and Renfrew: Trinity-St. Andrew's.

Prayer requests for Pastoral Charges in Eastern Ontario Outaouais Regional Council are being shared through the following website. <https://www.prayercycles.ca/easternontariooutaouais>

*A letter on behalf of the regional council goes out to the churches informing them that they are being prayed for.

Land Acknowledgement & Opening Devotions – Sue Smarkala acknowledged that she is attending this meeting from the unceded traditional Territory of the Anishinaabeg (Algonquin). Sue Hutton, DLM, lit a Christ Candle acknowledging Christ's presence, and petitioned in prayer guidance and wisdom for this meeting.

Circle time for sharing; moments closest to God – All are invited to share.

Appointment of an Equity Monitor for this Meeting

2024-11-14_001 MOTION (C. Ryan/L. Church) That the Eastern Ontario Outaouais Regional Council Executive appoints Rev. Nancy Best, as Equity Monitor for this meeting. **CARRIED**

Minutes of October 10, 2024

2024-11-14_002 MOTION (N. Best/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of October 10, 2024 as circulated. **CARRIED**

Minutes of October 24, 2024

2024-11-14_003 MOTION (S. Smarkala/N. Hazen) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of October 24, 2024 as circulated. **CARRIED**

Email Polls of October 25, 2024

2024-11-14_004 MOTION (J. Allen/C. Casey) That the Eastern Ontario Outaouais Regional Council Executive accept into its minutes the email polls held on October 25, 2024:

Bishops Oxford United Church

2024-10-25-001 MOTION (L. Church/G. Barks) That Eastern Ontario Outaouais Regional Council Executive approve the recommendation of the Future Through Property & Finance Leadership Team to authorize the Trustees of Bishops Oxford United Church to use up to \$15,000 of restricted funds in order to have work done to repair and repoint the stonework of the church building. CARRIED

Grace United Church

2024-10-25-002 MOTION (L. Church/G. Barks) That Eastern Ontario Outaouais Regional Council Executive approve the recommendation of the Future Through Property & Finance Leadership Team to authorize the Trustees of Église Unie de la Grace United Church to list for sale the property of Rupert United Church located at 646 chemin des Érables, La Peche, QC for a listing price of \$289,000. CARRIED

Easton's Corners United Church

2024-10-25-003 MOTION (L. Church/G. Barks) That Eastern Ontario Outaouais Regional Council Executive approve the recommendation of the Future Through Property & Finance Leadership Team to authorize the Trustees of Easton's Corners United Church to list for sale the property of Easton's Corners United Church located at 33 Henry St, Jasper, ON K0G 1G0, at a list price of \$225,000. That the sale shall be offered on an "As is, where is" basis and that the agreement of sale will provide up to 5 days for the Executive to approve the final sale before signature by the Trustees. CARRIED

CARRIED**Email Poll of October 30, 2024**

2024-11-14_005 MOTION (G. Barks/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive accept into its minutes the email poll held on October 30, 2024.

2024-10-30-001 MOTION (S. Smarkala/G. Barks) That Eastern Ontario Outaouais Regional Council Executive approve the recommendation of the Future Through Property & Finance Leadership Team to authorize the trustees of Trinity United Church, Algonquin, Ontario to list for sale the Manhard United Church, located at 5898 County Rd. 6, Elizabethtown/Kitley Township, Ontario, for a list price of \$67,500. The Church must be listed for sale on an "As is, where is" basis. The agreement of purchase must be submitted to the Future Through Property & Finance Leadership Team for review and recommendation to the EOORC Executive for approval prior to the acceptance of a final offer by the Trustees. CARRIED

CARRIED**Business Arising**

- a) **Centennial Anniversary** – see minutes of Executive October 24th;
 - i. **EY Centre** – the venue has been reserved
 - ii. **Grants** – For Communities of Faith (CoF) doing something special for the centennial anniversary.
 - iii. **Renting buses** – CoF are encouraged to apply for grants and organize buses to the RC centennial celebrations (information will go out in the newsletter).
 - iv. **Representative of CoF** – Representatives are being contacted and informed on the plans Sunday centennial celebration.

2024-11-14_006 MOTION (G. Barks/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive name the following people to sit on the working group to prepare the centennial anniversary celebration: Cindy Casey (Chair), David Patterson, Alwin Maden, Nancy Hazen, Cathy Ryan, Erin McIntyre, Paul Whitley, Sue Hutton and Liz Church. **CARRIED**

- b) **Ministry Personnel Support Leadership Team** – see under section *Nominations*
- c) **Proposal to Offer Financial Support to Intentional Interim Training Program**
 - Proposal to come to December Executive

Agenda

2024-11-14_007 MOTION (L. Church/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended:

1. Updated preamble

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2. Addition of Camp Awesome Report (and recommendations)
 3. Addition of Correspondence j
 4. Addition of 2025 Budget Proposal and Balance Sheet
 5. Addition of Golden Lake Camp General Operating By-Law No 2 (dated October 18, 2024)
 6. Removal to approve major renovation at Knox United Church, Nepean (they do not yet have a final cost number to give to the congregation for approval)
 7. Addition: Discerning process for agreements between Kindred Works and Communities of Faith
 8. Addition of another recommendation from the Vision & Transformation Leadership Team
 9. Addition of Recommendation from FTP *Approval Process for Agreements Between Communities of Faith and Kindred Works*
 10. Addition of correspondence l
 11. Addition of 2024 Camp Lau-Ren Annual Report
 12. Addition of naming General Meeting/Education Event Planning Leadership Team Planning
 13. Addition of reporting from Indigenous Representative Rev. Nancy Best
 14. Addition of correspondence m
 15. Question re lack of Pastoral Charge leadership (vacancy for Ministers)

CARRIED**Order of the Day (10:30 AM) – Camp Awesome Reporting – Rev. David Sherwin****Correspondence In**

- a) May 5, 2021, Chery-Ann Stadelbauer-Sampa, Executive Minister, Antler River Watershed, Western Ontario Waterways, Western Ontario Waterways Regional Council, re Archives protocol contributing to Ontario Regional Council Archives (*for discernment under section New Business b*);
- b) October 9, 2024, Margaret Isaac, Southminster United Church, re UCC Protect options for our insurance coverage this year (*for information*);
- c) October 10, 2024, Rev. Jennifer L. Power, Britannia United Church, re Dreaming and discerning between Britannia and Woodroffe United Churches (*for information*);
- d) October 18, 2024, Alan Herbert, Trinity United Church, Kazabazua, re Authentic Christian Pilgrimage resource (*for information*);
- e) October 18, 2024, Rev. Matthew Dyck, Hillside RP Church in Almonte ON, re leasing space at Almonte United Church (*for information*);
- f) October 21, 2024, copied on a letter from Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries, re sharing Golden Lake board minutes with Executive Minister (*for information*);
- g) October 21, 2024, Susan Jackson, Information & Statistics Coordinator, Organizational Development and Strategy, The United Church of Canada, re 2023 regional council statistics (*for information*);
- h) October 23, 2024, copied on a letter from Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries, re Marine Policy Coverage (*for information*);
- i) November 4, 2024, Jim Kenney, Namur United Church, re Namur United Church (*for information*).
- j) November 5, 2024, Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries, The United Church of Canada, re Incorporated Ministries Policy Revisions - Category 2 Revision (*for information*);
- k) November 6, 2024, Étienne Eason, Eastern Synod Council, Eastern Synod Climate Justice Committee, re Fossil Fuel Free Pilgrimage (*for information*) – see proposal *Faith in a Fossil Fuel-Free Future: A Pilgrimage to Ottawa*;

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- l) November 12, Cindy Harrison, Chair, Board of Directors, Camp Lau Ren, re 2024 Camp Lau-Ren Annual Report (*for information*) – see link to video presentation;
 - m) November 13, 2024, Rev. Alan Hall, Acting General Secretary, to Indigenous Communities of Faith and Indigenous ministries, re NEW 05 Indigenous Sovereignty Proposal (*for information*).

Correspondence out

- n) October 9, 2024, Phyllis MacRae, Chair of Future Through Property & Finance Leadership Team, responding to Margaret Isaac, Southminster United Church, re UCC Protect options for our insurance coverage this year (*for information*);
- o) October 18, 2024, Rev. Eric Hebert-Daly, Executive Minister, responding to Alan Herbert, Trinity United Church, Kazabazua, re Authentic Christian Pilgrimage resource (*for information*);
- p) October 18, 2024, Rev. Eric Hebert-Daly, Executive Minister, responding to Rev. Matthew Dyck, Hillside RP Church in Almonte ON, re leasing space at Almonte United Church (*for information*);
- q) November 6, 2024, Rev. Eric Hebert-Daly, Executive Minister, responding to Jim Kenney, Namur United Church, re Namur United Church (*for information*).

Business

1. Finance

- a) **2025 Budget Proposal & Balance Sheet**
 - See *Budget 2025 Proposal* as **Appendix A¹**
 - See *Balance Sheet* as **Appendix A²**

2024-11-14_008 MOTION (N. Hazen/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive receive for information the Budget 2025 Proposal and Balance Sheet as distributed.
CARRIED

Treasurer's Report:

The Finance Committee met on Thursday, November 7th and reviewed the Balance Sheet, Profit and Loss, and Actual/Budget reports. There is nothing out of the ordinary, and so instead of inundating the Executive with reports, we are forwarding two reports - the Balance Sheet and the Budget proposal. These reports provide information for any decision making the Executive undertakes.

During the November 7th meeting, the Finance Committee reviewed the "projections" for income and expenses for 2024 and the Committee is forwarding a proposed 2025 budget in the attached spreadsheet. The Finance Committee will do a second review of this budget on Thursday, January 23rd in time for adoption at the February 2025 meeting of the Executive.

The Finance Committee is also updating and having further discussion to ensure that our designations between Governance expenses and Mission and Ministry expenses are transparent and in keeping with the spirit of Remit 4 adopted in 2015. The budget may be adjusted; accordingly, however, the total projected deficit of \$38,190 would remain the same.

Any thoughts, collective or individual, from Executive members are welcome between now and then. We are also requesting that we circulate this information to the whole court so that anyone seeking information or wanting to provide input can do so.

2. Pastoral Relations Commission –

- See *Minutes of Pastoral Relations Commission of October 15, 2024* as **Appendix B**

2024-11-14_009 MOTION (E. McIntyre/N. Best) that the Eastern Ontario Outaouais Regional Council Executive receive for information the minutes of the Pastoral Relations Commission of October 15, 2024. **CARRIED**

- a) **Lack of Pastoral Charge Leadership** – There are currently many vacancies within Communities of Faith throughout the regional council. Where is the conversation happening that is addressing this issue; how does the regional council intentionally equip congregations who cannot find Ministers – time to develop policy, process for provided support to congregations?

Executive Ministers are gathering next week and one day is reserved when this issue is being addressed (across the country not, just in this regional council).

Rev. Mary Royal Duczek, Community of Faith and Network Support Minister shared that later in the agenda is the proposal for *Keeping in Touch Leadership Team (formally Congregation Support Leadership Team)*

Eric and Mary will submit a proposal to the December Executive meeting.

b) **Stittsville UC Commission**

2024-11-14_010 MOTION (E. McIntyre/S. Smarkala) that the Eastern Ontario Outaouais Regional Council Executive appoint Mary Laidlaw to the Stittsville UC Commission effective immediately. **CARRIED (C. Casey abstains)**

- i. Another person will need to be named to the Commission in the new year to replace one that is stepping back
- ii. The Commission feels that, for the stability of the CoF, it is necessary to have a fulltime appointed minister as soon as possible.

c) **Naming New Trustees when Original Have Stepped Back**

- i. Who in EOORC names new Trustees in the absence of local trustees on the pastoral charge?
- ii. Under what parameters would the regional council name trustees?

The regional council can backfill trustees in the short term; but cannot in long term. It was suggested that the regional council create a standing committee of trustees. It was suggested to also create a list of duties of trustee (what is the expectation of trustee?). It was also asked: how to match the vision with the reality (process for getting know who is in need).

d) **Melville United Church**

2024-11-14_011 MOTION (J. Allen/N. Best) that the Eastern Ontario Outaouais Regional Council Executive disband Melville United Church effective September 15, 2024. **CARRIED**

Question was raised about where 20% of assets would go (when funds have already been allocated?). A formal approval will come to the next Executive meeting.

3. Future Through Property Leadership Team

a) **Riverside United Church**

2024-11-14_012 MOTION (E. McIntyre/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorize Riverside United Church to spend \$56,500 including HST for renovations to upgrade the church parking lot. **CARRIED**

It was noted that many renovations have taken place without regional council approval. The application process has been updated to include notice that regional council approval has been obtained (policy of the UCC). It was suggested that a letter go out directly to Community of Faiths reminding them of this rule (along with notice in the newsletter).

b) **Major Renovations Policy**

2024-11-14_013 MOTION (N. Hazen/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to amend the definition of “Major Renovations” to “Any expenditure by a Community of Faith on its physical buildings or property that is over \$75,000.” **CARRIED**

c) **Kindred Works – Process for Agreements with Communities of Faith**

- see *Approval Process for Agreements Between Communities of Faith and Kindred Works* as **Appendix C**

2024-11-14_014 MOTION (L. Church/N. Best) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team that the following process should be followed by the Regional Council and Communities of Faith when considering entering into development agreements with Kindred Works:

1. that there be a clear process chart provided to require that the congregations advise the Region through the FTPL Team when they commence meaningful discussions with KW that are likely to lead to the conclusion of development agreements, and that KW be advised that the Region should be notified by them when they are at this stage of discussions with congregations in this region.

2. that the Executive in a policy, require that the congregations retain independent legal advice prior to signing any development agreement with KW. This will apply to all the agreements that they must sign as the process goes forward, and that it is not at all appropriate for KW to be providing and paying the costs of legal counsel to advise the congregations. If the congregation cannot cover the costs of legal advice, the Region will need to figure out a way to support this, by loans or other means. In the case of congregations who require legal advice in the process of making decisions on the sale of their property, the regional council agrees to pay these legal costs up front, with the understanding that the costs will be returned to the regional council out of the proceeds of the final property sale.

3. that the regional council, through the FTPL Team be required to obtain independent legal advice before recommending to the Executive that they authorise the congregations to sign the agreement, AND before the Executive Minister signs the agreement as a party to bind the Region itself, separate from the congregation.

4. that the Executive require in a policy that the congregations seek a review of proposed documents by the FTPL Team, and a decision by the Executive to authorise the Trustees to sign to bind the congregation on any agreements with KW that are required to enable the development project to go ahead. The Executive authorization will be required at every stage of the process that requires the Trustees to sign a binding agreement with KW.

It was suggested that the RC find a law firm to have on retainer to deal with these agreements (to avoid repeating issue with each agreement). It was noted that there are currently a few law firms being used who are becoming well versed in these situations (not requiring retraining on the issues).

4. **Strategic Plan** – Rev. Eric Hebert-Daly

- See *2024-11-14 EOORC Strategic Plan Interim Report* as **Appendix D**

- Activity Stream G2 – no change to the recommendation proposed
- Activity Stream G4 – Suggested to focus on the conversations re finding trustees and congregational leadership.
- Activity Stream G5 - It was noted that newcomer-communities seem to be the bulk of new ministries emerging; despite the original intention of having a growth animator to grow new kinds of ministries. It was highlighted that UCC is beyond the 'methodist' church.
- Activity Stream J2 – no change to the recommendation proposed.
- Activity Stream J3 – There was concern about the challenge of finding champions for developing rural ministry. This could also be an area for growth animation.
- Activity Stream J4 – quarterly justice stories as part of this recommendation.
- Activity Stream C1 – no change to the recommendation proposed.
- Activity Stream C2 – no changes to the recommendation proposed.
- Activity Stream L2 – no change to the recommendation proposed.
- Activity Stream L4 – Suggested to bring folks together who are currently running Sunday School programs for ideas; suggested that part of the Camp Awesome visioning include study on this activity. How are we funding and supporting congregations in their children's ministry – i.e., make funding available? Could the focus also include family ministry support (not just children's ministry). It was suggested to include Children in some way during the centennial planning period.
- Activity Stream G6 – be removed. Unfortunately the activity proposed had not worked.

It was highlighted that discernment may need to take place about which activities in the strategic plan should be developed or dropped to free-up focus where momentum currently exists. It was reiterated that if something does get removed, it is not to say that the activity is not important, but it means that the RC does not have the resources, or faculties to engage at this moment.

5. **General Meeting/Education Event Planning Leadership Team**

a) **Save the Date!**

- March 1, 2025 Educational Event (Zoom)
- June 13-15, 2025, Annual General Meeting/Centennial Celebration, Spring, EY Centre

b) **Sub-Regional Gatherings (Fall 2025)** – A recommendation/proposal to come from Planning Leadership Team (i.e., Intention for building fellowship geographically, allow for the possibility of further networking and clustering, learning best practices from neighboring congregations, build community, etc.) Do we want the events to happen all at the same time (how?). These meetings are not intended on being business meetings. Worship: is there connection throughout all? Is staff expected to be at all gatherings?

6. **Nominations**

2024-11-14_015 MOTION (C. Ryan/L. Church) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Nominations Leadership Team to add the following people as members on the Ministry Personnel Support Leadership Team: Rev Jenni Leslie, Rev Paul Dillman, Terrie Chedore DM, Rev Zacharia Mandara, Rev Lynne Gardiner, Rev Whitman Strong (Staff Resource). **CARRIED**

7. Vision & Transformation Leadership Team**a) EOORC Education Bursary Guidelines**

- See *EOORC Education Bursary Guidelines* as **Appendix E**

2024-11-14_016 MOTION (N. Best/J. Allen) that the Eastern Ontario Outaouais Regional Council Executive approve the recommendation of the Vision & Transformation Leadership Team to revise the EOORC Education Bursary Guidelines as circulated. **CARRIED**

2024-11-14_017 MOTION (J. Allen/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive approve the following recommendation of the Vision & Transformation Leadership Team (V&T): that the EOORC student bursaries be limited to \$1000 per application, and that the deadline to received applications be extended to November 30th (only once for this granting cycle). **CARRIED**

b) Vision & Transformation Grants

2024-11-05_018 MOTION (C. Casey/L. Church) that the Eastern Ontario Outaouais Regional Council Executive approve the Vision & Transformation grants as presented:

- YAYA indigenous program: \$3030 – to come out of Bailey-Scrivens Fund
- Navan Vars: \$5410.38 for enhanced program for children and youth (AC in basement)
- Manotick: \$4000 for new Friends and neighbours program (isolated seniors)
- Wall St Brockville: \$5000 for Youth and YA worship night.

Total grants approved: \$17440.38 (14,410.38 V&T; \$3030 from Bailey-Scrivens Fund)

CARRIED

Notes: Suggested funds come from Scrivens Bailey Fund for YAYA Indigenous application. V&T recognized work at Rideau with gratitude.

8. Keeping in Touch Leadership Team (formally Congregation Support Leadership Team) – Rev. Mary Royal-Duczek

- See *Keeping in Touch Leadership Team (formally Congregation Support Leadership Team) terms of reference* as **Appendix F**

2024-11-14_019 MOTION (E. McIntyre/S. Smarkala) that the Eastern Ontario Outaouais Regional Council Executive approve the Keeping in Touch Leadership Team (formally Congregation Support Leadership Team) terms of reference. **CARRIED**

9. Order of the Day (10 :30 AM) Camp Awesome Report and Recommendation – Rev. David Sherwin

- See *2024 11 08 Camp Awesome Director Pilot Project - Report to EOORC Executive* as **Appendix G**

2024-11-14_020 MOTION (E. McIntyre/C. Casey) that the Regional Council Executive amend the recommendation from YAYA Leadership Team by adding a report will be made available to the Executive in May 2025. **CARRIED**

2024-11-14_021 MOTION (J. Allen/C. Ryan) Whereas after consultation with the Camp Director, the YAYA Minister, and the Camp Awesome Working Group, and a thorough internal discussion, the YAYA

Leadership Team concluded that Camp Awesome in its present form is unsustainable and no longer meets its purpose of providing effective leadership training for youth and young adults;

Be it resolved that the Regional Council Executive approve the following recommendation from the YAYA Leadership Team:

1. Camp Awesome in its present form be discontinued.
2. The possibility of 'rebooting' Camp Awesome in a smaller format, led by a cluster of committed Communities of Faith within Ottawa, be explored.
3. The YAYA Leadership Team and the YAYA Minister engage in a visioning process to identify new ways of providing leadership training for youth and young adults within the Regional Council – a report will be made available to the Executive in May 2025.
4. An application be made for a grant from the Vision and Transformation Fund to support this visioning work.

