

**Eastern Ontario Outaouais Regional Council**  
**Meeting of the Executive**  
**Thursday, November 13, 2025 – 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
Rev. Nancy Best	Member, Indigenous Church Representative
Liz Church	Member
David Debenham	Member
Frank Emanuel	Member
Nancy Hazen	Member
Rev. Éric Hébert-Daly	Member, Executive Minister
Julee Pauling	Member
Sue Smarkala	Member
Rousseau Whiteley	Member
Joel Miller	Corresponding Member, Executive Assistant to the Regional Council, Recording Secretary
Rev. Mary Royal-Duczek	Corresponding Member, Community of Faith and Network Support Minister, Minister, Youth and Young Adults
Rev. Whit Strong	Corresponding Member, Pastoral Relations Minister

**REGRETS/ABSENT**

Rev. Cindy Casey	President-Elect
Rev. Susan DeHaan	President
Rev. Erin McIntyre	Member
Catherine Ryan	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:

- Decide on student bursaries
- Decide on Future Through Property Leadership Team recommendations
- Decide on Finance Committee proposals
- Discern on copyright proposal
- Decide on how to respond to legal application

- Discern on new Ministry Model

**Call to Order** – Rev. Sue Hutton, Past-President calls the meeting to order at 9:06 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** – Rev. Eric Hebert-Daly led prayers for Communities of Faith.

Prayer requests for Pastoral Charges in Eastern Ontario Outaouais Regional Council are being shared through the following website. <https://www.prayercycles.ca/easternontariooutaouais>. The following Pastoral Charges are on the prayer cycle for November 2025: Brockville: Wall Street Pastoral Charge, Ottawa: Trinity Pastoral Charge, Stittsville Pastoral Charge, Gananoque: Grace Pastoral Charge, Storrington Pastoral Charge. The regional council is committed to praying every month for and the Indigenous Church.

\*A letter on behalf of the regional council goes out to the churches informing them that they are being prayed for. The President-Elect is reaching out to communities of faith that are on the prayer roll, to learn about what some of their needs are and what prayers on their behalf can focus on.

**Land Acknowledgement & Opening Devotions** – Rev. Frank Emanuel led the land acknowledgement and honored First Peoples and their traditional lands, calling upon all to work towards reconciliation. Frank opened devotions by sharing a story focusing on God's presence and redemptive love in the world. Frank emphasized how the Bible causes us to ask many questions that are inspired by stories and the promises of God. Frank closed devotions with a Prayer.

**Introductions and Time for Sharing** – All are invited.

#### **Appointment of an Equity Support Person for this Meeting**

**2025-11-13\_001 MOTION** (F. Emanuel/L. Church) That the Eastern Ontario Outaouais Regional Council Executive appoints David Debenham as Equity Support Person for this meeting. **CARRIED**

\*It was highlighted that the evaluation can be based on the Equity Score card from ECORC (neighboring regional council) <https://ecorcuccan.ca/resources/accessibility/>.

#### **Minutes of October 9, 2025**

**2025-11-13\_002 MOTION** (N. Best/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of October 9, 2025 as circulated. **CARRIED**

#### **Agenda**

**2025-11-13\_003 MOTION** (F. Emanuel/L. Church) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended:

1. Addition to correspondence out – c.

**CARRIED**

**Correspondence In**

- a) September 2, 2025, Cheryl-Ann Stadelbauer-Sampa, Senior Governance Support Lead, re Structural Change Evaluation Focus Groups (*for information*);
- b) October 16, 2025, Jim Allen, Future Through Property Leadership Team, re Low United Church (*for information*);
- c) October 21, 2025, Richard LeBlanc, Executive Director, Centre 507, re thanks regarding fire alarm (*for information*);
- d) October 21, 2025, copied on a response letter from Richard LeBlanc, Executive Director, Centre 507 to Ian MacAllister, Chair of Board of Trustees, Centretown United Church, re fire safety system (*for information*);
- e) October 30, 2025, Rachel Robinson, St. Paul's United Church, Richmond, re assistance required in selling of the manse (*referred to Future Through Property Leadership Team*);
- f) November 5, 2025, Karen Wilson, Staff Support for the ECORC Equity Forum, re invitation to a tri-regional equity forum (*for action under new business*).