CARRIED

Rev. David Sherwin and Dana were thanked for bringing these recommendations to the Executive on behalf of the YAYA Leadership Team

New Business

- a) **Voluntary Associate Ministers (VAM)** – Rev. Whit Strong
2024-11-14-022 MOTION (E. McIntyre/C. Ryan) That the Eastern Ontario Outaouais Regional Council Executive acknowledge the following Voluntary Associate Minister (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2024- June 30, 2025:

First Name	Last Name	Community of Faith
Rev. Mary	Royal-Duczek	Zion Memorial United Church

CARRIED

***The following items have been moved to the December Executive meeting by consensus**

- b) **Ontario Regional Council Archivist - Archives Administrative Protocol** – Rev. Eric Hebert-Daly
- See *Archives Administrative Protocol* as **Appendix H**

2024-11-14-000 MOTION (/) That the Eastern Ontario Outaouais Regional Council Executive agree to the terms outlined in the Archives Administrative Protocol (agreeing to begin contributing at least 2% from the sale of any closing congregation's property to the Ontario Regional Council Archives reserve fund) and instruct the Executive Minister to sign said protocol on behalf of Eastern Ontario Outaouais Regional Council.

2024-11-14-000 MOTION (/) That the Eastern Ontario Outaouais Regional Council Executive amend its Policy Regarding Proceeds from the Sale of Property for communities of faith in the former Bay of Quinte Conference to reflect a 2% contribution to the Ontario Regional Archives. For disbanding communities, that the 2% come from the 50% that would normally go to the Mission and Ministry Legacy Fund, (lowering that percentage to 48%). For communities not disbanding, that the 2% come from the 90% that would go towards the ongoing ministry plan, (lowering that 90% to 88%).

- c) **Golden Lake Camp**

- See *Golden Lake Camp General Operating By-Law No 2 (dated October 18, 2024)* as **Appendix I**
2024-11-14-000 MOTION (/) That the Eastern Ontario Outaouais Regional Council Executive receive and approved the Golden Lake Camp General Operating By-Law No 2 (dated October 18, 2024) as distributed.

d) **Camp Lau-Ren**

- See *2024 Camp Lau-Ren Annual Report* as **Appendix J**
- See *video reporting*

e) **Reporting from Indigenous Representative**

- See *Indigenous Representative Report* as **Appendix K**

Report from the Equity Support Person – Rev. Nancy Best will circulate a written report following the meeting.

Equity Support Person for next Meeting – Rev. Erin McIntyre

Closing Prayer – Gayle Barks closed the meeting in prayer.

Conclusion

The Chair declares that all the business having come before this meeting of the Executive has been duly dealt with, and that is the meeting is concluded at 12:12 AM .

Next meeting date:

- 12 December, 2024 (Zoom meeting / 9 am – noon)
- 9 January, 2025 (Zoom meeting / 9 am – noon)
- 13 February, 2025 (Zoom meeting / 9 am – noon)

Sue Hutton, DLM, President

Rev. Eric Hebert-Daly, Executive Minister

EOORC Executive Duty Roster

	Opening Devotions / Land Acknowledgement	Equity Monitor	Closing Prayer
<i>Summer</i>			
<i>12 December 2024</i>	Susan DeHaan	Erin McIntyre	Liz Church
<i>9 January 2025</i>	Micheline Montreuil	Cindy Casey	Nancy Hazen
<i>13 February 2025</i>	Ryan Kim	Liz Church	Nancy Best
<i>13 March 2025</i>	Jim Allen	Gayle Barks	Sue Smarkala
<i>10 April 2025</i>	Erin McIntyre	Micheline Montreuil	Susan DeHaan
<i>8 May 2025</i>	Sue Hutton	Sue Smarkala	Nancy Best
<i>12 June 2025</i>	Gayle Barks	Ryan Kim	Jim Allen

Appendices

Appendix A ¹	Budget 2025 Proposal	Pages 13-15
Appendix A ²	Balance Sheet	Pages 16-18
Appendix B	Minutes of Pastoral Relations Commission of October 15, 2024	Pages 19-24
Appendix C	Approval Process for Agreements Between Communities Of Faith And Kindred Works	Pages 25-27
Appendix D	2024-11-14 EOORC Strategic Plan Interim Report	Pages 28-36
Appendix E	EOORC Education Bursary Guidelines	Page 37
Appendix F	Keeping in Touch Leadership Team (formally Congregation Support Leadership Team) terms of reference	Page 38
Appendix G	2024 11 08 Camp Awesome Director Pilot Project - Report to EOORC Executive	Pages 39-49
Appendix H	Archives Administrative Protocol	Pages 50-55
Appendix I	Golden Lake Camp General Operating By- Law No 2 (dated October 18, 2024)	Pages 56-75
Appendix J	2024 Camp Lau-Ren Annual Report	Pages 76-99
Appendix K	Indigenous Representative Report	Page 100

Appendix A¹

Eastern Ontario Outaouais Regional Council of The United Church of Canada
2025 Budget Based on 2024 Projected Income and Expenses

	Governance			Mission & Ministry			2025 Budget			Total
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min		
Income										
Grants - Assessments	358,500	358,500	358,500	0	0	0	358,500	0	358,500	0
Grant - Mission & Service Fund	0	0	0	180,000	240,000	180,000	0	180,000	180,000	0
Grant - Special Funding	0	9,375	0	0	11,449	0	0	0	0	0
Donation/Donated Expenses	0	2,002	500	0	0	500	0	0	0	0
Interest & McKendry Fund	7,700	8,266	3,000	0	0	0	3,000	0	3,000	0
Mission & Service Fund Donations	0	0	0	1,789	50	0	0	0	0	0
Transfer Baillie/Scrivens Youth Salary/Program	0	0	0	33,550	23,250	33,550	0	35,260	35,260	0
Transfer Baillie/Scrivens Grants	0	0	0	8,750	4,890	22,350	0	23,510	23,510	0
Transfer EODRC Fund	22,650	19,000	22,650	22,650	19,000	22,650	23,700	23,700	47,400	0
Transfer Mission and Ministry Fund	0	0	0	18,350	6,750	18,350	0	22,600	22,600	0
Transfer Restricted Funds (LLWL)	0	0	9,100	0	0	0	9,900	0	9,900	0
Transfer Vision and Transformation Grants	26,600	0	26,600	79,850	77,932	79,850	27,950	83,850	111,800	0
Transfer - Camp Awesome Three Year Project	0	0	0	40,845	43,592	40,800	0	0	0	0
Total Income	415,450	397,143	420,350	385,783	426,914	398,050	423,050	368,920	791,970	0

	Governance			Mission & Ministry			2025 Budget			Total
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min		
Expenses (net of Recoveries)										
Administrative Expenses (Schedule 1)	44,130	46,167	36,300	750	1,171	1,500	28,430	14,170	42,600	0
Congregational Reviews & MP Support & Projects	10,000	17,110	15,000	0	0	0	15,000	0	15,000	0
Grants (Schedule 2)	2,700	2,700	2,700	186,600	214,842	200,200	2,700	208,360	211,060	0
Mission & Service Fund Remittance	500	0	0	1,789	50	0	0	0	0	0
Partnership Ministries (Schedule 3)	300	2,500	0	3,350	6,350	3,600	300	3,850	4,150	0
Personnel (Schedule 4)	267,883	270,692	294,350	100,370	159,214	143,750	327,205	136,145	463,350	0
Regional Meetings (Schedule 5)	43,650	66,765	64,000	0	0	0	64,500	0	64,500	0
Regional Programming (Schedule 6)	8,450	2,055	17,000	2,000	757	6,000	17,000	6,000	23,000	0
Youth Camp Awesome 3-Year Project	0	0	0	46,000	43,592	44,000	0	0	0	0
Youth Programming (Schedule 7)	0	0	0	4,594	3,007	5,500	0	6,500	6,500	0
Total Expenses	377,673	407,988	429,350	345,453	428,984	405,550	455,135	375,025	830,160	0

Net income (deficit) from general operations

37,777 (10,845) (9,000) 40,331 (2,070) (7,500) (32,085) (6,105) (38,190)

The Detailed Schedules

Schedule 1 - Administrative Expenses

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Archives	9,000	13,674	9,500	0	0	0	9,500	0	9,500
Banking Costs	1,500	1,443	1,000	0	0	0	625	625	1,250
Home Offices	2,100	1,968	1,500	750	1,171	1,500	2,680	1,320	4,000
Insurance	450	456	550	0	0	0	225	225	450
IT Support GCO	9,490	7,496	6,750	0	0	0	6,700	3,300	10,000
Rent and Utilities	5,800	11,507	3,650	0	0	0	0	0	0
Treasurer Honourarium and Expenses	11,100	7,461	11,100	0	0	0	6,200	6,200	12,400
Website/Annual Technology Contracts	4,750	2,161	2,250	0	0	0	2,500	2,500	5,000
Total	44,190	46,167	36,300	750	1,171	1,500	28,430	14,170	42,600

Schedule 2 - Grants

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Candidates for Ministry and RCCO training	2,700	2,700	2,700	0	0	0	2,700	0	2,700
Mission Support - Algonquin Chaplaincy	0	0	0	4,000	5,550	4,000	0	4,000	4,000
Mission Support Camp Lau-ren	0	0	0	17,500	20,000	17,500	0	15,000	15,000
Mission Support Carlington Chaplaincy	0	0	0	6,000	7,000	6,000	0	6,000	6,000
Mission Support Centre 507	0	0	0	27,750	30,670	27,750	0	27,000	27,000
Mission Support Golden Lake Camp	0	0	0	0	15,000	0	0	8,000	8,000
Mission Support House of Lazarus	0	0	0	27,750	36,300	27,750	0	27,000	27,000
Mission Support Ottawa West End Chaplaincy	0	0	0	1,500	2,500	1,500	0	0	0
Mission Support Rideau Hill Camp	0	0	0	13,500	15,000	13,500	0	14,000	14,000
Vision and Transformation Grants	0	0	0	79,850	77,932	79,850	0	83,850	83,850
Youth (Baillie/Scrivens Fund)	0	0	0	8,750	4,890	22,350	0	23,510	23,510
Total	2,700	2,700	2,700	186,600	214,842	200,200	2,700	208,360	211,060

Schedule 3 - Partnerships

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Affirm United	0	0	0	1,000	1,000	1,000	0	1,000	1,000
Christian Council of Capital Region	0	0	0	250	250	0	0	250	250
Grand River Book Stores	0	2,500	0	0	2,500	0	0	0	0
Multi Faith Housing Initiative	0	0	0	100	100	100	0	100	100
Rural Ministries Network	300	0	0	0	0	0	300	0	300
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	1,000	1,500	1,500	0	1,500	1,500
Total	300	2,500	0	3,350	6,350	3,600	300	3,850	4,150

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Schedule 4 - Personnel									
Benefits (United Church & Government)	41,991	40,368	45,100	18,097	29,804	26,400	52,545	26,755	79,300
Continuing Education	1,000	23	2,000	500	137	2,100	3,000	1,350	4,350
Executive Minister/Assistant (1/3)	52,597	48,889	50,750	0	0	0	54,800	0	54,800
Meetings/Hospitality	1,500	2,150	1,500	1,000	1,452	1,500	2,000	1,000	3,000
Retreat	0	3,566	2,000	0	0	0	2,000	0	2,000
Salaries	163,446	165,198	183,500	74,913	119,153	106,550	201,730	101,570	303,300
Telephones	1,350	900	1,500	660	901	1,200	1,750	850	2,600
Travel	6,000	9,599	8,000	5,200	7,768	6,000	9,380	4,620	14,000
Total	267,883	270,692	294,350	100,370	159,214	143,750	327,205	136,145	463,350

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Schedule 5 - Regional Meetings									
Celebration of Ministry Services	0	4,477	0	0	0	0	0	0	0
Executive Meetings & President Expenses	1,000	0	500	0	0	0	1,000	0	1,000
Regional Meeting - February	0	2,642	0	0	0	0	0	0	0
Regional Meeting - May	29,850	49,216	50,000	0	0	0	50,000	0	50,000
Regional Meeting - October	12,500	10,430	12,500	0	0	0	12,500	0	12,500
Planning Committee	300	0	500	0	0	0	500	0	500
Pulpit Supply	0	0	500	0	0	0	500	0	500
Total	43,650	66,765	64,000	0	0	0	64,500	0	64,500

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Schedule 6 - Regional Programming									
Leadership Teams	250	294	1,000	1,000	757	1,000	1,000	1,000	2,000
Lay Licensed Worship Leaders/ Ministry Personnel	5,000	1,761	11,000	0	0	0	11,000	0	11,000
Setting our Sights Activity Streams	3,200	0	5,000	1,000	0	5,000	5,000	5,000	10,000
Total	8,450	2,055	17,000	2,000	757	6,000	17,000	6,000	23,000

	Governance			Mission & Ministry			2025 Budget		
	2024 Actual	2023 Actual	2024 Budget	2024 Actual	2023 Actual	2024 Budget	Governance	Miss&Min	Total
Schedule 7 - Youth Programming									
Events	0	0	0	3,000	2,205	5,000	0	5,000	5,000
Gibiniskhaadimin	0	0	0	94	0	0	0	0	0
Supplies	0	0	0	1,500	802	1,500	0	1,500	1,500
Total	0	0	0	4,594	3,007	6,500	0	6,500	6,500

Appendix A²

Eastern Ontario Outaouais Regional Council

Balance Sheet Comparison

As of December 31, 2024

	TOTAL		
	AS OF DEC. 31, 2024	AS OF DEC. 31, 2023 (PY)	CHANGE
Assets			
Current Assets			
Cash and Cash Equivalent			
Chequing	6,076.55		6,076.55
Electronic Funds Rejection	0.00		0.00
Lower Litchfield (Bank)	4,452.77	4,452.77	0.00
Savings	86,796.22		86,796.22
Total Cash and Cash Equivalent	\$97,325.54	\$4,452.77	\$92,872.77
HST Federal	0.00	8,206.73	-8,206.73
HST Provincial	0.00	21,418.64	-21,418.64
Investments			
Fiera Capital Investment	7,707,871.72	7,073,913.37	633,958.35
Litchfield Cemetery (GIC)	5,558.44	5,558.44	0.00
Total Investments	7,713,430.16	7,079,471.81	633,958.35
Loans			
Burnstown	9,295.50		9,295.50
Eglise St. Marc (Kindred Works)	326,312.74	261,843.17	64,469.57
Hawthorne (Kindred Works)	10,000.00	10,000.00	0.00
Orleans United (McKendry Fund/Mission & Ministry Legacy)	67,700.00	84,700.00	-17,000.00
Total Loans	413,308.24	356,543.17	56,765.07
Total Current Assets	\$8,224,063.94	\$7,470,093.12	\$753,970.82
Total Assets	\$8,224,063.94	\$7,470,093.12	\$753,970.82
Liabilities and Equity			
Liabilities			
Current Liabilities			
2023 Cheques	0.00	48,119.82	-48,119.82
GST/HST Payable	-11,966.41		-11,966.41
Vision & Transformation Grants payable	24,713.91	27,213.91	-2,500.00
Total Current Liabilities	\$12,747.50	\$75,333.73	\$-62,586.23
Total Liabilities	\$12,747.50	\$75,333.73	\$-62,586.23
Equity			
Held-in-Trust			
Litchfield Cemetery	10,011.21	10,011.21	0.00
Merrickville United	2,071.80	2,071.80	0.00
Pendleton United	0.00		0.00
Total Held-in-Trust	12,083.01	12,083.01	0.00

Eastern Ontario Outaouais Regional Council

Balance Sheet Comparison

As of December 31, 2024

	TOTAL		
	AS OF DEC. 31, 2024	AS OF DEC. 31, 2023 (PY)	CHANGE
Investment Funds			
Communities of Faith (Held-in-Trust)			
Bethel Rideau Ferry	232,343.05	213,233.26	19,109.79
Bethel St. Andrews	494,205.99	424,620.13	69,585.86
Glencairn	175,497.00	112,737.10	62,759.90
St. Andrew's Beachburg	261,190.73	266,034.28	-4,843.55
Thurso	237,108.27	217,606.54	19,501.73
Trinity - Kazabazua	35,233.06	32,335.21	2,897.85
Winchester	83,225.92	76,380.65	6,845.27
Zion Memorial	224,258.44	224,479.62	-221.18
Total Communities of Faith (Held-in-Trust)	1,743,062.46	1,567,426.79	175,635.67
Communities of Faith (Restricted)			
Cardinal St. John's Frontline Workers	45,379.56	43,597.19	1,782.37
House of Lazarus	45,379.56	43,597.19	1,782.37
Rideau Hill Camp	197,216.91	203,453.58	-6,236.67
Zion Licensed Lay Worship Leaders Legacy	221,194.14	203,001.33	18,192.81
Total Communities of Faith (Restricted)	509,170.17	493,649.29	15,520.88
EOORC Fund	1,056,531.98	1,007,360.81	49,171.17
Mission & Ministry Legacy Fund	498,221.72	407,883.03	90,338.69
McKendry Fund (Mission & Ministry Legacy)	67,700.00	84,700.00	-17,000.00
Total Mission & Ministry Legacy Fund	565,921.72	492,583.03	73,338.69
Vision & Transformation	2,512,024.52	2,366,270.67	145,753.85
Youth Funds			
James E. Baillie Youth Fund	747,835.46	710,007.75	37,827.71
W.H. "Bill" Scrivens Youth Fund	560,856.72	532,840.49	28,016.23
Total Youth Funds	1,308,692.18	1,242,848.24	65,843.94
Total Investment Funds	7,695,403.03	7,170,138.83	525,264.20
Ministry Accounts			
Camp Awesome Bursary	0.00	1,000.00	-1,000.00
Camp Awesome Director	3,355.91	40,844.77	-37,488.86
Camp Awesome Operations	659.76	14,549.08	-13,889.32
Camp Bitobi Fund	47,100.00	60,600.00	-13,500.00
Faith and Arts Ottawa	23,622.73	23,622.73	0.00
Healing Pathway Regional	0.00	3,517.12	-3,517.12
Kingston Resource Centre	0.00	6,893.80	-6,893.80
Ministry Personnel Events	1,622.50	1,622.50	0.00
Project Footprint	4,202.10	4,202.10	0.00
Quebec Cemeteries	6,782.00	10,000.00	-3,218.00
Sister's Stream	25,000.00	25,000.00	0.00
Student and RCCO	12,320.00	12,320.00	0.00
United Mining for Justice	32,107.89	32,431.71	-323.82
YAYA Ministry - Trips	5,103.69	7,103.69	-2,000.00
Total Ministry Accounts	161,876.58	243,707.50	-81,830.92
Mission & Ministry Retained Earnings	124,127.16	47,766.06	76,361.10

Eastern Ontario Outaouais Regional Council

Balance Sheet Comparison

As of December 31, 2024

	TOTAL		
	AS OF DEC. 31, 2024	AS OF DEC. 31, 2023 (PY)	CHANGE
Opening Balance Equity	0.00	-78,936.01	78,936.01
Retained Earnings	181,259.35		181,259.35
Profit for the year	36,567.31		36,567.31
Total Equity	\$8,211,316.44	\$7,394,759.39	\$816,557.05
Total Liabilities and Equity	\$8,224,063.94	\$7,470,093.12	\$753,970.82

Appendix B

Minutes of the Pastoral Relations (PR) Commission
Tuesday, October 15, 2024**PRESENT:**

Jim Allen, Ina Bromley, Wayne Harris (Chair), Charlotte Hoy, Erin McIntyre, Karen McLean (Scribe), Don Stiles, Linda Suddaby, Whit Strong (7)

REGRETS/ABSENT: Patsy Henry, Micheline Montreuil, Blair Paterson, (5)

CALL TO ORDER, OPENING PRAYER:

Chair, Wayne Harris, called the meeting to order at 1:07 p.m. After a quick check-in with members Linda offered an opening prayer.

CORRESPONDING MEMBER(S): None

ADDITIONS/CORRECTIONS TO THE AGENDA:

- Sabbaticals – Beachburg
- Call – Trinity U.C., Smiths Falls

ACCEPTANCE OF MINUTES:

MOTION 2024-98 (S. MacDonald/J. Allen) “that the minutes of September 17, 2024 be accepted as circulated.”

CARRIED

CORRESPONDENCE: None

REMEMBRANCES: None

MEDICAL LEAVE:

- Restorative Care: Rev. Tiina Côté (Calvin)Pembroke P.C. – effective Sept. 26, 2024
- Restorative Care: Rev. Carolyn Insley (North Gower-Carsonby P.C.) – effective May 7, 2024.

ACKNOWLEDGED SABBATICALS: None

SABBATICALS/COVERAGE:**Beachburg P.C.**

MOTION 2024-99 (E. McIntyre/C. Hoy) “That the EOORC PR Commission takes note of the upcoming sabbatical of the Rev. Kevin Moratz, Beachburg Pastoral Charge for the period February 1, 2025 – March 31, 2025 and the month of July 2025.”

CARRIED

SUPERVISED MINISTRY EDUCATION (SME) site: None

CHANGE IN PASTORAL RELATIONS:**Zion-Memorial P.C.**

MOTION 2024-100 (L. Suddaby/E. McIntyre) “That the EOORC PR Commission approves the request of the Rev. David Sherwin (OM) for a change in pastoral relations to retire as of June 30, 2025.”

CARRIED

Trinity-St. Andrew’s P.C., Renfrew

MOTION 2024-101 (J. Allen/I. Bromley) (L. Suddaby/E. McIntyre) “That the EOORC PR Commission approves the request of the Rev. James Murray (OM) for a change in pastoral relations to retire as of June 30, 2025.”