**Correspondence Out**

- a) October 21, 2025, Rev. Eric Hebert-Daly, Executive Minister, responding to Richard LeBlanc, Executive Director, Centre 507, re thanks regarding fire alarm (*for information*);
- b) October 24, 2025, copied on correspondence between Nicole Treksler, Legal Counsel, The United Church of Canada, Collin Wright, Clarke & Wright Professional Corporation and Rev. Eric Hebert-Daly, Executive Minister, re legal proceeding of Scott v. Presbyterian Church and PGT (*for action under new business*);
- c) November 7, 2025, Rev. Eric Hebert-Daly, Executive Minister, to Marion E. Jackson, LLB, Hons. B.A., Jackson Legal Professional Corporation, Barrister, Solicitor & Notary Public, re authorization for trustees to see St. Paul's United Church (Richmond).

**Consent Packet**

**2025-11-13\_004 MOTION** (D. Debenham/S. Smarkala) that the Eastern Ontario Outaouais Regional Council Executive:

- a) Receive for information the Pastoral Relations Commission Minutes of October 28, 2025;
- b) Approve the recommendation from the Vision & Transformation Leadership Team that the following students be granted \$600 each (for a total of \$3,600) for this application period:

**Organist Students**

- Alana Clifffen
- Abigail Sanchez

**Candidates for Ministry**

- Tamara Connors
- Julee Pauling
- Jessica Knoyle
- Nikki Nel

- c) Concur with the recommendation of the Future Through Property Leadership Team to approve the request of the Bishops-Oxford Pastoral Charge to release \$4,800 from funds held from the proceeds of sale of the former Oxford Mills United Church, to undertake necessary improvements to the heating system of its external hall building

- d) Concur with the recommendation of the Future Through Property Leadership Team to authorise the trustees of Mt Zion United Church, Pembroke, ON to list for sale a subdivision lot known as lot #11 Barry St, Laurentian Valley Township for a list price of \$120,000. The lot is unserviced. The property will be listed for sale on an "as is, where is" basis. The listing will specify that five business days will be allowed to permit review by the Executive of the Eastern Ontario Outaouais Regional Council of the United Church of Canada
- e) Concur with the recommendation of the Future Through Property Leadership Team to authorise the Trustees of St Andrews United Church Williamstown, ON to rent the manse located at 5679 Church Ave, Williamstown, ON to Randy Ross for a monthly rent of \$2200. The lease will run for one year, renewable by the parties.

### CARRIED (J. Pauling Abstains)

### Business Arising

- a) **Way Forward – Towards 2035 (Training Programs)** – Rev. Mary Royal-Duczek highlighted that a future program "Things I didn't learn in Seminary" is a new course being led by her and Rev. Tori Mullin, Growth Animator. An application form is available for this course. Other details include guest instructors, afternoon group evening group sessions, beginning in January. Course is designed to offer additional skills for clergy, as well as provide time for colleagues to get to know each other. This course is designated for clergy. A lay program will be occurring – starting toward the end of January, also bi-weekly session (details to come first week of December).

Eric highlighted that a *Towards 2035* event is happening in Montreal (in French) and congregations from this Regional Council have been invited.

- b) **Vision Keepers** – Rev. Frank Emanuel referred to recent events and that he has collected feedback from these gatherings and will be presenting them at the next Vision Keepers meeting. It was highlighted that Rev. Frank Emanuel and Rev. Cindy Casey are co-chairing the Vision Keepers.
- c) **Stittsville United Church Commission** – Rev. Whit Strong shared that there is someone lined up to take on a two-year appointment at Stittsville United Church; formalization to happen soon (going through Pastoral Relations).
- d) **Centretown United Church – Centre 507** – Rev. Eric Hebert-Daly met with the Executive Director of Centretown 507 and had a phone conversation with Chair of Trustees at Centretown United Church. UPRC has offered to review lease agreements and offer advice (re fair market value for these types of lease agreements).