CARRIED

Mount Zion P.C. (Pembroke)

MOTION 2024-102 (C. Hoy/D. Stiles) “That the EOORC PR Commission approves the request of David Henderson (DLM) for a change in pastoral relations effective December 31, 2024.”

CARRIED

Salem: Locksley P.C.

MOTION 2024-103 (E. McIntyre/J. Allen) “That the EOORC PR Commission approves the request of the Rev. William McDowell for a change in pastoral relations effective December 31, 2024.”

CARRIED

PASTORAL CHARGE CONSTITUTIONS: None

SHARED MINISTRY AGREEMENTS: None

AMALGAMATIONS: None

APPROVAL OF PROFILES: None

CALLS/(RE)-APPOINTMENTS

Kemptville: St. John’s P.C.

MOTION 2024-104 (S. MacDonald/I. Bromley) “that the EOORC PR Commission approves the call of the Rev. Michelle Robichaud (OM) to the Kemptville: St. John’s Pastoral Charge, 40 hours per week as Congregational Minister, effective January 1, 2025.”

CARRIED

Smiths Falls: Trinity P.C.

MOTION 2024-105 (D. Stiles/C. Hoy) “that the EOORC PR Commission approves the call of the Rev. Takouhi Demirdjian-Petro to the Smiths Falls: Trinity Pastoral Charge 40 hours per week as Congregational minister effective January 1, 2025.”

CARRIED

charge pastorale Grâce P.C. (Chelsea, QC)

MOTION 2024-106 (E. McIntyre/I. Bromley) “that the EOORC PR Commission approves the appointment of the Rev. Jessica Hetherington to the charge pastorale Grâce P.C. (Chelsea, QC) 14 hours per week as Congregational minister effective September 29, 2024 – March 30, 2025.”

CARRIED

CHANGE OF TERMS: None

SACRAMENTS/ELDERS: None

CONGREGATIONAL DESIGNATED MINISTER (CDM): None

PASTORAL CHARGE SUPERVISORS:

PCS needed for Golden Lake, Queenswood, Mount Zion Pembroke (Dec. 31, 2024); Salem: Locksley (Dec. 31, 2024).

Pastoral Charges without called/appointed Ministry Personnel:

(Pastoral Charge Supervisor in place as noted)

Addison – Lynne Gardiner

Admaston – Paul McLenaghan
 Ashton-Munster – Jim Allen
 Augusta – Linda Suddaby
 Aylmer-Eardley – Jim Allen (Eardley open for only a couple of services per year.)
 Aylwin – Natalie Matkovsky
 Bathurst – Shelley Roberts
 Bethel-St. Andrew's – Jan Lougheed
 Carp-Dunrobin – Beth Sweetnam
 Charge pastorale Grâce Pastoral Charge – Jim Allen (continuing on after J. Hetherington's appointment ends.)
 Charge pastorale Namur – Jim Kenney
 Chinese (Ottawa) – Barbara Reynolds (after 12 years, only on call)
 Clyde Forks-Tatlock – Carla Van Delen
 Delta-Toledo – Charlotte Hoy
 Denbigh, Matawatchan, Schutt – Jon Williams
 Elgin-Portland – JoAnne Fletcher
 First (Ottawa) – Howard Clark
 Glasgow-Castleford – James Murray
 Golden Lake –
 Greenwood – Ina Bromley
 Harrowsmith-Verona – Sharon MacDonald
 Kemptville: St. John's – Jim Allen
 Kenmore (selling building – NOT disbanding) - Ed Gratton
 Knox (Nepean) – Shaun Yaskiw
 Lansdowne – Donald Wachenschwanz
 Lyn: Christ Church – Shelley Roberts
 Mallorytown – Charlotte Hoy
 Melville-Eganville – Margie Patterson
 Merivale-Fallowfield – Wayne Harris
 Metcalfe – Ed Gratton
 Morrisburg: Lakeshore Dr. – Blair Paterson

 North Gower-Carsonby – Sandra Yule
 Perth Road – Heather McLurg Murphy
 Pittston – Myra Garvin
 Queenswood -
 Rideau – Sharon MacDonald
 Rockland – Jim Kenney
 Rothwell – Nancy Best
 Russell – Ed Gratton
 Smiths Falls: Trinity – Wayne Harris
 South Mountain-Hallville – Christine Lawson
 Southminster – Brian Copeland
 St. Andrew's (Westmeath) – Gary McKay
 St. John's (Brockville) – Linda Suddaby
 White Lake – Sheryl McLeod

LIAISONS

Liaisons are still needed for Knox (Nepean); Parkdale; Rideau Park; South Mountain-Hallville; Southminster; Zion-Memorial (Carleton Place); Mt. Zion (Pembroke); Salem: Locksley

Pastoral Charges in search mode:

(Liaisons in place as noted)

Almonte – Wayne Harris

Ashton-Munster – Jim Allen

Aylwin – Natalie Matkovsky

Bethel-St. Andrew's – Beth Sweetnam

Cardinal – Myra Garvin

Carp-Dunrobin – Beth Sweetnam

Denbigh, Matawatchan, Schutt – Jon Williams

First United (Ottawa) – Janet Nield

Glasgow-Castleford – James Murray

Grâce (Chelsea) – Jim Allen

Harrowsmith-Verona – Sharon MacDonald

Kemptville: St. John's – Jim Allen

Knox (Nepean) -

Lansdowne – Phyllis Dietrich

Melville-Eganville – Ina Bromley

Merivale-Fallowfield – Wayne Harris

Metcalf – Ed Gratton

Morrisburg: Lakeshore Dr. – Blair Paterson

Mt. Zion (Pembroke) -

Namur – Jim Kenney

Parkdale -

Perth Road – Heather McLurg Murphy

Quyon – Cathy Stewart

Rideau Park -

Rockland – Jim Kenney

Rothwell – Beth Sweetnam

Russell – Ed Gratton

Salem: Locksley -

Smiths Falls: Trinity – Wayne Harris

South Mountain-Hallville –

Southminster –

St. Andrew's (Westmeath) – Gary McKay

Trinity-St. Andrew's (Renfrew) -

Zion-Memorial (Carleton Place) -

Pastoral Charges not searching:

Addison

Clyde Forks-Tatlock

Glasgow-Castleford

Lyn: Christ

Rideau

Templeton

Aylmer-Eardley

Delta-Toledo

Greenwood

Mallorytown

South Mountain-Hallville

Vernon

Centenary

Elgin-Portland

Lower Gatineau Valley

Pittston

St. John's (Brockville)

FOLLOW-UPS FROM LIAISONS AND PCSs

Liaisons in attendance updated the Commission regarding the Pastoral Charges they are assisting.

OTHER BUSINESS:**December meeting of the PRC**

MOTION 2024-107 (D. Stiles/L. Suddaby) “That the December meeting of the EOORC PR Commission be moved from December 17 to December 10, 2024.” **CARRIED**

Funding for training of Interim Ministers

At its July 16, 2024 meeting, the PRC passed the following motion:

MOTION 2024-71 (I. Bromley/L. Suddaby) “that the EOORC PR Commission, after discussion, recommends that the EOORC Executive set up an Intentional Interim Ministry Recruitment/Training Fund.”

CARRIED

Whit reported the Finance Team would like the PRC to come up with a financial plan for this. It will take some time and thought.

MOTION 2024-108 (E. McIntyre/J. Allen) “That discussion regarding an Intentional Interim Ministry Recruitment/Training Fund be tabled to the January 2025 meeting of the PRC.”

CARRIED

Ministry Personnel Support Leadership Team

At its June meeting the Executive passed the following motion:

2024-06-13_009 MOTION (S. Hutton/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive approve the creation of the Ministry Personnel Support Leadership Team and

its preliminary mandate, to be populated by the Nominations Leadership Team:

Mandate of the Ministry Personnel Support Team

- a. encourage and coordinate a variety of opportunities and gatherings to build connections and support for ministry personnel within the region.
- b. find ways to intentionally welcome new ministry personnel into the region
- c. explore ways of offering a chaplaincy function to ministry personnel
- d. coordinate the offering of educational events and retreats
- e. Identify common issues and realities experienced by ministry personnel and find ways to advocate for changes in practice or policy.

Membership Size

4-8 Ministry Personnel, reflecting the differing dynamics of the region - rural/urban, part-time/full-time, gender, etc.

Pastoral Relations Minister, *ex officio*

CARRIED

ALSO, at its meeting in October, the Executive received the following information from Whit:

Rev. Whit Strong shared the following names people have put their names forward to serve on this Leadership Team: Rev Jenni Leslie, Rev Paul Dillman, Terrie Chedore DM, Rev Zacharia Mandara, Rev Lynne Gardiner, Rev Whitman Strong (Staff Resource). A formal recommendation from Nominations Leadership Team will come to the November Executive meeting.

LAST WORD:

Next meeting – **Tuesday, November 19, 2024** 1:00-3:00 p.m. via Zoom.

<https://united-church.zoom.us/j/83941506797>

2024-24

The United Church of Canada
L'Église Unie du Canada

Eastern Ontario Outaouais Regional Council
Meeting of the Executive

November 14, 2024
Zoom Teleconferencing

Meeting ID: 852 3350 6275
1 855 703 8985 Canada Toll-free

CLOSING: Whit offered the closing prayer. The business listed on the agenda being completed, Wayne declared the meeting closed at 1:54 p.m.

Appendix C

APPROVAL PROCESS
FOR AGREEMENTS BETWEEN COMMUNITIES OF FAITH
AND KINDRED WORKS

The Future Through Property Leadership Team requests direction from the Executive in the matter of the approval process for the signature of property development agreements between Communities of Faith and Kindred Works (KW).

Background:

The FTPL Team has come across the fact that recently there is quite a bit of confusion and inconsistency in the processes that communities of faith are undertaking with KW.

Recently we have reviewed the KW Contribution agreements between Knox United Nepean (draft only, not yet signed) and Rothwell United (agreement signed by the Trustees without Executive authorization on October 3, 2024.)

Previously the Team reviewed and recommended that the Executive approve the Limited Partnership Agreement between Queenswood United Church and KW. Prior to recommending this approval members of the Executive and Eric had an opportunity for an extensive discussion with Toronto legal counsel Danny Mullins.

Rothwell United Church. The congregation approved, and the Trustees signed a Contribution Agreement with KW on October 3, 2024. There was no request to the FTPL Team to review this agreement, and there was therefore no request to the Executive to authorize the Trustees to sign this agreement. The next step for the congregation will be to receive a formal Development Plan from KW and a proposal to go ahead with a Limited Partnership Agreement. The congregation and KW need to be made aware that the FTPL Team needs to review these documents and that the Executive needs to authorize the Trustees to sign this and any future agreements that will enter into contracts with KW.

Knox Nepean United Church: This congregation has been in discussions for some time with KW about a possible development for (partially) affordable housing on the church property. The congregation has received a draft proposed Contribution Agreement. A copy was provided to me for an informal review by the FTPL team at my request. The congregation has not requested approval by the FTPL Team or the Executive at this time. They are still reviewing the draft agreement and have some problems with it. The congregation is intending to get legal advice on the draft agreement. They understand that, if and when the Trustees wish to go forward with a Contribution Agreement, that they will require the authorization of the Executive prior to signing it.

When the FTPL Team considered the draft Knox agreement at its last meeting, concerns were raised that a number of the clauses in the current draft should NOT be signed as they did NOT acknowledge the fact that the Trustees are not authorised to sign the agreement without Executive approval.

As a result the FTPL Team has become aware that we have no clear and consistent process for obtaining Executive authorisations for congregations to enter into these agreements with KW.

These agreements are much more complex and onerous than any of the normal real estate agreements that congregations usually sign when engaged in selling church property. They are far too complex to expect the leaders of a congregation to be able to understand and sign these agreements without professional support.

It appears to us that KW is not aware of, or is not paying any attention to, the approvals process that the Region has with its congregations. The congregations appear to be taking their advice from KW and are not aware that they need to engage with the Region. We should be aware that KW has a conflict of interest with the congregations and with the Region (Executive) in the process of negotiating these complex agreements. It is not sufficient for the congregations to believe that KW, the Region and the congregations are "all on the same side" because we are all parts of the United Church of Canada. In these complex undertakings for development of congregational property, KW wears many Hats and it is actually quite challenging to understand what these hat wearers are all responsible for.

On another point, the FTPL Team believes that it is essential that both the congregations and the Region receive independent legal advice before they decide to sign these agreements with KW. We are aware that KW provided legal counsel to provide legal advice to the Trustees of Queenswood. The FTPL Team also received legal advice before recommending to the Executive to authorise the Queenswood Trustees to sign the Limited Partnership Agreement (LPA). This is arguably the most significant agreement in the KW development process as it authorizes the whole project to go forward. We don't think that there was any legal advice given to Queenswood when they signed the Contribution Agreement that preceded the LPA. The FTPLT was not involved in reviewing the proposed documents prior to the signing by the congregation.

We understand from conversations with people at Knox that they will seek their own legal advice. They are not certain that they will decide to go ahead with KW on the proposed project as they have some major questions about it. We have no knowledge about what, if anything, the Trustees at Rothwell United did about seeking legal advice before they signed their contribution Agreement.

As a result the FTPL Team would like advice from the Executive on what process should be followed by the Region and the congregations when considering entering into development agreements with KW.

1. We suggest that there be a clear process chart provided to require that the congregations advise the Region through the FTPL Team when they commence meaningful discussions with KW that are likely to lead to the conclusion of development agreements.

We suggest that KW be advised that the Region should be notified by them when they are at this stage of discussions with congregations in this region.

2. We suggest that the Executive in a policy, require that the congregations retain independent legal advice prior to signing any development agreement with KW. This will apply to all the agreements that they must sign as the process goes forward. We do not think that it is at all appropriate for KW to be providing and paying the costs of legal counsel to advise the congregations. If the congregation cannot cover the costs of legal advice, we suggest that the Region will need to figure out a way to support this, by loans or other means. We note that, in the case of congregations who require legal advice in the process of making decisions on the sale of their property, the Region (Brian) has agreed to pay these legal costs up front, with the understanding that the costs will be returned to the Region out of the proceeds of the final property sale.

3. We suggest that the Region, through the FTPL Team be required to obtain independent legal advice before recommending to the Executive that they authorise the congregations to sign the agreement, AND before the Executive Minister signs the agreement as a party to bind the Region itself, separate from the congregation.

4. We suggest that the Executive require in a policy that the congregations seek a review of proposed documents by the FTPL Team, and a decision by the Executive to authorise the Trustees to sign to bind the congregation on any agreements with KW that are required to enable the development project to go ahead. This means that Executive

authorization will be required at every stage of the process that requires the Trustees to sign a binding agreement with KW.

Phyllis MacRae
Chair
Future Through Property Leadership Team
EOORC

November 12, 2024

Appendix D

Eastern Ontario Outaouais Regional Council
Strategic Plan – Interim Report
November 2024

Grading:

A = Completely on track, met all measurables

B = Mostly on track, met most measurables

C = Partly on track, some measurables met

D = Little progress

E = No progress

Overall Assessment

This was a difficult year to begin a highly ambitious strategic plan. With a key staff position vacant (Community of Faith Support Minister), another staff position transitioned (Communications) and the ramping up time, we lost about 9 months of productive time. Since each of the 21 activity streams has multiple activities, it may be that there is not enough volunteer energy to carry out all of the priorities we set for ourselves, so we may need to make some additional assessments going forward. There was good progress on areas of education, communications and justice. We have built some structures and effectively staffed ourselves in a way that will serve the plan well in 2025.

Activity Stream G1: Fertile Soil Project

Activity: Participate as one of two regional Councils in the Fertile Soil Test project of the General Council Growth Animation program. This is an exercise of using various sources of data to map our region for potential opportunities for growth of communities of faith.

Measurable Outcome Projected: Fertile Soil Project is in full use by the end of 2024.

Result: All data has been identified and compiled, the report and recommendations are currently being composed, the final report will be ready to present to the Executive in January 2025.

Analysis: B – The GCO Research and Development Team had an unexpected workload increase this Fall, including preparing Neighbourhood Profiles for our Tri-Regions which has caused a delay.

Recommendation Going Forward: In January 2025 the Executive will receive the final report and recommendations, and put the findings to use.

Activity Stream G2: Invitational Church

Activity: Engage in conversation/education on becoming more invitational (evangelism)

Measurable Outcome Projected: Hold three learning events in 2024, engage at least 50 people

Result: Three regionwide events took place (strengthening invitation, evangelism, neighbourhood profiles). 157 people participated in the Winter Education Event, 197 in the AGM and 137 in the Fall Regional Meeting.

Analysis: A – Events were well received and well attended.

Recommendation Going Forward: In 2025 we will continue to make resources available and survey to see what else folks want to learn. Creation of a growth page with the resources easily found.

Activity Stream G3: Continue to work with communities of faith in EOORC to offer facilitation in processes that lead to renewal of vision, purpose and identity.

Activity: Work with 15 communities of faith in 2024 • Work with 15 communities of faith in 2025 • Identify ministry strengths and centres of excellence (see Common Good Activity Stream #1) • Share stories of renewal of vision and hope

Measurable Outcome Projected: As of GM, 36 neighbourhood profiles produced, 12 communities of faith were engaged in processes that lead to renewal of vision, purpose and identity.

Result: Several stories of renewal, vision and hope shared.

Analysis: A – Did all we said we would do and there was great take-up.

Recommendation Going Forward: Continue with the goal of 15 more communities for 2025.

Activity Stream G4: Models of Communities of Faith

Activity: Work with other Regional Councils (in particular East Central Ontario) to develop various models for being a Community of Faith

Measurable Outcome Projected: 10 communities of faith reimaged their ministry model

Result: There are at least 10 communities of faith having conversations about how people are reimaging ministry.

Analysis: A- We are actively trying to reimagine ministry.

Recommendation Going Forward: We recognize that there is interest in how people gather for worship, how Council/Boards are structured, and how ministry might look like in 10 years, but this activity stream may be a bit too general. We should be more specific about these methods of reimaging. Where would the RC want to focus?

Activity Stream G5: Create 10 new communities of faith

Activity: • Continue conversation with 3 possibilities already identified. • Use the data and analysis from the Fertile Soil project to identify by the end of 2024 potential opportunities for new communities of faith.

Measurable Outcome Projected: 10 new communities of faith by end of 2025

Result: Existing congregations are having conversations with emerging ministries about possible shared space/ministry. Two of the original conversations are suspended due to leaders being unavailable, but the Swahili-speaking community is growing and still looking for a permanent home. Tanzanian community in Gatineau and Swahili community in Cornwall are exploring possibilities at this time.

Analysis: We are continuing to explore these, but have three in conversation.

Recommendation Going Forward: We need to consider how we are communicating how people might consider doing this and how they might be supported. Consider some education for the wider church about how newcomers are often looking for a Methodist home, and how we might be more welcoming.

Activity Stream J1: Justice Goal Setting

Activity: Ask networks in EOORC to identify goals so that we may know their work and discover how communities of faith can use the networks as a resource.

Measurable Outcome Projected: By end of 2024, networks will each have a set of goals and priorities for 2025. An annual work plan with identified goals for inclusion in the Annual Meeting Report Book.

Result: Networks are aware of this stream and we believe it will be possible to have something in the 2025 annual report workbook.

Analysis: B – still in progress.

Recommendation Going Forward: Continuing to liaise with networks and offer support as needed.

Activity Stream J2: Racial Justice

Activity: Work to establish a racial justice Leadership Team within EOORC to help racial justice education and action within the church and in the communities of the regional council.

Measurable Outcome Projected: • Create a Racial Justice Leadership Team by the annual meeting in May 2024 that will undermine white supremacy in all its forms in our region. • Actively welcome 3 racialized admittands in our Regional Council by May 2025 • Strengthen the awareness of pastoral relations liaisons and search committees as applications for ministry positions are reviewed.

Result: Initial planning conversations are taking place, a possible gathering of racialized ministry personnel as a starting point is in the works. Promotion of national workshops with potential admittands is happening in our Regional Council. No admittands have been hired yet.

Analysis: D – still much work to be done on the terms of reference, recruitment for this team, and welcoming admittands.

Recommendation Going Forward: This Team should be at least half racialized people. Rename this to an Anti-Racist Leadership Team. Share success stories from places where admittands have worked with communities of faith.

Activity Stream J3: Develop more connection with the United Church Rural Ministry Network (UCRMN) to seek guidance and partnership on advocacy for rural issues

Activity: • Use Fertile Soil mapping data to identify needs. • Support and advocate for the need for the family farm • Provide assistance and advocacy for enabling rural communities to have essential digital services. • Host a first meeting by May 2024 with UCRMN to identify avenues for future support and collaboration

Measurable Outcome Projected: Connection to network established, first meeting held in May 2024.

Result: We are connected with the UCRMN by membership and in early discussion with them. We were unable to hold a first meeting in May 2024, but conversations have begun.

Analysis: C – still work to do to get this going.

Recommendation Going Forward: We need to find champions of this activity stream and seize opportunities to raise our voices on rural issues.

Activity Stream J4: Work on increasing United Church visibility and identity in the social justice landscape of the region.