### Regular Business

1. **Finance** – Rev. Brian Cornelius
  - See *Finance Committee Report, November 13, 2025* as **Appendix A<sup>1</sup>**
  - See *2025 Year end projections and 2026 Budget* as **Appendix A<sup>2</sup>**
  - See *2025-11-13\_Profit and Loss by Class* as **Appendix A<sup>3</sup>**
  - See *2025-11-13\_Balance Sheet* as **Appendix A<sup>4</sup>**
  - See *2025-11-13 Actual and Budget* as **Appendix A<sup>5</sup>**

Brian highlighted in the “2025 Year end projections and 2026 Budget”: 1. There is a deficit for roughly \$50,000 and not \$30,000 as projected. Spent an extra \$20,000 related to centennial celebration. 2. There is a change in staffing occurring on November 15 (we will have a month and ½ of additional salary – overlap of Pastoral Relations Ministers) which has produced an extra cost around \$36,000, which was not projected. 3. Incorporated ministries has cost \$5000, another unprojected expense. 4. Legal costs under Future Through Property have been \$9000; this was unprojected.

Without these unprojected expenses, the deficit would have been less than predicted. In addition, the 2025 budget projected 100% salary for YAYA Minister, but the position was moved to ¾ time. It was noted that there is a contingency fund to deal with these unprojected expenses.

There was question around assessments (increase of .5 % - but this translates to 10% for congregations with decreasing revenues) and how spending remains the same. Eric explained the discrepancy in General Council revenue vs regional council costs.

The Finance Committee is flagging that projected 2026 deficit is not sustainable in long run and conversation is beginning at the General Council level and will begin at the regional level in 2026. There is a hope that 2027 will not have a deficit. It was suggested that potentially staff or programming may have to be reduced, at there is not much discrepancy spending.

**2025-11-13\_005 MOTION** (N. Hazen/J. Pauling) that the Eastern Ontario Outaouais Regional Council Executive adopt the Proposed 2026 budget for circulation to the EOORC constituency. **CARRIED**

**2025-11-13\_006 MOTION** (D. Debenham/J. Pauling) that the Eastern Ontario Outaouais Regional Council Executive adopt the 2026 proposed Mission Support grants totalling \$106,500 as well as authorize the uses of \$7,000 from the Bitobi Fund.

Mission Support	2024 Grant	2025 Grant	<i>2026 Proposal</i>
Algonquin Chaplaincy	4,000	4,000	<b>4,250</b>
Camp Lau-Ren	17,500	15,000	<b>17,500</b>
		plus 2,500 Bitobi	
Carlington Chaplaincy	6,000	6,000	<b>6,250</b>
Centre 507	27,750	27,000	<b>30,000</b>
Golden Lake Camp	0	8,000	<b>8,000</b>
		plus 2,500 Bitobi	<b>plus 3,500 Bitobi</b>
House of Lazarus	27,750	27,000	<b>27,000</b>
Ottawa West End			
Chap.	1,500	-	-
Rideau Hill Camp	13,500	13,500	<b>13,500</b>
		plus 2,500 Bitobi	<b>plus 3,500 Bitobi</b>
			-
	98,000	100,500	<b>106,500</b>
Camp Bitobi Fund	13,500	7,500	<b>7,000</b>
Budget	<b>111,500</b>	<b>108,000</b>	<b>113,500</b>

**CARRIED**

Brian highlighted an internal policy that 106,500 for Mission Support comes from 50% of M&S Grant and 50% of Mission and Ministry Legacy Fund income. Details in the Finance Committee Report.

**2025-11-13\_007 MOTION** (S. Smarkala/L. Church) that the Eastern Ontario Outaouais Regional Council Executive transfer the Restricted Investment Funds designated for the First Responders program at St. John's United in Cardinal to the Restricted Investment Funds for House of Lazarus. **CARRIED**

Brian shared that this will increase funding to House of Lazarus \$5000 additionally per year.