Activity: • Acquire a United Church of Canada banner, flag and/or signs. • Work towards having a float in the Ottawa and other community Pride Parades in 2024 • Share stories of communities of faith or individuals working in community organizations and projects

Measurable Outcome Projected:

Result: We acquired a banner which was used in the Capital Pride Parade. We also shared photos of the Capital Pride Parade. Several justice stories were shared throughout the year, including Truth and Reconciliation Day events, peace marches, Multifaith Housing and more.

Analysis: A- Could have been present in other pride parades outside of Ottawa

Recommendation Going Forward: We will purchase a second banner and communicate with communities of faith and networks so that they know these banners are available. It would be helpful to think ahead about communication and organization around Capital Pride, as many people were frustrated to not have the details earlier. Natalie would like to have more intentionality in making a list of social justice stories which can be worked on in advance throughout the year.

Activity Stream C1: Faithful Footprints

Activity: Have at least 10% of congregations engaged in Faithful Footprints assessments and programs by the end of 2025.

Measurable Outcome Projected: 10% of congregations by end of 2025

Result: We have a list created, and have reached out to one congregation to begin sharing stories. However, this one has fallen behind.

Analysis: D

Recommendation Going Forward: Start sharing stories about the program and create a strategy. Natalie would appreciate a team to work on this with. Doing a survey of congregations that still have energy issues (oil furnaces, drafty windows) to help identify low-hanging fruit.

Activity Stream C2: Reduction of Carbon Footprint

Activity: Begin to measure the carbon footprint of our events and use 2024 as a baseline.

Measurable Outcome Projected: Within the time period - 2024-2026 - decrease our carbon footprint in our meetings and gatherings by 20%.

Result: Natalie completed a survey to determine baseline emissions for the AGM. She intended to do this for the Fall Meeting, but due to a medical leave was unable to finish this. We looked into the possibility of a bus, which was not feasible for the Fall Meeting but could be a good idea for the AGM. We encouraged carpooling to the Fall Meeting, and although it was not measured, anecdotally a lot of people were carpooling.

Analysis: B

Recommendation Going Forward: Natalie can easily measure the carbon footprint and promote carpooling. However, significantly reducing the carbon footprint is contingent on the advance planning and commitment of the team planning the meeting. Buses need to be booked far in advance and require a team to manage tickets. The geographic location of the meetings (and particularly the AGM) has a huge impact on carbon emissions, as most people do not stay overnight and buses are not feasible for a large number of delegates. However, this has not consistently been a factor in choosing a location for the AGM.

Activity Stream L1: Regional Council support and encouragement for various avenues of ministry support and connection.

Activity: • Encourage and promote various initiatives for ministry personnel support and connection, such as peer ministry groups, lunch gatherings, one day retreats, etc. • Pilot an initial multi-day ministry leadership retreat in the fall of 2024 to determine if this is something we should do on an annual basis. • Initiate conversations about an Association of Ministers being formed in EOORC. • Initiate gatherings for groupings of ministry eg. Candidates, retired ministry personnel • Be intentional about welcoming and orientating new ministry personnel into the regional council.

Measurable Outcome Projected:

Result: Survey completed, retreat being held in November 2024, Ministry Personnel Leadership Support Team established, day-long gatherings have happened in two areas of our region, ministry lunches have been happening in two parts of the region. A group has met around the issue of retirement planning. The Association of Ministers project is not currently proceeding, but the ministry support team may be meeting that need. Orientation to new ministry personnel in the region, but there is not much movement from outside into our regional council.

Analysis: B+, things are moving well, but some aspects are still coming together.

Recommendation Going Forward: Stay the course.

Activity Stream L2: EOORC offer support and connection for lay leaders within communities of faith.

Activity: • Offer workshops for various lay leadership roles - eg. Governance chairs, treasurers, representatives to Regional Council • Develop or make available resources to help with specific situations and realities. • Continue to accredit and promote the resource of Licensed Lay Worship Leaders • Explore the needs for leadership development of lay leaders for communities of faith that do not have ministry personnel for long periods of time.

Measurable Outcome Projected:

Result: LLWLs and Sacrament Elders (in six locations) are regularly promoted. We have 18 congregations that are without ministry personnel that are not in search. M&P workshops are happening twice a year. Treasurers meetings with the GCO are frequent. Still possibilities to explore on lay support side, awaiting Congregational Support Team. LLWL team had a plan for training in early November, but only 16 registrants so cancelled, will try again in the new year.

Analysis: B-, more to be done when we have clear direction from the support team.

Recommendation Going Forward: Using the congregational support team to help identify needs and meet those needs.

Activity Stream L3: Youth and Young Adult Ministries

Activity: Support and build capacity for youth and young adult (YAYA) ministries for those aged 10 to 35 in communities of faith, clusters, networks and individuals within the Eastern Ontario Outaouais Region Council (EOORC) and Nationally of the United Church of Canada.

Measurable Outcome Projected: • Develop a leadership team to plan and implement an annual Youth and Young Adult retreat and Youth and Young Adult Leaders Retreat in the region. • Grow Camp Awesome to operate two camp locations outside the City of Ottawa boundaries. • Participate in training to develop campus ministry within the region. • Participate in the UCC camp accreditation process and develop policy and guidelines around the practice of equity at camp with the three Camping Ministry boards. • Create and submit a proposal for Rendez Vous 2027 to be hosted in the Region. • Develop a leadership team to plan and implement Regional meeting programs and Worshiplude, growing participation by 20% annually.

Result:

- Developed a leadership team, successfully planned and implemented an annual Youth and Young Adult Retreat, held February 2024. Did not host a Leaders retreat in 2024.
- Camp Awesome provided two camp locations outside of City of Ottawa boundaries (Chelsea, Qc. & Perth)
- Identified opportunities for training within existing Campus Chaplaincies. (uOttawa / Algonquin College)
- Participated in the UCC camp accreditation process. Met with Board members from all three camps and discussed practices of equity at camp. This will need to be aligned with the Accreditation process and requirements. We will need to move carefully to not overstep what is required for the accreditation process and autonomy of our camps. This will take more consideration, having now experienced the accreditation process and understanding it's limits, however I believe there is still room for moving our camps towards further equity but this needs to be done within established relationships and trust.
- Rendez Vous was co-hosted with the Presbyterian church in 2024. This will need to be a discussion with GCO about the possibilities of collaborating going forward. Rendez Vous 2027 in Ottawa is still viable.
- Have discussed and requested support at the YAYA LT for regional meeting programs and Worshiplude.

Analysis: B +

Recommendation Going Forward:

- Look to develop retreats for YAYA and YAYA leaders in conjunction with Sharon and Shanna.
- Grow leadership team to include YAYA aged participants.
- Camp Awesome struggled with logistical issues in growing the program outside of Ottawa, namely staff transportation. It is not possible to grow Camp Awesome outside of Ottawa in its current iteration.
- UCC Camp Accreditation will need to be managed from the Executive with accreditation team members selected and designated for a 3-year term, in order to visit the 3 Regionals camps over the accreditation cycle. There also needs to be a designated report writer and training arranged through ChuStrrchX.
- Meet with Amy Crawford re: Rendez Vous 2027. Being conversation with Presbyterian Colleagues in Ottawa.

Activity Stream L4: Work to Develop Childrens' Ministry in EOORC

Activity: • Hold a consultation in 2024 to determine the needs for support and development of children's ministry.
• Consult with other regional councils, in particular our neighbouring regional councils, to explore possibilities for collaboration.

Measurable Outcome Projected: Consultation held, possible paths to pursue.

Result:

Analysis:

Recommendation Going Forward:

Activity Stream CG1: Congregational Support

Activity: Develop a model of Congregational Support that will be a resource to congregations with selfassessment, discernment and visioning, including operation through times of ministerial vacancy. This model will also need to include ways that the Regional Council can forecast trends and possibilities for collaboration among communities of faith.

Measurable Outcome Projected: • Appoint a working group to propose a model to the 2024 Annual Meeting of EOORC • Implement the model by the end of 2024

Result: A draft terms of reference has been prepared for this work. Recruitment through the Nominations Team will begin after the terms of reference are adopted by the Executive.

Analysis: B-, somewhat delayed by staffing changes.

Recommendation Going Forward: Rename this team to the "Keeping In Touch" Team. Get the team making connections in early 2025 to collect emerging issues and support needs.

Activity Stream CG2: Congregational Specialization and Expertise

Activity: Develop inventory of congregational "expertise" or specialities.

Measurable Outcome Projected: • Build into the model of Congregational Support, a means for identifying the areas for which ministries have existing strengths and/or gaps they can fill while trying not to do everything. • Establish a communications plan that offers the public a clearer sense of what ministry offerings they might find when attending a particular community of faith.

Result: Request made at the Fall Meeting, but not much has come through yet. Need to continue to build this with the coming online of the Keeping In Touch Team.

Analysis: B, awaiting the more detailed work of the Keeping In Touch Team.

Recommendation Going Forward:

Activity Stream CG3: Find ways to gather for inspiration and deepening spirituality.

Activity: • Hold a large inspirational worship event for the 100th anniversary of the UCC in 2025 • Encourage communities of faith in clusters to gather together and be inspired through worship and prayer.

Measurable Outcome Projected:

Result:

Analysis:

Recommendation Going Forward:

Activity Stream CG4: Find ways to gather for learning and encouragement.

Activity: • Have sub-regional gatherings as educational events in place of one of the yearly meetings of the regional council. • Encourage clusters to form to work and learn together. • EOORC share stories and possibilities of how clusters are working and the activities that are happening.

Measurable Outcome Projected: have sub-regional gatherings, cluster begin to form and stories are shared.

Result: sub-regional gatherings are planned to happen in the fall of 2025. There may be five or six gatherings. This will be in place of the full gathering of the Region in the fall of 2025. Following the initial gatherings the Region will encourage grassroots organizing of these sub regions and will offer support as needed. EOORC will share stories of how these clusters are working and the activities that are happening

Analysis: C- delayed by staffing changes

Recommendation Going Forward: Explore Pastoral Units Model in NL, do some thinking about where the meetings will be held keeping in mind carbon reduction commitments, access for those in remote areas of the region, who could be champions of the clusters in various areas.

Activity Stream CG5: Find ways to expand our communication of the work and resources of EOORC.

Activity: • Ongoing evaluation of the website and newsletter • Offer a summary of EOORC meetings to be shared with members and congregations. • Create a report of the work of EOORC as a template for inclusion in congregational annual reports. • Provide an orientation for new lay representatives to EOORC.

Measurable Outcome Projected:

Result: The AGM did not have a summary, but was shared extensively in the newsletter. A summary of the Fall Meeting has been prepared.

Analysis: Natalie would give this a “B” but is not responsible for the part about orientation.

Recommendation Going Forward:

Activity Stream CG6: Explore ways that administrative work of congregations can be supported and shared.

Activity: • Develop a system for Financial Reviews for congregations to be coordinated. • Continue the pooling of investment option for congregations. • Find ways to help congregations explore sharing of administrative or bookkeeping work.

Measurable Outcome Projected:

Result:

Analysis:

Recommendation Going Forward:

Appendix E

EOORC Education Bursary Guidelines

Oversight: The Vision and Transformation Leadership Team is responsible for the disbursement of funds for the EOORC Educational Bursary. This fund is the result of two significant pieces of work of two of EOORC former Presbyteries. The former Four Rivers Presbytery provided a specific amount within their budget to support those seeking organ lessons and the Education & Students Fund was established by the former Ottawa Presbytery for candidates for ministry in all streams (Ordained, Diaconal, a d Designated Lay). Melding these pieces together, this fund is now open to the entirety of the Eastern Ontario-Outaouais Region.

Potential Applicants: These bursaries are available to active members in congregations of the Eastern Ontario-Outaouais Region as students in ministry candidacy pathway in universities and other post secondary institutions in Canada: as well as those furthering their training in Organ performance in keeping with the standards set through the Royal Canadian College of Organists or a RCCO Certified Member.

Application Review: Applications will be reviewed within 30 days of the application deadline. Acknowledgement of funding will be made to the applicant within two weeks of the review and the funds will be dispersed in a timely fashion.

Application Deadlines: Applicants will be reviewed twice annually, with the deadline dates of May 15th and November 15th of each calendar year.

Applications may be sent to: Michelle Robichaud at farashaofottawa@gmail.com

Appendix F**Terms of Reference for the Keeping in Touch Team (formally Congregation Support Team)**

Eastern Ontario and Outaouais Regional Council 2024

The team is called the **Keeping in Touch Team** to clearly describe their work and to separate this work from Pastoral Relations work. The team will be made up of 12-15 people in the Region who are each assigned a list of Pastoral Charges in the Region to Keep in Touch with. The team will be made up of lay, ordered and retired members of the Region. This team is outside of formal Pastoral Relations work such as a Pastoral Charge Supervisor or a Liaison.

Each team member will be assigned approximately 10-13 pastoral charges, paying attention to language, geography and special requests. Team members will connect with the congregations on their list several times a year (Winter, Spring and Fall)

The primary method of contact suggested is by phone. The team member will connect with the clergy and lay rep(s) from each congregation. The idea is to check in with them and ask questions such as: "How are you doing?" "Is there anything the Region can help you with?" The hope is that these conversations can give clergy and lay reps who are feeling disconnected from the Region/United Church of Canada to feel more connected.

The Keep in Touch Team can answer questions they may have by pointing them to available resources (including staff) and hopefully even become aware of potentially challenging situations earlier than is currently happening.

The Keeping in Touch team is coordinated and offered training and support by the Communities of Faith and Network Support Minister. The Communities of Faith and Network Support Minister will check in with the Team members several times a year. It is hoped that the team members may begin to hear common themes across the region about areas where help is needed, or resources would be helpful. The Communities of Faith and Network Support Minister will begin to collect these needs and themes create ways to respond.

Appendix G

Camp Awesome Director Pilot Project
2022 - 2024
Report to the EOORC Executive

Submitted by: David Sherwin
On behalf of the EOORC Youth and Young Adult Ministry Leadership Team
November 8, 2024

Overview

The process of assessing the success or failure of the Camp Awesome Director Pilot Project led the EOORC YAYA Leadership Team into a broader discussion about the effectiveness of Camp Awesome as a youth and young adult leadership training program. The Recommendations in this report reflect that wider conversation and are not limited to the Pilot Project.

It is the understanding of the YAYA Leadership Team that Camp Awesome was established and has been supported for many years as a youth and young adult leadership training program. The children's day camp program is the vehicle through which the youth and young adult leaders are trained. The Recommendations in this report emerge from that understanding.

There are three Appendices attached to this report. They provide important information and should be read along with the report itself.

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History of the Pilot Project

In the fall of 2021, after a period of conversation with our Youth and Young Adult Minister and discernment within the Leadership Team, the EOORC YAYA Leadership Team proposed to the EOORC Executive that a new part-time Regional Council staff position for a Director of Camp Awesome be created and funded for a three-year trial period. The Rationale for this proposal is found in Appendix A of this report, with Remarks attached. **These Remarks are an important part of this Report and should be read in context.**

In brief, the YAYA Leadership Team felt that hiring a Camp Director to plan, organize and lead Camp Awesome would benefit the Camp by providing dedicated and focussed leadership to help the camp grow programmatically, geographically and financially. The Leadership Team hoped that Camp Awesome would grow towards long-term financial sustainability.

The Leadership Team also felt that hiring a Camp Director would benefit the wider YAYA ministry of the Regional Council by freeing the YAYA Minister from day-to-day responsibility for the Camp, allowing her to focus more time and energy on some of the growing and emergent work that she identified in conversation with the Leadership Team.

The Regional Council Executive accepted the proposal and agreed to fund the Camp Director position for three years, from 2022 to 2024.

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Results

The trial did not produce the results that we had hoped for. There were challenges and difficulties that negatively affected both parts of the Rationale. Those challenges and difficulties are outlined in the “**Challenges and Difficulties**” section of this report (see below).

It became clear that Camp Awesome was not growing programmatically, geographically or financially in the way we hoped. It also became clear that the YAYA Minister, of necessity, continued to have an active role in the Camp, which reduced her ability to engage in some of new work that she had identified in 2021.

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Background Information

Camp Awesome Statistics for 2022

Community of Faith	# of Camps	# of Campers	# of Staff	# of LITs
Bell's Corners UC	1	22	9	1
Barrhaven UC	1	16	9	2
Emmanuel UC	1	16	8	0
Rideau Park UC	1	18	8?	?
Total	4	72	9	4

Camp Awesome Statistics for 2023

Community of Faith	# of Camps	# of Campers	# of Staff	# of LITs
Bell's Corners UC	1	35	9	2
Orleans UC	2	71	8 11	1 3
Trinity UC Smiths Falls	1	8	5	0
Knox UC	1	22	14	1
Barrhaven UC	1	21	8	0
Grace UC	1	13	7	1
St. Paul's UC Richmond	1	20	8	0
First UC	1	24	13	1
Rideau Park UC	1	27	15	4
Total	10	241	20	7

Camp Awesome Statistics for 2024

Community of Faith	# of Camps	# of Campers	# of Staff	# of LITs
Emmanuel UC	1	12	12	0
LIT Kitchissippi		7	8	0
Orleans UC	1	32	12	5
Grace UC	1	8	8	3
Barrhaven UC	1	24	9	2
Knox UC	1	13	7	2
St. Paul's UC Perth	1	10	4	0
First UC	1	18	8	2
Bell's Corners UC	2	25 w1 13 w2	9 w1 8 w2	3 w1 3 w2
MacKay UC	1	15	9	0

Rideau Park UC	1	25	14	4
Total	10	204	23	30

For comparison:

In 2019 (pre-COVID) there were 13 camps and 479 children registered. The three lowest camps that year had registrations of 21, 20 and 17. All of the others were above 30. Two were above 50. The 2019 Director’s report notes that registrations were *lower* than they had been the previous year.

2022 registrations were less than 20% of 2019 registrations.

2024 registrations were less than 50% of 2019 registrations.

+++++

Challenges and Difficulties

We had hoped that camper registrations would return to pre-pandemic levels within a year or two. They have not. Low camper registration numbers make camp finances a challenge, lower staff morale, and decrease camper satisfaction.

At the same time, both campers and staff have become more challenging to deal with. Training staff has become more complex, supervising them has become more demanding, and guiding them as they deal with campers with complex physical, mental and emotional needs requires ever more skill, time and attention from the Director and the Coordinators.

These challenges are not specific to Camp Awesome, they reflect societal shifts that are affecting children and youth leadership in many areas, including residential camps and public schools.

For these reasons, we believe that Camp Awesome no longer meets its original mandate and is not sustainable in the long term.

....

The second half of the Rationale for this trial project, to free up time for the YAYA Minister to pursue new and emerging directions in YAYA Ministry also proved difficult. In the event, she was not able to disengage from Camp Awesome to the degree that was hoped for. This was partly due to the demands of training two new Directors, and partly to the demands of dealing with staff problems and conflicts that required intervention by senior General Council staff members. These issues are laid out in more detail in the report from the YAYA Minister below and in Appendix C.

+++++

Recommendations

After consultation with the Camp Director, the YAYA Minister, and the Camp Awesome Working Group, and a thorough internal discussion, the YAYA Leadership Team concluded that Camp Awesome in its present form is unsustainable and no longer meets its purpose of providing effective leadership training for youth and young adults. Therefore, the Leadership Team recommends that:

- Camp Awesome in its present form be discontinued.
- The possibility of ‘rebooting’ Camp Awesome in a smaller format, led by a cluster of committed Communities of Faith within Ottawa, be explored.
- The YAYA Leadership Team and the YAYA Minister engage in a visioning process to identify new ways of providing leadership training for youth and young adults within the Regional Council.
- An application be made for a grant from the Vision and Transformation Fund to support this visioning work.

Respectfully submitted,
David
Rev. David Sherwin
Chairperson
EOORC YAYA Ministry Leadership Team

Camp Awesome Director Initiative three-year Project Dana Ducette

NOTE: the **yellow highlights** below are General Council responsibilities.

Over the course of the three-year project there have been two Camp Directors. The first was Kristy Drost (2022) and second Nikki Nel (2023-2024). The hope was to have a consistent person in the role over three years, however Kristy left the position in Sept. 2022 when she accepted a fulltime teaching position and Nikki Nel came on in Winter 2023.

OVERVIEW

2022

In the first year of the project there were challenges in bringing the camp back after the lock down and from offering camp online. The majority of the staff hired for camp in 2022 had no prior experience working for Camp Awesome and did not have the *corporate memory* or relationships with one another that previous camp staff have had. Camp Awesome relies on these two factors as a significant part of its success. This, coupled with two years of lockdown, resulted in a staff group that struggled to work collaboratively and cooperatively. Another challenge in the first year was the Camp Director, who was vastly qualified for the role, but lived 50 minutes outside of Ottawa. It was agreed that because I live in Ottawa, I would provide more support to get the program up and running as well as be available to be onsite regularly. As such, I was onsite most days working with the staff and resolving issues. One of the biggest hurdles for 2022 was a significant staffing issue that required consultation with GCO HR. Other work that was also taking place during Camp Awesome;

- **Identified and supported Regional GC44 Summer Interns (replaced GC45 Youth Forum/Pilgrims Program)**
- Worked with Rideau Hill Camp as a chaplain and chaplain support throughout the summer
- Prepared for the 2022 School year with the Spiritual Care in Secondary Schools Committee
- Met with rural communities of faith regarding opportunities for rural YAYA Ministry and extending Camp Awesome.
- Consulted and provided support for rural communities of faith and students hired through Canada Summer Jobs.
- Identified and supported candidates for the DIO Montreal Mission Internship
- Prepared and presented a workshop for the DIO Montreal Mission Internship program in Montreal
- Worked with Scriven's Baillie Fund committee to provide funding for youth and young adult programs
- Supported Young Adult's transitioning to in-person learning at university & supported finding accommodations.
- Supported Echo Project (Youth Social Justice program) in it's first year in the Region.
- Met with the EOOR's Right Relations Cluster on YAYA related initiatives.

2023

During the summer of 2023, Camp Awesome was growing and developing a solid staff group under Nikki's leadership. I was still present throughout the summer providing support, however Nikki was the primary contact for the staff. During the 2023 season, we began to see a number of children come to camp who had a higher level

of need than the staff were trained to support. This included toileting and feeding. In an effort to support Camp Awesome's commitment to Inclusivity, it was identified that there needed to be more specialized training and support for staff when working with campers with high needs for the 2024 season.

Other work that was also taking place during Camp Awesome;

- Worked with the Scriven's Baillie Fund committee to create an application process for accessing funds through the EOOR website
- Met with rural communities of faith regarding opportunities for rural YAYA Ministry and extending Camp Awesome.
- Met with rural ecumenical partners regarding opportunities for rural YAYA Ministry and extending Camp Awesome.
- Worked with Open Table Committee to plan and prepare Campus Chaplaincy programs at UOttawa for upcoming 2023 Fall semester.
- Developed campus chaplaincy connections with Algonquin College, St. Lawrence College and Queen's University.
- Joined the Algonquin College Chaplaincy Board as the UCC Rep.
- Consulted and participated in Echo Project.
- Worked with Rideau Hill Camp as a chaplain and chaplain support throughout the summer.

2024

2024 began well with a strong staff team that included new positions to help train and support staff in working with higher needs campers. In mid July there were some issues with staff behaviour outside of camp hours which resulted in two Coordinators resigning and then subsequently two Senior Staff walking out of camp in mid-August. These issues required the support of the GCO HR and Legal staff.

The challenges of the higher needs' campers in combination with increasing HR challenges and the reduction of staff led to significant stress overall. At the conclusion of the 2024 summer, and after significant thought, I presented the Camp Awesome Working Group with a proposal to end Camp Awesome in its current form and to discern what a model of YAYA Leadership might look like going forward.

Other work that was also taking place during Camp Awesome;

- Met with churches about emerging YAYA ministries and funding opportunities within their existing ministries.
- Responsible for communicating information and supporting communities of faith leaders and youth attending Rendez Vous.
- Led small faith formation groups at Rendez Vous (Audacious Hope) – National YAYA Event July 2-7, St. Catherine's
- Met with and revised Scrivens Baillie Fund application process for Rendez Vous funding
- Recruited Camp Accreditation Visiting Team and facilitated training and prepared documents for visit.
- Lead Camp Accreditation visit and prepared report for GCO.
- Worked with Rideau Hill Camp chaplain leader and team regarding Mental Health support and plan for after staff death.
- Program Manager for Gibimishkaadimin – Indigenous Ministries and Justice YAYA Reconciliation Program.
- Preparing for Moderator's Flourish Workshop and youth dinner.

Respectfully submitted,

Dana Ducette, EOORC Minister, supporting Youth and Young Adults

Appendix A**Camp Awesome Camp Director**

Proposal – Draft
October 27, 2021

Recommendations

1. The EOORC Youth and Young Adult Leadership Team recommends that the Eastern Ontario Outaouais Regional Council create a new, part-time position to lead the Camp Awesome program.
2. We recommend that this position be established on a trial basis with a three year contract, to be reviewed in the third year.
3. We recommend that the salary for this position be drawn from several sources within the EOORC as shown in the accompanying financial plan, and that it be guaranteed for the duration of the three year contract.
4. We recommend that, during the three year trial, the Youth and Young Adult Leadership Team, along with the Camp Awesome Director and the Youth and Young Adult Minister, work toward a plan to make the position financially sustainable, should the Regional Council decide to continue with it beyond the initial three year trial period.

Description of the Position

This new position would assume overall responsibility for Camp Awesome, including fundraising, budgeting, staffing, programming, and administration.

This new position would be accountable to the Regional Council through the YAYA Leadership Team and the Regional Executive Minister in the same way that the current YAYA Minister position is accountable.

Rationale for the Position

The creation of this new position will accomplish two important goals:

1. It will provide the stable, dedicated and focussed leadership that Camp Awesome needs to expand and grow to meet the emerging needs of children and youth across the Regional Council.
2. It will free up valuable time and energy on the part of the RC's YAYA Minister to attend to emerging needs and opportunities among youth and young adults that the creation of the Regional Council has brought into focus.

The Hope

Over the past two and three quarters years the Youth and Young Adult Leadership Team has witnessed the emergence of new ministry needs across the Eastern Ontario Outaouais Regional Council. Some of these new needs are the result of the coming together of formerly unconnected Communities of Faith, and some of these new needs reflect changing circumstances in our local communities and our society as a whole.

In response to these emerging needs, the YAYA Leadership Team names the following four hopes for the new Camp Awesome Director position:

-
1. Developing the capacity to offer the Camp Awesome program across the whole of the EOORC, so that every Community of Faith within our Region has access to it, not just those in the vicinity of the City of Ottawa.
 - a. **Remarks:**
 - i. *The two Camp Directors devoted significant time and energy to this. Camps were offered in Smith's Falls in 2023 and Perth in 2024. We learned that the logistical challenges of offering camps beyond the reach of public transit are greater than the resources available to meet them. We also learned that there were very few families willing to register their children for Camp Awesome in these communities. Changing that would require a long-term commitment of time and energy that is beyond the current capacity of Camp Awesome.*

 2. Developing the capacity to offer the Camp Awesome program in French as well as in English, so that our Francophone communities may be served.
 - a. **Remarks:**
 - i. *We held camps at Eglise Uni de la Grace in Chelsea, Quebec in 2023 and 2024. These camps were conducted in part in French.*

 3. Broadening and deepening the inclusiveness of the Camp Awesome program, its staff, and the training materials for its staff, so that a wider community of campers, staff, and families may be served.
 - a. **Remarks:**
 - i. *We accomplished this, with mixed results as set out in the body of the report from the YAYA Leadership Team.*

 4. Exploring partnerships with other programs and organizations, so that its resources may be increased and its programming broadened. (Two examples of possible partners are Faith and the Common Good and Tucker House Renewal Centre.)
 - a. **Remarks:**
 - i. *In the summer of 2021 Camp Awesome partnered with Tucker House Renewal Centre, Greening Sacred Spaces, and CanaDiana Unlimited to offer a shared children's summer camp program. This program was offered online due to pandemic lockdown restrictions. It was our hope that we could build on that experience when we returned to in-person camps in 2022 and beyond, but those hopes were not realized. Potential partners chose to offer their own programs in keeping with their own purposes.*

In response to these emerging needs, the YAYA Leadership Team names the following four hopes for a reconfigured Youth and Young Adult Minister position:

1. Devoting significant time and energy toward assisting Communities of Faith develop new youth and young adult programs within their local communities. This would include assistance in setting up programs, finding and training leaders, and accessing financial resources, including grants from various sources within and beyond the United Church.
 - a. **Remarks:**
 - i. *Our YAYA Minister has devoted considerable time and energy to this work over the past three years, with some success, particularly in assisting Communities of Faith to find and access financial resources for YAYA programming.*

-
2. Providing support for new Networks and Clusters to enable collaboration across Communities of Faith as they address the needs of youth and young adults.
 - a. **Remarks:**
 - i. *Our YAYA Minister has devoted some time and energy to this work, with some success.*

 3. Supporting Mental Health and Faith Formation training and development for leaders of Youth and Young Adult groups and programs across the EOORC. (This is a significant ongoing need that has been given new urgency during the pandemic.)
 - a. **Remarks:**
 - i. *This has proven to be challenging work. Supporting mental health training and development requires appropriate professional skills and experience that are not always readily available.*

 4. Promoting opportunities to engage in relationships between Indigenous and non-Indigenous youth and young adults, including the possibility of organizing and leading cultural exchanges.
 - a. **Remarks:**
 - i. *Our YAYA Minister has been able to do some work in this area. Her appointment as the Project Director for the Gibimishkaadimin project at the General Council was a significant commitment of time and energy.*

Appendix B

Camp Awesome

Opportunities, Risks and Risk Mitigation

October 29, 2021

With the proposal to create a dedicated part-time position for a Camp Director for Camp Awesome come both opportunities and risks.

Opportunities (including but not limited to):

1. To strengthen and expand Camp Awesome by leading it into fresh new expressions:
 - a. Establishing Camp Awesome programs in the four corners of the EOORC.
 - b. Establishing French and bilingual Camp Awesome programs.
 - c. Creating greater inclusivity among the campers, staff and families of Camp Awesome.
 - d. Creating partnerships with organizations and programs that complement Camp Awesome's core competencies and enable the Camp to grow in service to the community in new ways.

Risks (including but not limited to):

1. The trial will fail and, at the end of three years Camp Awesome will not be growing and expanding its ministry.
2. The trial will prove to be too demanding on the YAYA Leadership Team, the YAYA Minister and the Regional Council.
3. The trial will run into financial difficulty and will need financial support beyond what is budgeted.
4. The Leadership Team has miscalculated the degree of interest in a program like day-camp Camp Awesome.

Risk Mitigation (including but not limited to):

We will mitigate these risks by:

1. Creating a thorough, comprehensive hiring process that will draw the most competent, skilled, well-trained, and committed applicants.
2. Putting in place intentional, collaborative planning, oversight and review systems to provide excellent support to the new Camp Director without overly burdening any one part of the EOORC structure.
3. Establishing appropriate, transparent, and effective financial controls so that both income and expenses are properly approved and accounted for. (*See the section on Financial Policies and Procedures below.*)

Financial Policies and Procedures

The EOORC YAYA Leadership Team will establish policies and procedures to ensure that all Camp Awesome and EOORC YAYA expenses are properly approved and that accurate records are kept. These policies and procedures will include:

- Clear policies to authorize the YAYA Minister and the Camp Awesome Director to make expenditures on their own authority, with clear procedures for keeping recording and reporting these expenditures.
- Clear policies governing how the YAYA LT will oversee the use of its own program funds, and the income and expenses of Camp Awesome.
- These policies and procedures will be shared with the EOORC Finance Team and Treasurer, so that the Team and the Treasurer will have clarity about which expenditures have been properly authorized and by whom.

Appendix C

Camp Awesome Working Group Report 2024
Dana Ducette
September 11, 2024

Over the past 25 years Camp Awesome has been a consistent presence during the summer in United (and some Anglican) Churches throughout Ottawa. Much has changed during that time. The formation of the Regions and hiring of Regional staff brought about the idea to envision Camp Awesome throughout the Region and not just within Ottawa. While the first year of the Pandemic saw an even greater shift when it pivoted us to hosting camp only online and then the following year, partnering with another camp to become Wild Wonder Camp for that season to maximize resources (Staff funding).

In 2022 the EOOR Executive approved a plan to fund a Camp Awesome - Camp Director position for three years with the hope it would provide the necessary resources to grow Camp Awesome outside of Ottawa and increase church participation throughout the Region, in turn creating a self-sustaining funding model. The summer of 2024 marked the final year of the Camp Director pilot project and while there have been many successes there has also been many challenges. It is the operational realities of these challenges that I believe are now calling the Camp Awesome Working Group to discern its future.

Operational Challenges

	Challenges
1. Growth outside of Ottawa	<ul style="list-style-type: none"> - Too few churches interested - Too expensive for some churches. - Perception there is not enough children in congregation or community that would come. - Staffing model - No transportation systems in rural locations to get staff without vehicles to sites
2. Staffing Transportation	<ul style="list-style-type: none"> - Duty of Care to not allow volunteers to transport staff for liability reasons.
3. Camp Schedule Structure	<ul style="list-style-type: none"> - Working families require camp to be more than from 10am-3pm. - Extending hours created two different staff shifts. - Staff not gathering for morning meeting. - Communication breakdowns
4. Church Partnerships	<ul style="list-style-type: none"> - Church volunteers decline
5. Minister/lay support	<ul style="list-style-type: none"> - Ministers on vacation/not available during camp to support staff - No longer leading Friday Worship and Camp Celebration
6. Staffing	<ul style="list-style-type: none"> - Difficulty hiring qualified staff despite paying above minimum wage. - Canada Summer Jobs grants limit number of staff and number of weeks. -staff resignations over complaints - Consistent inappropriate behaviour and attitudes. - lack of consistency and motivation - not following camp program plan

	- triangulation (gossip, bickering) -lack of generational staffing models (1 st camper then LIT then staff etc.)
7. Camper needs	- camper needs exceed staff abilities/training Examples; non-verbal campers who require toileting and support eating.
8. Leadership Programs	- only provides a child care model of leadership training.

Proposal:

After 25 years, I believe Camp Awesome, in its current iteration, is no longer able to serve it's intended purpose of training youth and young adults for leadership both inside and outside the church. This was not an easy conclusion but the past five years has provided many examples as to why Camp Awesome is no longer working and calls us to an opportunity to discern something new for the youth and young adults of the entire Eastern Ontario Outaouais Region.

I propose the YAYA Leadership Team and the Camp Awesome Working Group create a working group including the YAYA Minister to discern for up to one year, a new vision and plan for how youth and young adult leadership can be offered within the Region.

I propose an application to the Vision and Transformation Fund to hire a consultant as well as engaging Rev. Tori Mullens as our Regional Animator to support this process and work with us along the way.

Appendix H

Archives Administrative Protocol

The Archives Administrative Protocol (herein called the Agreement)
Made as of the Day of *** , 2021

BETWEEN

Antler River Watershed Regional Council, Canadian Shield Regional Council, East Central Ontario Regional Council, Eastern Ontario Outaouais Regional Council, Horseshoe Falls Regional Council, Shining Waters Regional Council, and Western Ontario Waterways Regional Council, collectively known as the regional councils

And

The General Council Office of The United Church of Canada, known as the General Council Office

This Archives Administrative Protocol refers to the management of the Ontario Archives repository within the General Council Archives space. This Protocol is governed by the Memorandum of Understanding made between all regional councils with the General Council.

WHEREAS the six Ontario regional councils and the General Council Office have agreed that the archival records of The United Church of Canada are an invaluable resource and that they will maintain and foster the development of the six Ontario regional councils and General Council Office Archives (herein called the Ontario Regional Councils Archives and General Council Archives) as the principal repository of the records of the life and work of The United Church of Canada and its antecedent bodies.

NOW THIS PROTOCOL WITNESSES that in consideration of the mutual covenants and agreements contained herein the parties hereto agree as follows:

Management

The General Council Archivist will report to the Executive Minister responsible for the General Council Archives program.

The regional councils will name a regional council Executive Minister to act on management issues for the Ontario Regional Councils Archives.

The regional councils will determine the acquisition mandate for the Ontario Regional Councils Archives and adopt any relevant appraisal criteria as developed by the national network of United Church of Canada Archivists with the exception of personal papers, which will be acquired by the General Council Archives.

Ownership of Archival Records

(The Manual, Section A, 5.4)

All church records belong to the United Church. They may not be taken or kept by any member, minister, or other person except where allowed in these bylaws or under the archives' policy.

(The Manual, Section A, 5.6)

Communities of faith, and regional councils are responsible for placing their records and other documents in the Regional Council Archives when they are no longer regularly needed.

The General Council is responsible for placing its records and other documents in the General Council Archives when they are no longer regularly needed.

Staff

The General Council Office will employ, and pay for, a "General Council Archivist", who will be required to:

- Care for the records of the General Council Offices, including personal papers
- Manage staff and operations of the Archives in collaboration with the Ontario Regional Councils Archivist
- Support and coordinate the Archives Staff Circle, consisting of archivists from all Regional Councils

The Regional Councils will employ an "Ontario Regional Councils Archivist," who will be required to:

- Care for the records of four of the Ontario Regional Councils (Antler River Watershed, East Central Ontario, Horseshoe Falls, Shining Waters, and Western Ontario Waterways Regional Councils), including records of communities of faith and regional councils, and the records of communities of faith from Canadian Shield Regional Council that were formerly part of London and Manitou Conference and from Eastern Ontario Outaouais Regional Council that were formerly part of Bay of Quinte Conference.
- Manage staff and operations of the Archives in collaboration with the General Council Archivist.

Partners agree to clarify what archival program will be responsible for managing and preserving the digital records of Regional Councils by December 2021.

The Regional Councils will from time to time collectively define the staffing model they wish to have in place to care for the records of the Regional Councils and deliver the services they determine they require, in accordance with best archival practices.

The General Council Office will administer the salaries and benefits of the Regional Councils staff according to General Council human resource policies.

The Regional Councils will pay the General Council Office for the staffing costs of the defined model.

Physical Space

The General Council Office will provide office / workstation type space for staff and telephone / computer access as per the normal General Council Office environment.

The General Council Office will provide space for reception of the public and space for the public to view records (i.e. a "reading room").

Cost of Operations**Shared with General Council**

The regional councils will pay pro rata costs for the occupancy of their holdings in the archival storage space, known as the "vault", to be adjusted each year based on the overall increase of regional council records.

Should the General Council Office incur direct costs (i.e. transporting documents or ephemera for display outside the archives) as a result of regional council requests, the requesting regional council(s) would reimburse the General Council Office. The General Council Office would normally seek prior approval from the regional councils before committing to such expenditures.

The General Council Office and the regional councils will share the costs of any equipment purchased for the use of specialized archival work (i.e. reference services, digitization).

Shared by Regional Councils

The cost of operations is shared by the regional councils according to the following formula:

Total number of pastoral charges from the former Bay of Quinte, Hamilton, London, Manitou, and Toronto Conferences
Divided by number of pastoral charges assigned to each regional council

Region Number and Name	# of Pastoral Charges (as of January 2, 2019)	% of Total Cost
6. Canadian Shield	78-11 = 67 (11 from Cambrian)	7.98%
7. Antler River Watershed	141	16.79%
8. Western Ontario Waterways	138	16.43%
9. Horseshoe Falls	143	17.02%
10: Shining Waters	160	19.05%
11. East Central Ontario	146	17.38%
12. Eastern Ontario Outaouais	45 (Only from Four Rivers (22) and Upper Valley (23) Presbyteries)	5.35%
Total	840	10%

In September of each year, the regional councils will confer on whether to withdraw a portion of the operating costs for the Ontario Regional Council Archives for the next year from the Ontario Regional Council Archives Reserve (formerly Ontario Conference Archives Fund). A minimum of \$50,000 is to be retained in the reserve.

All regional councils commit to establish a Property Policy by December 31, 2021 which applies to the congregations included above that requires a minimum of 2% of the net assets of disbanding congregations be invested in the reserve to be eligible to share on any draws in the reserve as of 2022.

Joint Ventures

From time to time, the regional councils and the General Council Office may jointly decide to work together on projects or activities of mutual interest.

The General Council Archivist and the Ontario Regional Councils Archivist will coordinate and manage any joint ventures and will consult with the regional councils and General Council Office, if needed.

The regional councils and General Council Office will jointly determine the mechanism by which joint issues will be discussed and resolved.

No commitment will be made by either party on behalf of the other that would impact or affect the other without prior consultation.

User Fees

User fees will be jointly administered and coordinated by the regional councils and the General Council Office.

Term

With respect to the six Ontario Regional Councils and the General Council Office the term of this agreement is:

Effective immediately — 31 December 2025

Notice

With respect to the regional councils and the General Council Office a notice period of 1 (one) year is required to withdraw from this agreement

Dispute resolution

With respect to the regional councils and the General Council in the circumstance of a dispute between the parties; a mediator agreeable to both parties will be appointed to resolve the dispute.

Applicable Laws

This Agreement shall be construed under and governed by the laws of Ontario and the polity of The United Church of Canada.

This Agreement shall ensure to the benefit of the parties hereto and their **respective successors and permitted assigns.**

IN WITNESS WHEREOF the parties hereof have executed this agreement.

The Six Ontario Regional Councils:

Antler River Watershed Regional Council
Western Ontario Waterways Regional Council
Horseshoe Falls Regional Council

Per:

Title:

Canadian Shield Regional Council
Shining Waters Regional Council



Per: Peter Hartmans
Title: Executive Minister
East Central Ontario Regional Council
Eastern Ontario Outaouais Regional Council

The United Church of Canada
L'Église Unie du Canada

Eastern Ontario Outaouais Regional Council
Meeting of the Executive

November 14, 2024
Zoom teleconferencing

Per:

Title:

And

The United Church of Canada (General Council Office)

Per:

Title:

Appendix I

General Operating By-Law No 2

being a Bylaw relating generally to the transaction of the affairs of

Golden Lake United Church Camp

be it enacted as follows:

Adopted October 2024
Last updated October 13, 2024
Last Comprehensive Review October 19, 2024

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Section 1 – Purpose, Definitions & Interpretation

1.1 Purpose

The purpose of Golden Lake United Church Camp shall be to bear witness to Jesus Christ as Saviour and Lord, and to seek to make disciples for him, through the provision and operation of a Christian camping facility.

1.2 Definitions

In this Bylaw, unless the context otherwise requires:^[SEP]

- a. “Act” means the Not-for-Profit Corporations Act, 2010 (Ontario) and, where the context requires, includes the regulations made under it, as amended or re-enacted from time to time;
- b. “Articles of Incorporation” or “Articles” means the document that defines the purpose of the Corporation, which is accessible via the Ontario Business Registry
- c. “Board” means the board of directors of the Corporation;
- d. “Bylaws” means this Bylaw (including the schedules to this bylaw) and all other bylaws of the Corporation as amended and which are, from time to time, in force;^[SEP]
- e. “Chair” means the person acting as the chair of a meeting. This is generally the President of the Corporation with some exceptions outlined in the sections below
- f. “Corporation” means the corporation that has passed these by-laws under the Act or that is deemed to have passed these by-laws under the Act;
- g. “Director” means an individual occupying the position of director of the Corporation by whatever name he or she is called;^[SEP]
- h. “Executive” means the Executive Committee as defined in the Board Committees section
- i. “General Council” means the General Council of The United Church of Canada,
- j. “Member” means a member of the Corporation;^[SEP]
- k. “Members” means the collective membership of the Corporation;
- l. “Officer” means an Officer of the Corporation;
- m. “Supervising Regional Council” means the Eastern Outaouais Regional Council of The United Church of Canada or its successor;

1.3 What if something isn't defined above?

Other than as specified in the Definitions section, all terms contained in this Bylaw that are defined in the Act will have the meanings given to them in the Act. Words in the singular include the plural and vice versa, and words in one gender include all genders.

1.4 What if part of the Bylaw is invalid?

The invalidity or unenforceability of any provision of this Bylaw shall not affect the validity or enforceability of the remaining provisions of this Bylaw.

1.5 What if parts of the Bylaw are inconsistent with the Articles or Act?

If any of the provisions contained in the Bylaws are inconsistent with those contained in the articles or the Act, the provisions contained in the Articles or the Act will prevail.

Section 2 – Directors

Electing and Appointing Directors

2.1 Who elects the directors?

The Members elect the Directors.

2.2 How long do Directors serve?

The Members will elect

- one half of the Directors for a 2-year term, and
- one half of the Directors for a 1-year term.

After this time, newly elected Directors shall be elected for 2 year terms.

2.3 Who is eligible to be a Director?

Directors must be a Member of the Corporation, or become one within 10 days of their election. Employees of the Corporation may not be Directors. All other qualifications defined in the Act must also be met.

Empty Seats**2.4 In what situations does a Director cease holding office before the end of their term?**

A Director will stop holding office immediately, if he/she:

- dies
- becomes bankrupt
- is found to be incapable of managing property by a court or under Ontario law, or
- is no longer eligible to be a Member or Director.

A Director may resign by written notice to the Corporation. A Director who resigns will stop holding office when the Corporation receives the written notice or at the time specified in the notice, whichever is later. Such letter of resignation shall, as much as possible, set out the reasons for the departure of the Person from the Board.

2.5 Can the Members remove a Director from office?

Members may remove a Director before the end of their term of office. Members may do this by passing a resolution at a Members' Meeting with at least a majority (51%) of the votes cast by the Members. If a vacancy occurs as a result of the Members removing a Director, the Members may fill the vacancy by a majority vote.

2.6 How are Board seats filled when they've been vacated mid-term?

A quorum of Directors may fill a vacancy among the Directors by a majority vote.

2.7 How many Directors may a quorum of Directors appoint?

The total number of directors so appointed may not exceed one-third of the number of directors elected at the previous annual meeting of the Members.

2.8 What if the vacancy means there isn't a quorum of directors?

If there aren't enough Directors to make up a quorum or the Members did not elect the minimum number of Directors set out in the articles, the Directors in office will, without delay, call a special Members' Meeting to fill the vacancy. If the Directors fail to call such a meeting, the meeting may be called by any Member.

2.9 What is the voting threshold to elect a Director mid-term?

If the vacancy occurs as a result of the Members removing a Director, the Members may fill the vacancy by a majority (51%) vote. The Board may fill any other vacancy by a majority (51%) vote.

2.10 How long is the term of office for a Director filling a vacancy?

The Director elected to fill the vacancy will hold office for the remainder of the removed Director's term. After that, the appointee will be eligible to be elected as a Director.

2.11 Are there any non-voting members of the board?

The Executive Minister of the supervising regional council or their successor shall be a corresponding member of the board and as such shall receive notices of meetings and minutes of meetings and have the right to attend all meetings in a non-voting capacity. See Requirements of the United Church of Canada section of this Bylaw.

Committees**2.12 Can the Board delegate its powers to a Managing Director or Executive Committee?**

The Board may appoint Directors to be a managing Director or a committee of Directors and may delegate to the managing Director or committee any of the powers of the Directors except those powers set out in the Act that are not permitted to be delegated.

2.13 Who decides on the composition and rules of Board committees?

The Board will determine the composition and terms of reference for any committee of Directors. The Board may dissolve any committee by resolution at any time.

Paying Directors**2.14 Can we pay directors for their work as directors or in other capacities?**

No Director will directly or indirectly receive any profit from occupying the position of Director.

However, Directors may be paid remuneration and reimbursed for expenses incurred in connection with services they provide to the Corporation in their capacity other than as Directors, provided that the amount of any such remuneration or reimbursement is:

- a. considered reasonable by the Board;
- b. approved by the Board for payment by resolution passed before such payment is made;
- c. complies with the conflict of interest provisions of the Act; and
- d. complies with the laws applicable to charitable corporations.

Section 3 – Board Meetings

3.1 Who can call Board Meetings?

The President and any 2 Directors jointly may call meetings of directors at any time and any place on notice as required by the Notices Section of this Bylaw.

Board Meeting Notices**3.2 Do we have to give advance notice for Board Meetings?**

Notice of the time and place for the holding of a meeting of the Board will be given to every Director of the Corporation in the manner provided in the Notices Section of this Bylaw.

3.3 How long in advance does the notice have to be given?

Notice of the time and place of the meeting must be given not less than 4 days before the date that the meeting is to be held.

3.4 How should notice be given?

Notice must be given according to requirements set out in the Notices Section of this Bylaw.

3.5 When can we have a Board Meeting without advance notice?

Notice of a meeting is not necessary if:

- a. all of the Directors are present, and none objects to the holding of the meeting,
- b. those absent have waived notice or have otherwise signified their consent to the holding of such meeting, or
- c. a quorum of Directors is present and it would be the first meeting of a newly elected or appointed Board immediately following the annual meeting of the Corporation.

Quorum**3.6 What constitutes a quorum of Directors?**

A majority of the number of directors constitutes a quorum at any meeting of the directors.

3.7 What happens if you lose quorum part way through the meeting?

If a quorum is present at the opening of a Board meeting, the Directors present may proceed with the business of the meeting, even if a quorum is not present throughout the meeting.

Conducting Board Meetings**3.8 Who will chair Board Meetings? What if they are absent?**

The President will chair Board Meetings. If the President is absent, the Vice President will act as chair. If both President and Vice President are absent, the Directors present will choose a Director to act as the chair.

3.9 How will voting be conducted at the Board Meeting?

Each Director, including the chair, has one vote. Questions arising at any Board Meeting will be decided by a majority (51%) of votes unless otherwise required by the Act. Votes will be taken by a show of hands among all voting Directors present unless otherwise required by the Act.

3.10 Will the chair have the power to break ties?

In case of an equality of votes, the chair will have a second vote or casting vote.

3.11 Can Directors vote by proxy?

If a Director is unavailable to attend or participate in a Board Meeting, they may appoint another Director to vote for them by proxy.

3.12 Can a Director demand a written ballot?

Before or after a show of hands has been taken on any question, any Director may demand, a written ballot. A written ballot so required or demanded will be taken in such manner as the chair of the meeting directs.

3.13 How will a vote by show of hands be recorded?

Whenever a vote by show of hands is taken on a question, unless a written ballot is required or demanded, a declaration by the chair of the meeting that a resolution has been carried or lost and an entry to that effect in the minutes will be conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the motion.

3.14 How do we record our decisions?

Minutes shall be kept at all meetings of the Board and signed by the Secretary. Minutes of each Board meeting shall be submitted to all Board Members prior to the next Board meeting.

Phone and e-Meetings

3.15 Can Directors join Board Meetings online or by phone?

If all of the Directors of the Corporation consent, a Director may participate in a meeting of the Board or of a committee of Directors by telephone or electronic means. The telephone or electronic means must allow all participants to communicate adequately with each other during the meeting. A Director participating in the above ways is deemed to be present at that meeting. For greater certainty, Board meetings may be held entirely by phone or electronic means.

Confidentiality

3.16 Who has the right to attend Board meetings?

The only persons entitled to attend a Board meeting are:

- the Directors
- the Executive Minister of the supervising regional council
- others who are entitled or required under any provision of the Act or the articles to be present at the meeting.

Any other person may be admitted only if the chair of the meeting invites them or the majority (51%) of the Directors present at the meeting consent to their being there.

3.17 How do we approach discussions of confidential matters?

When confidential matters are considered a Board meeting, the Board may choose to hold that part of the meeting in camera (for example, removing guests and members and only having Board members present for the discussion). When a matter of a personal nature concerning a Person may be considered at a Board meeting, the Board may choose to hold that part of the meeting in camera unless there is mutual agreement to the contrary by the Board and the Person.

Section 4 – Officers

Appointments and Removals

4.1 What Officers can the Board appoint?

The Board will elect from among the Directors a President, Vice-President, Treasurer, and Secretary at its first meeting following the annual meeting of the Corporation. The Board may appoint other Officers and agents as it deems necessary. These Officers and agents will have such authority and duties as the Board may assign from time to time.

4.2 Who can remove an Officer?

The Board may remove any Officer by resolution.

4.3 For what reasons may an Officer be removed?

An Officer may be removed for any reason.

Duties**4.4 What duties does the President have?**

The President will perform the duties described in the Bylaws and such other duties as may be required by law or as the Board may determine from time to time, including:

- a. calling and chairing meetings of the Board;
- b. calling and chairing meetings of the Members;
- c. ensuring the fairness, objectivity, and completeness of matters occurring at such meetings;
- d. setting meeting agendas;
- e. chairing the Executive Committee;
- f. serving as an ex-officio member of all Committees of the Board; and
- g. ensuring that required annual reports are made to the United Church of Canada concerning the operations of the Corporation (see Requirements of the United Church of Canada section of this Bylaw).

4.5 What duties does the Vice-President have?

The duties of the Vice-President shall be as follows:

- a. In the event that the President is not able to function in such position, then the President shall be replaced by the Vice-President of the Board, who shall exercise all the authority and comply with all the obligations of the President; and
- b. to perform other such duties as determined by the Board or the Members

4.6 What duties does the Treasurer have?

The duties of the Treasurer shall be as follows:

- a. to be the custodian of the books of account and accounting records of the Corporation required to be kept by the provisions of the Act or otherwise by law;
- b. to deposit all monies, securities and other valuable effects in the name and to the credit of the Corporation in such chartered bank or trust company or in the case of securities, in such registered dealer in securities as may be designated by the Board from time to time;
- c. to disburse the funds of the Corporation as may be directed by proper authority taking proper vouchers for such disbursements;
- d. to submit a financial report at each designated meeting of the Board indicating the financial position of the Corporation on a timely basis;
- e. to submit an annual audited financial report, including an annual budget, to the Board and to the Members of the Corporation of the financial operations of the Corporation;
- f. to ensure that no Members of the Board receive any remuneration from the Corporation unless such monies are for purposes of reimbursing such Person for legitimate expenses incurred on behalf of the Corporation or has otherwise been authorized by law; and
- g. to perform other such duties as determined by the Board or the Members

4.7 What duties does the Secretary have?

The duties of the Secretary shall be as follows:

- a. to keep minutes of all Board, Committee and Membership Meetings, and present the minutes of previous Membership Meetings when called upon to do so;

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- b. to conduct all correspondence on behalf of the Corporation arising out of such meetings;
 - c. to publish the time and place for all Members Meetings with due notice;
 - d. to be the custodian of all papers and documents of the Corporation;
 - e. to keep copies of all testamentary documents and trust instruments by which benefits are given to the use of the Corporation; and
 - f. to perform other such duties as determined by the Board or the Members

4.8 Can Officers delegate their powers?

Officers will be responsible for the duties assigned to them but they may delegate to others the performance of any or all of such duties.

4.9 How long does an officer serve?

Officers serve until the first board meeting following the next Annual Meeting of Members, that is, for roughly one year.

Section 5 – Board Committees

Creation and Dissolution of Committees

5.1 Can the Board define Committees to act on their behalf?

The Board may define a Committee at any time by resolution. The members and purpose of these Committees will be defined by resolution. As defined in the Officers section, the President of the Board is an ex-officio member of all committees.

5.2 Who is eligible to serve on a Committee?

Any Member may serve on a Committee.

5.3 How can members be removed from a Committee?

Members can be removed from a Committee by resolution of the Board.

5.4 How can a Committee be dissolved?

Committees can be dissolved by a resolution of the board.

Conducting Committee Meetings

5.5 Who will chair committee meetings?

The Committee shall define their own chair unless overridden by a resolution of the Board.

5.6 How do we record our decisions?

Minutes shall be kept at all committee meetings. Minutes of each committee meeting shall be presented to the Board at the next meeting of the Board.

5.7 Do committees have a voting procedure?

Committee meetings should follow the voting procedures of a regular board meeting, but only the members of the committee are required for a quorum. Resolutions of committee meetings will not be binding unless that power has been delegated to the committee by the Board or the Bylaws.

5.8 Do we need to provide notice of committee meetings?

Notice of each committee meeting must be given in the manner specified in the Notices Section of this Bylaw to each member of the committee.

5.9 Do committees need to take minutes?

Minutes shall be kept of all Committee meetings and a summary report of such meetings shall be made available to the Board upon request of any Director.

Executive Committee**5.10 When should the Board establish an Executive Committee?**

If deemed necessary, the Board may establish an Executive Committee from time to time composed of the President, Vice-President, Treasurer, and Secretary, or such Directors that the Board may appoint from time to time.

5.11 What are the duties of the Executive Committee?

The Executive Committee shall have the following duties:

- a. to exercise the full powers of the Board in respect of the management and affairs of the Corporation in between meetings of the Board (save and except only such acts which by law must be performed by the Directors themselves) in all cases in which specific direction has not been given by the Board of Directors;
- b. all actions and expenditures authorized by the Executive Committee shall be reported to the Board of Directors at the next meeting of the Board, but shall not require the approval or ratification of the Board of Directors;
- c. to study, advise and make recommendations to the Board on any matter directed by the Board;
- d. require that membership on such Committee shall be served without remuneration, provided that a Committee member may be paid reasonable expenses incurred in the performance of the duties of a Committee member; and
- e. to perform other such duties as determined by the Board or the Members

5.12 How can members be removed from the Executive Committee?

Members can be removed from the Executive Committee by resolution of the Board.

Section 6 – Legally Protecting Directors and Others

6.1 Will Directors and Officers be protected against liability?

No Director, Officer or committee member of the Corporation will be liable for:

- a. the acts, neglects or defaults of any other Director, Officer, committee member or employee of the Corporation
- b. joining in any receipt or for any loss, damage or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired by resolution of the Board or for or on behalf of the Corporation

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- c. the insufficiency or deficiency of any security in or upon which any of the money of or belonging to the Corporation shall be placed out or invested
 - d. any loss or damage arising from the bankruptcy, insolvency or tortious act of any person, firm or Corporation with whom or which any moneys, securities or effects shall be lodged or deposited or
 - e. any other loss, damage or misfortune whatever which may happen in the execution of the duties of his or her respective office or trust.

6.2 Are there any preconditions Directors and Officers must meet to be protected from the liabilities mentioned above?

No Director, Officer or committee members of the Corporation will be liable for the above-mentioned things as long as they:

- a. complied with the Act and the Corporation's articles and Bylaws, and
- b. exercised their powers and discharged their duties in accordance with the Act.

Section 7 – Conflicts of Interest

7.1 Are Directors required to disclose any conflict of interest?

A Director who is a party to a material contract or transaction or proposed material contract or transaction with the Corporation or is a director or officer of, or has a material interest in, any person who is a party to a material contract or transaction or proposed material contract or transaction with the Corporation shall make the disclosure required by the Act.

7.2 Are Directors who have a conflict of interest allowed to vote?

No such Director shall attend any part of a meeting of Directors or vote on any resolution to approve any such contract or transaction, except as provided by the Act.

7.3 Can a Director get a direct or indirect financial benefit from a contract or transaction with our corporation?

No Director shall, directly or through an associate, receive a financial benefit, through a contract or otherwise, from the Corporation if it is a charitable corporation unless the provisions of the Act and the law applicable to charitable corporations are complied with.

Section 8 – Members

8.1 How does someone become a Member?

Membership will consist of individuals who are over the age of eighteen (18) and are camp supporters. Members must pay an annual Membership fee. The amount of the membership fee is decided annually by the Board of Directors.

8.2 What rights do Members have?

As set out in the articles, each Member is entitled to receive notice of, attend, and vote at all Members' Meetings, and each Member will be entitled to one (1) vote at such meetings.

8.3 What duties do Members have?

Members have the duty to further the Objects of the Corporation as contained in the Articles, and the duty to respect and submit to the procedures of the Corporation as expressed in its Constitution.

8.4 How does membership end?

Membership in Member class automatically terminates if the Member resigns; if the Members determine by a 2/3 majority resolution that a Member is to be removed as a Member of the Corporation; or such membership is otherwise ended according to the Act.

8.5 How long does membership last?

The term of membership will be 1 year, subject to renewal in accordance with the policies of the Corporation.

8.6 How many members can be part of the supervising regional council?

In no case shall a majority of the members be members of the supervising regional council (see Requirements of the United Church of Canada section of this Bylaw).

Section 9 – Members' MeetingsAnnual Members' Meeting**9.1 When and where will the Annual Members' Meeting be held?**

The Board will decide the date and place of the Annual Members' Meeting. The date shall be not more than 6 months after the fiscal year end of the Corporation and the place of the Annual Members' Meeting must be within Ontario.

9.2 What will the agenda of the Annual Members' Meeting be?

The business at the annual meeting will include the following:

- a. Approve the agenda for the Annual Members' Meeting
- b. Approve the minutes of the previous Annual Members' Meeting and any special meetings
- c. Approve the financial statements for the previous year
- d. a report from the auditor or the person appointed to review the nonprofit's finances
- e. reappoint the auditor or appoint a new public accountant to do an audit or review engagement
- f. elect directors, and
- g. any new or special business that was included in the notice of the meeting

9.3 Can anything be added to the agenda? If so, how?

Voting Members have a right to submit proposals to be added to the agenda. They must give the proposal to the Board prior to the giving of notice of the Annual Members' Meeting in accordance with the Act, so that such item of new business can be included in the notice of Annual Members' Meeting. No other item of business shall be included on the agenda for the Annual Members' Meeting.

9.4 Do Members have a right to access financial documents ahead of the meeting?

Any Member, upon request, shall be provided, not less than 21 days or other number of days prescribed in regulations before the annual meeting, with a copy of the approved financial statements, auditor's report or review engagement report and other financial information required by the Bylaws or articles.

Special Members' Meetings**9.5 Who can call a Special Members' Meeting?**

The Directors may call a Special Members' Meeting.

9.6 Can the Members make the Directors call a Special Members' Meeting? If so, how?

The Board will convene a Special Members' Meeting on written request of not less than 20% of the Members for any purpose connected with the affairs of the Corporation that does not fall within the exceptions listed in the Act or is otherwise inconsistent with the Act, within 30 days from the date of the deposit of the request.

Notice**9.7 Do we have to give advance notice of Members' Meetings? If so, what criteria must it meet?**

Subject to the Act, not less than 10 and not more than 50 days prior to the Meeting written notice of any annual or Special Members' Meeting must be given in the manner specified in the Act and the Notices Section of this Bylaw to each Member and to the auditor or person appointed to conduct a review engagement.

9.8 How much detail must the notice contain?

Notice of any meeting where special business will be transacted must contain enough information to permit the Members to form a reasoned judgement on the decision to be taken.

Phone and e-Meetings**9.9 Can Members join Members' Meetings online or by phone?**

A Member may participate in a Members' Meeting by telephone or electronic means. The telephone or electronic means must:

- allow all participants to communicate adequately with each other during the meeting
- allow you to verify the identity of anyone casting a vote
- prevent you from knowing how they voted.

A Member participating in the above ways is deemed to be present at that meeting. Members' Meetings may be held entirely by phone or electronic means.

Quorum**9.10 What happens if you lose quorum part way through the meeting?**

If a quorum is present at the opening of a meeting of the Members, the Members present may proceed with the business of the meeting, even if a quorum is not present throughout the meeting.

Chair of the Meeting**9.11 Who will chair Members' Meetings?**

The President shall be the chair of the Members' Meeting.

9.12 Who will chair Members' Meetings if the President is absent?

In the President's absence, the Vice President will chair the meeting. If both President and Vice President are absent, the Members present at any Members' meeting will choose another Director as chair. If no Director is present, or if all of the Directors present decline to act as chair, the Members present will choose a Member present to chair the meeting.

Voting

9.13 How many votes will be necessary to pass a resolution?

Business arising at any Members' Meeting will be decided by 51% of votes unless otherwise required by the Act or the Bylaws.

9.14 How many votes will each Member have?

Each voting Member will be entitled to one vote at any Members' Meeting.

9.15 Can Members vote by proxy?

If a Member is unavailable to attend or participate in a Members' Meeting, they may appoint another Member to vote for them by proxy.

9.16 How will votes be taken?

Votes will be taken by a show of hands among all voting Members present unless otherwise required by the Act.

9.17 Can anyone demand a written ballot?

Before or after a show of hands has been taken on any question, any Member may demand, a written ballot. A written ballot so required or demanded will be taken in such manner as the chair of the meeting directs.

9.18 Will the chair of the meeting have a vote?

The chair of the meeting, if a voting Member, will have a vote.

9.19 What if there's a tie vote?

If there is a tie vote, the chair of the meeting has to call for a written ballot. The chair cannot vote in a written ballot to break a tie. If the written ballot results in a tie, the motion doesn't pass.

9.20 How will a vote by show of hands be recorded?

Whenever a vote by show of hands is taken on a question, unless a written ballot is required or demanded, a declaration by the chair of the meeting that a resolution has been carried or lost and an entry to that effect in the minutes will be conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the motion.

9.21 Will abstentions be counted as votes?

An abstention will not be considered a vote cast.

Attendance**9.22 Who has a right to attend Members' Meetings?**

The only persons entitled to attend a Members' Meeting are:

- the Members
- the Directors
- the auditors of the Corporation (or the person who has been appointed to conduct a review engagement, if any) and
- others who are entitled or required under any provision of the Act or the articles to be present at the meeting.

Any other person may be admitted only if the chair of the meeting invites them or the majority (50% + 1) of the Members present at the meeting consent to their being there.

Section 10 – Notices

10.1 What are valid ways of sending advance notice of meetings?

Any notice required to be sent to any Member or Director or to the auditor or person who has been appointed to conduct a review engagement shall be delivered via at least one of:

- To the last address on record for that director or member
- Telephone
- Email
- Other electronic means
- As the directors determine

10.2 Where should notices be sent?

Notices mentioned above will be sent to any such Member or Director at their latest address as shown in the records of the Corporation and to the auditor or the person who has been appointed to conduct a review engagement at its business address, or if no address be given then to the last address of such Member or Director known to the Board.

10.3 Can the right to notice be waived?

Notice may be waived or the time for the notice may be waived or abridged at any time with the consent in writing of the person entitled to the notice.

10.4 Can we count the day notice is sent as part of the total number of days required for advance notice?

Where a given number of days' notice or notice extending over any period is required to be given, the day of service or posting of the notice will, unless it is otherwise provided, be counted in such number of days or other period.

10.5 What effect does an error or omission have on the validity of the notice?

No error or accidental omission in giving notice of any Board Meeting or any Members' Meeting will invalidate the meeting or make void anything that happens at the meeting.

Section 10 – Finances & Signing Authority

11.1 When does our financial year end?

The financial year of the Corporation ends on 31 December in each year or on such other date as the Board may from time to time by resolution determine.

11.2 Does Golden Lake United Church Camp have a corporate seal?

The seal of the Corporation, if any, will be in the form determined by the Board.

11.3 Who has authority to sign legal documents on behalf of the Corporation?

Deeds, transfers, assignments, contracts, obligations and other instruments in writing requiring execution by the Corporation may be signed by any two of its Officers or Directors. In addition, the Board may from time to time decide who will execute a particular document or type of document and how it will be executed. Any person authorized to sign any document may affix the corporate seal, if any, to the document. Any Director or Officer may certify a copy of any instrument, resolution, Bylaw or other document of the Corporation to be a true copy thereof.

11.4 How much money can the Board borrow?

Although the Board may borrow money upon the credit of the Corporation, they should limit total indebtedness to \$200,000.00 (two hundred thousand dollars), not including indebtedness on the security of real or personal property, unless approved by the supervising regional council (see Requirements of the United Church of Canada section of this Bylaw).

Section 12 – Requirements of the United Church of Canada**12.1 Definitions**

For the purposes of this section of the bylaws, “General Council” means the General Council of The United Church of Canada and “supervising regional council” means the Eastern Outaouais Regional Council of The United Church of Canada or its successor.

12.2 Adherence to the policies of the General Council

The corporation shall adhere, at all times, to the applicable policies, standards, and regulations as they may be enacted by the General Council or its Executive from time to time.

12.3 No majority of members of the supervising council

The corporation shall determine its own manner of determining its corporate membership but in no case shall a majority of the members be members of the supervising regional council.

12.4 Approval of directors

The majority of the directors shall be approved by the supervising regional council.

12.5 Executive Minister as non-voting board member

The Executive Minister of the supervising regional council or their successor shall be a corresponding member of the board and as such shall receive notices of meetings and minutes of meetings and have the right to attend all meetings in a non-voting capacity.

12.6 Annual reporting

Annual reporting to the supervising regional council shall include:

- the membership of the board;
- the minutes of the annual meeting;
- financial statements prepared according to Generally Accepted Accounting Principles and in compliance with provincial/federal corporate legislation, which, at minimum, include an income statement and a balance sheet;
- and insurance coverage including a Certificate of Insurance naming The United Church of Canada as Additional Insured.

12.7 Insurance Requirements

Insurance shall be kept in force covering fire, comprehensive liability, directors and officers, and such other insurable items in such amounts as the supervising regional council may require. The United Church of Canada will be named as Additional Insured on all liability insurance policies.

12.8 Approval for capital fundraising affecting the United Church

Approval shall be obtained in advance from the supervising regional council for capital fundraising initiatives and appeals affecting other parts of The United Church of Canada.

12.9 Limits on indebtedness

Indebtedness may be subject to prescribed limits as deemed appropriate by the supervising regional council.

12.10 Approval of land transactions

Any sale, transfer, mortgaging, acquisition, or leasing of land must receive the prior written consent of the supervising regional council.

12.11 Approval of major asset transfer

Any transfer of “major assets” to an organization outside of The United Church of Canada requires the prior written approval of the supervising regional council. Major assets are to be defined by the supervising regional council.

12.12 Written consent for voluntary winding up

The corporation shall not, without the prior written consent of the supervising regional council, initiate, or in any way engage in, proceedings that might result in the voluntary winding up of the corporation.

12.13 Assets to be vested in the United Church upon termination

The assets of the corporation shall be vested in The United Church of Canada in the event that the corporation ceases to function or its corporate existence is terminated.

11.14 Approval for changes to Articles

Approval from the supervising regional council and the General Council is required for changes to articles of incorporation

12.15 Written consent required to modify these provisions

The provisions of this section may be changed or modified only with the prior written consent of the supervising regional council and the administrative approval of the General Council.

Section 13 – Adoption and Amendment of Bylaws**13.1 How can we amend the Articles of Incorporation?**

The Articles of Incorporation can be changed if:

- if the Members approve the changes with 75% of the votes cast at a Members' Meeting
- and the corporation receives approval from the supervising regional council
- and the corporation receives approval from the General Council

13.1 How can we amend the Bylaws?

The Members may from time to time amend these Bylaws or the Articles with 75% of the votes cast at a Members' Meeting. Any changes to the provisions of the Requirements of the United Church of Canada section must additionally receive prior written consent of the supervising regional council and the administrative approval of the General Council.

13.2 Can the Board change the Bylaws between Members' Meetings?

The Board may from time to time in accordance with the Act pass or amend this Bylaw. The Board must submit any Bylaws it passes or changes it makes to existing Bylaws to the Members at the next Members' Meeting. The Members may confirm, reject or amend the new Bylaw or Bylaw changes. Any changes to the Requirements of the United Church of Canada section must additionally receive prior written consent of the supervising regional council and the administrative approval of the General Council.

13.3 What about General Operating Bylaw Number 1 from 2003?

This bylaw fully supersedes General Operating Bylaw Number 1. That bylaw no longer holds any effect on the Corporation; our governance is now defined in this and any subsequent bylaw documents.

Appendix J



2024 ANNUAL REPORT CAMP LAU-REN

A United Church Camp of Canada



Camp Lau-Ren is a children's summer camp that welcomes everyone. By stoking fun and wonder, we aim to deepen awareness of self, community and faith while playing in the great outdoors. Games, songs, canoeing, swimming, sports, crafts, discovery, evening campfires and much more gives everyone a chance to indulge in their favourite things.

Camp works because campers and staff build lifelong friendships and a strong sense of community involvement, and they keep coming back for more. Every summer up to 500 campers (6-16 years old) come to experience Camp Lau-Ren. Approximately forty paid summer staff (16-25ish years old) build transferable work and life skills that help to launch them into later careers. Camp is truly sustained by the generosity of hundreds of dedicated volunteers (15-95 years old!) who serve camp by sharing their natural talents and/or expertise from their professional worlds.

Camp Lau-Ren is owned by the United Church of Canada, administered by a Board of Directors, and is supervised by an Executive Director. We are fortunate to have the steadfast support of wonderful sponsoring churches and the Eastern Ontario Outaouais Regional Council (EOORC).

In the 2024 camping season Lau-Ren hosted:

- 520 Campers
- 54 Volunteer Leaders
- 5 Sitters & 10 dependents
- 27 Counsellors
- 9 Full Time Summer Staff



**MESSAGE FROM THE
EXECUTIVE DIRECTOR (Steve McCulloch)**



Wow, what a year for my 2nd year as Executive Director. In 2023 we had 471 campers, I forecasted that in 2024 we would come in around 485 campers. Well, we exceeded that number and came in at 520 campers. What a great summer for campers.

It takes a large community of people and groups to make Camp Lau-Ren one of the top summer camps in the Ottawa Valley, Ontario and in Canada. I have so many people/groups to thank.

- Families and campers who continue to come to Camp Lau-Ren to experience what a great place Camp Lau-Ren is. Their donations to the Vera Forrest Campership fund help other campers come to Camp Lau-Ren who might not otherwise be able to afford it.
- Churches that sponsored camps and other groups that made donations
- Everyone who donated money to camp. Your generosity helps keep our registration fees for campers down. We are also hoping to raise about \$300,000 for new camper washrooms/showers and upgrades around camp over the next 3 years. We are getting closer to this goal.
- The Camp Lau-Ren Board of Directors who supported me in many ways. I want to also thank our Executive Board (Cindy, Bruce, Joanne and Marilyn) who gave me support throughout the year from a quick call/email to longer zoom calls.
- Property Committee / Volunteers who work on the repairs and maintenance of the camp and clean up the camp before we opened.
- Board Committees – There is so much work being done, thank you.
- David Forest our Register, who looks after all the administration of campers signing up for camp.
- Our Weekly Camp Directors: Josh Tyson, Alicia Gervais, Tonja Aldis, Jenny Lade, Jennifer McLaren, Alison Postma, Devan Barber, Nadia Taylor-Meyer, Nikki Nel, Emily McKenzue, Emily Roper, Alex Goncalves, Emma Edwards and Kosandra McQuade. You spend many hours before camp planning and then running the different weeks.
- Volunteer Leaders (over 60 of them). For supporting your Camp Directors, helping plan the weeks and helping run each week.
- Counsellors and Summer staff from diverse backgrounds who displayed positivity and caring toward campers throughout the summer.
- Our Summer Coordinator Nadia Taylor-Meyer did a wonderful job, and was a great asset to our team.
- All the folks who helped with Training Weekend.
- Meryl Hartwig, Ron Hartnett and Joanne Hartnett for helping with opening and closing camp. (Emily Mckenzie, who helped do some training for our Kitchen staff).
- Norm Freedman and Ron Hartnett for helping turn on (Spring) and turn off (Fall) the water to the camp. Both of these days are long and thank you for helping do this.
- Joanne Hartnett (one of our former Executive Directors) After one year of retirement, Joanne came back on the Board of Directors and took over as Treasurer, which is a lot of work. Joanne also helped train our cooks (this is such a big help) and well as many other jobs. Thanks Joanne for all your help.

- Norm Freedman – (one of Property Committee co-chairs). In 2023 I have him the MVP Award for all the work he does. Well, this past year, he continued to put in the many long hours/days at camp before camp started. Again, we are so lucky to have Norm as part of Camp Lau-Ren. Again Norm, thank you for all the hard work you put in.

We will need the continued support of the churches who sponsor our Camp. We appreciate the churches that hold a Camping Sunday in the spring, with proceeds going to Camp Lau-Ren. Your support is incredibly valuable.

We are recruiting new camp directors, leaders, and counsellors to come forward to assist us in running the planned camping sessions in the future. If you or anyone you know would like to more information about volunteering or would like to volunteer, please contact me at executivedirector@camplau-ren.rocks.

Remember to visit our website at www.camplau-ren.com Please join us at our annual work week-weekend from April 26 to 30, 2025. Our Annual Open House will also be in June 7, 2025. Please plan to attend either or both events. Keep checking our website for specific dates for 2025.

Steve McCulloch (aka "Mukluck")
Executive Director

Camp Lau-Ren – "Where memories are made."



MESSAGE FROM OUR CHAIR: CINDY HARRISON

Camp Lau-Ren is built on the traditional unceded, un-surrendered territory of the Anishinaabe Algonquin people who have taken great care of the land, with good hearts and good minds, since time immemorial. We have much to learn from them and for them. We are grateful for paths that connect us, the river that renews us, the forest that protects us, the sky that fills us with wonder and that great big ancient un-moveable rock at Lau-Ren that reminds us of all those who have climbed before us, and all those who will climb long after we are gone.

What a blessing it is to be reporting another banner year for Camp Lau-Ren. Enormous thanks going out to all the usual suspects whose deeds, big and small, keep this magical place running. Thank you and congratulations to our intrepid Executive Director, Steve McCulloch, for his excellent leadership again this year.

Ongoing board projects:

- Bylaws updated to be compliant with new Ontario Not-for-profit Corporation Act (ONCA), awaiting final government approval.
- [Friends of Camp Lau-Ren](#). A dedicated team continues to build a strong, vibrant and digitally connected group who will contribute in multiple ways: volunteering, fundraising, donating, following on social media and beyond. If you haven't signed up yet, please do so [here](#).
- Equity, Diversity, Inclusivity and Accessibility subcommittee. This committee began work on making the camp even more welcoming to folks in the 2SLGBTQI+ community. This work will continue, with plans to engage with [Truth and Reconciliation](#), accessibility and recruiting new camp folks of all faiths and backgrounds in the coming months/years.
- Big new bathroom build. Fundraising and planning are in the works for next steps. More details to come in 2025!
- Recruiting board and property committee members.

Thanks everyone for keeping Camp Lau-Ren on your mind throughout the year. Looking for a unique gift? [How about making a donation to camp in someone's name?](#) If this is a year where you can make a charitable donation, please keep Camp Lau-Ren in mind!

Respectfully submitted,

~ Echo

Cindy Harrison
Chair, Camp Lau-Ren Board of Directors

2024 BOARD OF DIRECTORS

Executive Committee:	Chairperson	Cindy Harrison, Ottawa
	Vice Chairperson	Marilyn Eady, Renfrew
	Corresponding Secretary	Bruce Patterson, Carleton Place
	Recording Secretary	Bruce Patterson, Carleton Place
	Treasurer	Joanne Hartnett, Deep River
Board Directors:	Crystal Campbell, Balderson Emily McKenzie, Cobden David Forrest, Renfrew Jane Robinson, Embrun Nadia Taylor-Meyer	
Calvin United Church Appointee	Vacant	
Region 12 Representative to Lau-Ren	Vacant	
Camp Lau-Ren Representative to Region 12	Vacant	
LAU-REN CAMP CORPORATION COMMITTEES		
Fundraising	Emily McKenzie, All board members	
Leadership	All board members	
Property	Norman Freedman, Bert Brisco	
Publicity	Bruce Patterson, Steve McCulloch	
Training	Steve McCulloch	

Friends of Camp Lau-Ren	Emily McKenzie, Crystal Campbell
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BOARD ROLES & RESPONSIBILITIES	
Camp Church Sponsorship	Steve McCulloch
Privacy Officer	Emily McKenzie
Registrar	David Forrest
Vera Forrest Campership Fund	Steve McCulloch

SUMMER STAFF:



Summer Coordinator	Nadia Taylor-Meyer
Head Cook	Jonathan Woolsey
Assistant Cooks	Jay Croskery Mack Mckenzie
Waterfront Director	Victoria Goncalves
Waterfront Assistant	Aidan Taylor-Meyer
Floaters	Madelyn Haines Kaleb Staley
Caretaker	Brian Eriksen

STAFF COUNSELLORS:

The camp cannot function without the dedication of our staff. Camp Lau-Ren is truly blessed to have such enthusiastic, dedicated young people who worked at our camp this year. They were a delight to have on staff and their commitment to the job ensured that every camper had a wonderful and meaningful camp experience.

Brookelyn Currie	Bryson Durand
Emily McMullen	Aowyn Marshall
Amanda Oliveira	Mia Fiddler
Ronan Peskett	Heather McDermid
Aliza Roy	Arden Miller
Lathen Trojand	Kristjana Volundardottir
Lily Barton	Courtney Douglas
Kaitlyn Baker	Kayla Bourne-Tanguay
Holden Eales	Emma Corrigan
Aubrey Moodie	Alorah York
Ian Ramage	Cole Thiel
Sebastian Kondric	Kaleb Wagner
Nathan Mansour	Owen Trahan
Averie Cahoon	

Volunteer Directors

A very special thank you goes to those individuals who volunteered to take on Director roles in 2024. Not only did they give up a week of their vacation to be at camp, but they also spent months with all the paperwork and scheduling exciting programs for the campers.

Tadpole	Josh Tyson Alicia Gervais	Girls	Emily McKenzie Emily Roper
Jr. / Int. A	Jennifer McLaren Jenny Lade	Jr./Int.B	Nikki Nel Nadia Taylor-Meyer
Int. A	Tonja Aldis	Int. B	Alex Goncalves Emma Edwards
Junior	Alison Postma Devan Barber	LIT and Senior	Steve McCulloch Kosandra McQuade

Volunteer Leaders, Counsellors and Babysitters:

Thanks goes to those individuals who volunteered their time to take on the role of Leaders, Counsellors and Babysitters. The Leaders spent hours of their time preparing exciting programs for Sports, Bible Study or Crafts or used their expertise in the role of Health Care Provider. We are truly blessed to have their involvement in Camp Lau-Ren. We also thank those volunteer Counsellors who give of their time to spend a week at Camp Lau-Ren caring for campers and ensuring they have a rewarding experience. Thank you to the Babysitters who care for the dependents so the Leaders and Directors can devote their time to the campers.

Leaders	Joanna Smith	Will Durward
	Emily D'Costa	Mary Blakely
	Megan Aylotte	Crystal Campbell
	Sarah Coburn	Kim Baker
	Ian Marshall	Charlotte Gere
	David Forrest	Marilyn Eady
	Corry Goncalves	Debbie McIver
	Tyler Eady	Alicia Gervais (2)
	Alison Postma	Jayci Whalen (2)
	Malcom Newton	Melanie Dick

	Mike Booth	Melissa Bellemy
	Cameron Hunter	Tina Delorme
	Renee Young	Liesi Peroni
	Colleen Lowrie	Colleen Taylor-Mayer
	Averie Cahoon (2 days)	Jessica Cook
	Kaylie Brisco	Emily Reside
	Samantha Meabry	Kinsey Maxwell
	Logan Reid	Karoline Michalowski
	Jane Robinson	



CHURCH SPONSORS OF WEEKLY CAMP PROGRAMS

Week	Sponsor Church
Tadpole	Zion Memorial United Church, Carleton Place
Jr. / Int. A	Calvin United Church, Pembroke
Intermediate A	Trinity St Andrews United Church, Renfrew
Junior	Calvin United Church, Pembroke
Girls	Glasgow-Castleford Pastoral Charge, Renfrew
Jr. / Int. B	Trinity United Church, Smith Falls and St. Pauls United Church, Perth
Intermediate B	Deep River Community Church, Deep River
LIT and Senior	Wesley United Church, Pembroke

2024 Weekly Camp Programs

Tadpole Camp - 46 Campers – Ages 6 to 8 years

Sponsor: Zion Memorial United Church, Carleton Place

Director: Josh Tyson and Alicia Gervais

Leader: Joanna Smith, Mary Blakley, Will Durward, Emily D'Costa, Megan Aylott

Zion Memorial United Church in Carleton Place sponsored this camp of Lau-Ren's 46 youngest campers. This is the first camp experience for most of the campers so demands are high on all staff, and they delivered fun! This year's theme was Friendship. Directors incorporated feedback from last year and provided more free time for campers for climbing the rock and playing with friends. This year sponsorship money provided name tags for everyone, lanyards, printing and T-shirts for leaders.

Junior / Intermediate A - 68 Campers – Ages 11 to 13 years

Sponsor: Calvin United Church, Pembroke

Director: Jennifer McLaren and Jenny Lade

Leaders: Ian Marshall, Sarah Corborn, Kim Baker, Crystal Campbell and Charlotte Gere

Calvin United Church sponsored this camp in which 68 campers enjoyed a “Follow Your Arrow” theme. Fun activities included bible study, beach day, crafts, and vespers. The new Hartnett gazebo has become an essential space for running activities in the rain or intense sun, and the group was thankful for all who contributed to it being built. Interest groups in the evening were well received as was the treasure hunt. Thanks to all leaders, campers and staff for a terrific week!

Intermediate Co-Ed A –68 Campers - Ages 9 to 13 –

Sponsor: Trinity - St Andrew's United Church, Renfrew

Director: Tonja Aldis

Leaders: David Forrest, Marilyn Eady, Corry Goncalves, Debbie McIver, Tyler Eady and Alicia Gervais

Thank you to Trinity - St. Andrew's Church who sponsored this great camp of 68 campers. On top of the usual camp activities, campers enjoyed canoeing across the Ottawa River to a whole other province, field day, beach day, cookout, beach yoga, and even polar bear swim had a bigger turnout than last year! A wild success and setting us up well to do it all again next summer.

Junior Co-Ed - 66 Campers – Ages 8 – 11 years

Sponsor: Calvin United Church, Pembroke

Directors: Alison Postma and Devan Barber

Leaders: Jayci Whalen, Malcom Newton, Melanie Dick and Mike Booth

Thank you to Calvin United Church for sponsoring a camp this summer. “The Fire Within” was the theme, focusing on one's inner strength. Highlights included: Beach Day, cabin clean-up, counsellor challenge competition, tent-out, dance/karaoke/talent party, fireworks, vespers on the beach and some excitement when a table collapsed during the turkey dinner. Due to the ingenuity and quick reflexes of staff, all the food was saved, including the gravy! It was a very busy week with lots of program shifts due to the weather. The Hartnett Gazebo was great to have as was the canopy set up on the beach. Happily, planning is underway to do it all again (except for the collapsing table) for 2025.

Junior/Intermediate Girls Camp - 68 campers – Ages 8 to 12 years

Sponsor: Glasgow-Castleford Pastoral Charge

Directors: Emily McKenzie and Emily Roper

Leaders: Melissa Bellamy, Cameron Hunter, Lauren, Renee Young and Tina Delorme

“Once Upon A Time” was the theme for this camp generously sponsored by Glasgow – Castleford Pastoral Charge. The fairy tale theme was reflected in Bible study, crafts, beach day and there was even a fairy tale yoga offered. A heat wave meant lots of beach time, including multiple evening swims and a talent show outside. Much fun was had all around.

Junior / Intermediate Co-Ed B - 65 Campers – Ages 9 to 13 years

Sponsor: Trinity United, Smith Falls and St Paul's United, Perth

Director: Nikki Nel and Nadia Taylor-Meyer

Leaders: Liesl Peroni, Colleen Lowrie, Colleen Taylor-Meyer and Averie Cahoon (2 days)

This camp was kindly sponsored by Trinity United Church in Smith Falls and St. Paul's United Church in Perth. With their sponsorship we provided name tags, custom bracelets, supplies for the “surprise” activity, prizes for activities, gifts for the leadership team, counsellors and staff and dance decorations. The theme was “I am... A journey of self-discovery”. It was a week of fun and friendship for campers and we are hoping they will all return next summer.

Intermediate Co-Ed B - 69 Campers – Ages 11 to 13 years

Sponsor: Deep River Community Church

Director: Alex Goncalves and Emma Edwards

Leaders: Jessica Cook, Kaylie Brisco, Emily Reside, Samantha Meabry and Kinsey Maxwell

The Deep River Community Church generously sponsored this week at camp. The camp theme was “In Our Element”, referencing the four elements which are Earth, Air, Water and Fire. The four elements theme permeated bible study and crafts. Sports included archery, counsellor hunt and High 9. At the waterfront, canoeing techniques were taught on Monday with successful canoe trips taking place on Tuesday and Wednesday. Other highlights included: cabin challenges, talent show, interest groups, field Olympics, themed meals and the tent out. Campers loved paddle boarding. Looking forward to next year!

Senior/Leader-in-Training – 59 (senior) + 10 (LIT) – Ages 14 to 15 years

Sponsor: Wesley United Church, Pembroke

Director: Steve McCulloch and Kosandra McQuade

Leaders: Senior Camp – Jane Robinson, Alicia Gervais, Allison Postma, Jayci Whalen

LIT Camp – Logan Reid, Karolina Michalowski

Wesley United Church in Pembroke kindly sponsored this combined camp hosting “senior” campers and Leaders-In-Training (LITs). Activities were based on a “Survivor” theme. LIT program activities included: general leadership training (goal setting, group dynamics, addressing friction), leadership games/events at camp and individual development (spotting strengths and future strengths) and a highlight LIT canoe trip. Senior camp highlights included: canoeing, beach day, cabin and counsellor challenge, LIT-run talent night and dance, and tent out. It was a busy week with free time built in which campers enjoyed. A whoppingly successful week (and summer) run by talented and dedicated staff/volunteers.

2024 MISSION PROJECT

At each camp, campers can donate some of their tuck money to the mission project which is chosen by the Lau-Ren Board of Directors. The 2024 Mission Project was the Vera Forrest Campership Fund. The fund subsidizes the registration fee for campers who would otherwise not be able to afford to come to Camp. By donating, campers learn about sharing and taking care of others. In 2024, \$10,635.00 was collected from campers, staff and private donations to support this worthwhile cause. The Vera Forrest Campership Fund helps ensure that all campers can have a Christian “experience of a lifetime” they would otherwise not be able to afford.

This is a list of what our campers and staff donated each week:

Camp	Number of Campers	Money Collected
Tadpole	46	463.50
Junior/Intermediate A	68	473.50
Intermediate A	68	575.25
Junior	66	577.00
Girls	68	580.50
Intermediate B	65	503.25
Junior/Intermediate B	69	470.25
LIT and Senior	10+59=69	627.00

VOLUNTEER AND STAFF YEARS OF SERVICE RECOGNITION 2024

Camp Lau-Ren has a rich history of over seventy years of volunteerism. We are pleased to celebrate this by recognizing volunteers and staff who have reached certain milestones of service, i.e. ten, fifteen, twenty, twenty-five, thirty, thirty-five, forty and forty-five plus years of service.

Currently we have the following numbers of people in each range:

- 50-59 years = 0
- 40-49 years = 1
- 30-39 years = 8
- 20-29 years = 13
- 10-19 years = 56

We thank all these people for their years of service to Camp Lau-Ren.

In 2024, we recognize the following individuals who have reached a milestone:

30 years

- Bruce Patterson
- David Forrest

20 Years

- Jenny Lade

10 Years

- Sarah Coburn
- Kosandra McQuade

Congratulations and thank you for your dedication to Camp Lau-Ren!

2024 PROPERTY REPORT

Submitted: Oct 26, 2024

Prepared by: Norm Freedman & Bert Brisco, Property Committee Co-Chairs

Volunteers

During the Camp fiscal year, 41 people donated their time, coming from various areas including Carleton Place, Cobden, Deep River, Haley Station, Kanata, Lively, Pembroke, Renfrew and White Lake. For the Spring Work Week, 34 volunteers (including 5 cooks) came at different times to help.

Part of this year's successful turnout was due in part to moving the 5 day activity to include a weekend at the end.

Apologies to anyone whose contributions were not recorded.

Over 100 projects & tasks were completed throughout the year and a total of 1,469 volunteer hours were documented. Based on a rate of \$35/hour, the savings to the camp amounts to \$51,415.

Volunteers Who Donated Time to Camp Lau-Ren for the 2024 Season

LastName	FirstName	City/Town	Hours
Anderson	Don	White Lake	41
Barber	Cheryl	n/a	8
Bergeron	Asher	Deep River	2
Bergeron	Elliot	Deep River	4
Brisco	Bert	Renfrew	50
Brisco	Judi	Renfrew	13
Brisco	Paul	n/a	8
Brisco	Roger	n/a	8
Burill	Doug	n/a	16
Campbell	Crystal	n/a	5
Cooke	Colin	Kanata	16
Craig	Ewan	Deep River	2
Dowdall	Carol	Carleton Place	28
Everest	John	n/a	16
Fee	Doug	Pembroke	8
Fraser	Don	Renfrew	22
Freedman	Norm	Deep River	384
Harrison	Cindy	Ottawa	32
Hartnett	Joanne	Deep River	84
Hartnett	Ron	Deep River	64
Hendry	Liz	Carleton Place	26
Kok	Colin	Ottawa	16
Loveday	Linda	Carleton Place	28
McCulloch	Dylan	Lively	91
McCulloch	Katelyn	Lively	7
McCulloch	Steve	Lively	174
McDonald	Graham	Deep River	20
McLenaghan	Paul	Haley Station	8
McLenaghan	Ruby	Haley Station	8
McMullin	Emily	n/a	5

Mitchell	Beth	Carleton Place	52
Monsour	Nate	n/a	8
Nel	Dianne	Carleton Place	52.5
Patterson	Bruce	Carleton Place	12
Phillips	Darwin	Cobden	16
Schankula	Jack	Deep River	62
Scott	Gary	Renfrew	16
Trotter	Frank	Deep River	7
Vasey	Roy	Ottawa	7
Wassens	Al	Rockwood	40
Wassens	Jessica	Waterloo	4
Wrightly	Keelan	n/a	14
#Volunteers:	41	Total Hours:	1469

Significant Projects – 2024

- Reinwald Electric replaced 6 electrical panels & made numerous other modifications in order to meet the requirements of a recent ESA electrical inspection.
- Reinwald Electric installed new outdoor lights on the west wall of Juby Hall and at the firepit, which required burying a long electrical cable.
- Three septic tanks were pumped and inspected in order to remedy serious slow drain issues in Forrest and the east & west washrooms.
- Signal Bell system repairs included the burying of new cables between Bolton, Calvin-Routliffe & Richardson.
- Partial list of numerous small but significant investigations & repairs:
 - Well water pump controller
 - Kitchen exhaust fan motor
 - Commercial Electric stove elements
 - Addition of battery charging system to Generator
 - Replacement of heating element in Staff Washroom water heater
 - Pickup & installation of new drink cooler in Juby Dining Hall
 - Reorganization of Patterson to allow more storage room for Activity equipment
 - Preparation of maps & schematics of the Camp electrical, signalling & plumbing systems
 - Involvement in planning of new Shower Building

General Maintenance – 2024

- Grounds: Clearing of diseased/leaning trees, brush and leaves from around laneways, buildings, beach, paths, hiking trails and power/signal lines. Mowing/trimming all grass.
- Electrical: Overseeing of overhead power line repairs by Ontario Hydro. Repairing of Generator.
- Plumbing: Investigation and repair of several leaks, toilets, drains, etc..
- Low-voltage lines: Repair/replacement of storm-damaged lines including telephone, signal bell, Juby/Harrison phone-pickup signal and water filter system alarm circuits.
- Equipment: Maintenance of lawn mowers and lawn tractor
- Building Maintenance: Repair/replacement of locks, doors, screens, steps, stoops, decks, clotheslines, etc..
- Painting/Preparation of several floors, walls, doors, windows, etc..
- Cleaning: General cleaning of all inhabited buildings, including windows, floors, fans, washrooms. Only when extra time and manpower was available.

Due mostly to normal aging, a large number of items needed repairs this year. As a result, less time and manpower was available for supporting new projects.

Financial Report Submitted by Joanne Hartnett, Treasurer

GENERAL FUND	
Balance October 1, 2023	\$134,247.31
RECEIPTS	
Region 12 United Churches	17,628.35
Region 12 United Church Women Groups	2,700.00
United Church of Canada Mission & Services	17,500.00
Church Groups	3,600.00
Camper Registration Fees	265,566.77
Other Donations/Private Donations	17,184.95
Director Fees from Sponsoring Churches	2,600.00
Tuck Sales	6,684.00
Resources Centre Sales	8,020.49
Fund Raising Revenue	1,120.00
Interest Income	11,257.94
Student Training Grant	9,268.00
Other Income	823.14
TOTAL Receipts	\$ 363,953.64
Total Funds Available	\$498,200.95

DISBURSEMENTS		
	Property Insurance	\$22,843.08
	Property Taxes	5,585.31
	Maintenance	31,558.83
	Hydro	4,689.84
	Food	38,512.53
	Food (work weeks/events)	1,245.29
	Wages, CPP, EI, WSIB	155,834.38
	Honoraria (Volunteer Staff)	1,766.43
	Telephone & Internet	2,777.13
	Administration	6,900.02
	Publicity	5,280.64
	Crafts, Programs	2,973.09
	Tuck Supplies	5,876.59
	Directors Fees (Lau-Ren Sponsorship)	3,000.00
	Mileage	4,750.00
	Kitchen Supplies	957.39
	Propane Supplies	238.81
	First Aid Supplies	2,576.16
	Education Subsidy/Training	163.80

	Resource Centre Supplies	13,361.18
	Membership Fees	280.90
	VISA and Bank Service Charges	1,056.07
	Refund/Other	4,526.33
	Transfer to Special Improvement Fund	130,000.00
TOTAL DISBURSEMENTS		\$446,753.80
BALANCE – September 30, 2023		\$ 51,447.15

SPECIAL IMPROVEMENT FUND		
	Balance – October 1, 2023	\$85,430.79
RECEIPTS		
	Private Donations	\$ 1,995.00
	Church Donations	700.00
	Transfer from General Fund	130,000.00
TOTAL RECEIPTS		132,695.00
TOTAL FUNDS AVAILABLE		\$ 218,125.79
DISBURSEMENTS		
	Camper showers	\$ 9,570.00

TOTAL DISBURSEMENTS		\$ 9,570.00
	Balance – September 30, 2024	\$208,555.79

CAMPERSHIP / MISSION FUND		
	Balance – October 1, 2023	\$4,453.14
RECEIPTS		
	Private Donations	5,064.00
	Church Donations	1,300.00
	Mission Project	4,271.00
TOTAL RECEIPTS		\$10,635.00
Disbursements		
	Lau-Ren Sponsored Campers	\$3,900.00
	Balance – September 30,2024	\$11,098.14

Year-End Balances September 30, 2024

General Fund	\$51,447.15
Special Improvement Fund	\$208,555.79
Campership / Mission Fund	\$11,098.14
Total	\$271,101.08
Balance in Scotia Bank Account	\$36,521.94
Invested Funds	\$234,579.14
Total Assets	\$271,101.08

DONATIONS**Churches in Presbytery**

	2024	2023	2022
Admaston Pastoral Charge			55.00
Almonte UC	1,615.00	1,750.00	1,000.00
Arnprior, Grace St. Andrew's	250.00	250.00	
Beachburg Pastoral Charge	80.00		100.00
Boyd's UC, Carleton Place	845.00		135.00
Carleton Place, Zion Memorial	852.00		
Castleford United	200.00	45.00	165.0
Chalk River, St.Andrews	2,108.35	2,724.00	1,160.00
Cobden, Grace United	400.00		
Cobden/Queensline Pastoral Charge	500.00		
Deep River Community Church	2,400.00	2,000.00	4,900.00
Forresters Falls, Trinity United	75.00		
Glasgow / Castleford Pastoral Charge	400.00	45.00	400.00
Glasgow United Church	730.00		
Guthrie UC, Clayton	210.00		100.00
Haley UC			77.50
Middleville, Trinity	560.00		

Pembroke, Calvin	1,200.00	308.05	2,521.00
Pembroke, Mount Zion	304.00		432.00
Pembroke, Wesley	935.00	815.00	730.00
Perth, St. Paul's	445.00	485.00	200.00
Renfrew, Trinity St. Andrew's	6,319.00	400.00	2,257.59
Total	20,428.35	9,044.00	14,233.00

A special thank you to the following churches who sponsored a weekly camp by providing an honorarium to the Directors:

- Zion Memorial United Church, Carleton Place
- St. Paul's United Church, Perth
- Calvin United Church, Pembroke (2 camps)
- Glasgow-Castleford Pastoral Charge
- Trinity-St. Andrew's United Church, Renfrew
- Deep River Community Church, Deep River
- Wesley United Church, Pembroke

United Church Women

	2024	2023	2022
Admaston	100.00		
Arnprior, Grace St.Andrews	200.00		
Beachburg, St. Andrews	300.00	250.00	
Carleton Place, Boyd's	200.00	200.00	200.00
Carleton Place, Zion Memorial	200.00		200.00
Chalk River, St Andrews	200.00		100.00
Cobden, Grace St Andrews		450.00	
Eastern Ontario Outaouais Region	500.00		
Glasgow UCW			300.00
Greenwood	1,300.00		
Haley's UCW	500.00	400.00	200.00
Pembroke, Calvin	500.00	400.00	200.00
Pembroke, Wesley	500.00		
Perth, St. Paul's			250.00

Renfrew, Trinity St.Andrews	400.00	400.00	
Smith Falls, Trinity	100.00		
Other		645.00	
Total	4,500.00	2,345.00	1,250.00

Other Churches, Church Groups, Others

	2024	2023	2022
United Church of Canada Mission & Service	17,500.00	20,000.00	20,000.00
Trinity-St.Andrews Trift Shop Renfrew	2,900.00	2,250.00	1,410.00
Cobden Community Players	500.00		
United Way Donations			68.00
Trinity United Church Seekers, Forresters falls	200.00		
Pembroke Chapter #288, Order of Easter Star	575.00		
Private Donors	12,622.95	10,026.70	11,315.00
Total	34,297.95	32,276.70	32,793.00

CAMPERS / RELIGIOUS AFFILIATION

Church	Amount
Anglican	19
Deep River Community Church	7
Lutheran	3
Pentecostal	7
Catholic	158
United	159
Other	155

Top 15 Camper By Community

What city/town are campers from – Towns	Campers	City – Town	Campers
Pembroke	67	Carleton Place	22
Deep River	64	Stittsville	15
Petawawa	60	Chalk River	13
Ottawa	52	Sudbury Pakenham	9 9
Arnprior	28	Nepean	8
Renfrew	26	White Lake	7
Almonte	25	Beachburg	6

The Camp Lau-Ren Corporation, Board of Directors and the Executive Director would like to thank everyone who supported Camp Lau-Ren in 2024.

Appendix K

**Indigenous Representative Report to Eastern Ontario Regional Council Executive
For November 14, 2024**

Recent months have been a time of upheaval, in the National Indigenous Church and our hope is that we can move into this new season in a spirit of healing and renewal. A special National Indigenous Spiritual Gathering (NISG) has been called to consider and make decisions about the next stages for the Indigenous church. The NISG will take place on November 28-December 2, 2024. at the Best Western Plus Airport Hotel in Winnipeg, Manitoba. I am booked to attend.

I attended by zoom a very important meeting of the Urban Circle Thursday, November 7th 2024 to select an individual to be the nominee to represent the Urban Circle on the next National Indigenous Council. It was hosted by Staff member Lori Ransom. Our guest was General Secretary Michael Blair to discuss the upcoming National Indigenous Spiritual Gathering (NISG). The nominee's name to represent the Urban Circle name will then go to the NISG at the end of this month for approval. Unfortunately, due to poor attendance no one was nominated. I did indicate my choice privately in a message. There is another meeting This Friday, November 14, 2024 to hopefully choose a nominee. I did not agree to be a nominee, as with being our Indigenous Reg to EEORC Executive, Pastoral Supervisor to Rothwell United Church, and 20 hours a week Minister with Navan-Vars United Church I do not have the time or energy needed to properly serve on our National Indigenous Church Council.

I would like to say Niá:wen (Mohawk thank you) to Rev. Natalie Matkovsky for her sharing stories and pictures of congregations' reconciliation learnings and journeys. It truly was inspiring and appreciated by our Indigenous community. I will share it with our National Indigenous Church.

During my time in Ministry with Navan-Vars United Church I have noticed an increase in awareness and acceptance of Indigenous issues. This is not just in my church, but the community as a whole. Last year for Orange Shirt Day they viewed the film The Secret Path and had a discussion about it. This film features the music of Gord Downie and tells the tragic story of Chanie Wenjack. Chanie was a young boy who died on October 22, 1966, walking the railroad tracks, trying to escape from the Cecilia Jeffrey Indian Residential School to walk home. Chanie's home was 400 miles away. He didn't know that. He didn't know where it was, nor know how to find it, he tried, and died. I did not attend the event. I had just learned from a person on Akwesasne QC. Mohawk Reserve that my grandmother, Margaret Skidders and all of her siblings Michael, Minnie, Frank, Annie, Marie and Theresa had been taken from Akwesasne QC to Spanish ON residential schools.

They Lion's Club is sponsoring this event, notice attached. I am flying home from the National Indigenous Spiritual Gathering in Winnipeg that evening, and unfortunately will not be home in time to attend.

Blessings,
Rev. Nancy Best