**2025-11-13\_008 MOTION** (J. Pauling/F. Emanuel) that the Eastern Ontario Outaouais Regional Council Executive receive for information the Finance Committee Report as presented, the current 2025 budget actuals and the current 2025 balance sheet. **CARRIED**

2. **Pastoral Relations Commission (PRC)** – Rev. Whit Strong shared that he is working at exchanging corporate knowledge with Rev. Victoria Andrews (incoming Pastoral Relations Ministers). There is a national gathering of Pastoral Relation Ministers next week at Five Oaks. It was highlighted that Supervisors and Liaisons are very much needed throughout the regional council.

- See *Pastoral Relations Commission minutes of October 28, 2025* as **Appendix B**

3. **Future Through Property Leadership Team**

- See *Rental Agreement (St Andrews United Church Williamstown)* as **Appendix C**

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

a) **Save the Date!**

March 7<sup>th</sup>, 2026

Online Winter Educational Event

May 29<sup>th</sup>, 30<sup>th</sup>, 2026

AGM

St. John's United Church, Kemptville

November 7<sup>th</sup>, 2026

Fall Meeting

Sub-regional (if it was successful in 2025), or Knox St. Paul's, Cornwall if sub-regional was not taking place

March 6<sup>th</sup>, 2027

Online Winter Educational Event

June 4<sup>th</sup>, 5<sup>th</sup>, 2027

AGM

Kanata United Church, Kanata

October 30<sup>th</sup> 2027

Fall Meeting

Sub-regional (if it was successful in 2025), or Pembroke area

b) **Fall Sub-Regional Gatherings Feedback –**

- Vankleek Hill: Sue Smarkala shared that she felt that gatherings were appreciated. The materials presented may not have spoke to folks in rural areas. There is a need for more data that is rural based. Ministry Personnel was missing from this gathering. Rev. Mary Royal Duczek shared that there were folks asking for a similar gathering in the future.
- Kanata: Rousseau Whitely shared that there was lots of support for a similar kind of gathering in the future. Sue Hutton shared that it was extremely noisy at this venue; made it hard to hear each other during table discussions. Rev. Whit Strong shared there was not enough time for discussion times. Ministry Personnel were absent from this gathering. Good meeting nonetheless, producing lots of good conversation. There were around 65 attendees.
- Pembroke: Rev. Susan DeHaan, Rev. Eric Hebert-Daly shared that it was felt that similar gathering should be held again in the future. These events were resemblance of clustering as was intended during the restructuring. It was suggested that the regional council invite people to join and perhaps create their own agenda. It was not certain if these gatherings should replace the fall general meeting.
- Perth: Cathy Ryan, Liz Church shared that the opening song was the only portion used from the prepared opening worship which was circulated to all events. There were some equity concerns. Liz shared that her church will also be sharing a presentation to her congregation once information is collated. Rev. Frank Emanuel highlighted there was lots of engagement. It was felt that other questions needed to be asked prior to the questions that were prepared for these gathering. Frank also highlighted that it was his experience that those in attendance wanted to do more.

Brian Cornelius suggested possibilities for creating more creative materials. All are aware of the many challenges; there could be some focus on encouragement. Not just gatherings of feedback but gathering of creative input (so not to be deflating). Educational possibilities for the future.

Julee Pauling emphasized that timing for some of the gatherings was an issue (church bazaars at same time). Frank shared some of the questions that were held during the gathering: How can congregations honor what is already there? What does viability look like? How can ministry occur (effectively) with what is already available? How can congregations thrive? Brian shared some of the following challenges he heard expressed: senior citizens make up most of the membership, economic viability.

## New Business

- a) **Copyright and One License** – Rev. Eric Hebert-Daly asked for possible suggestions. The issue was raised about what could be done for churches who don't have access to internet or music directorship?

Eric proposed (although it is not certain where fund would come from) that the regional council collect data and that a survey is issued to all congregations asking the following question: 1. what hymn books are being used, 2. are churches projecting on screens, online, in bulletins; 3. are churches already using licenses, 4. if a license would become available, would it be made use of?

Costs charts are available through One License, but a blanket license proposes its own challenges (because needs are different (live streaming/broadcasting vs. reproducing materials for projections vs. reproducing music for later use)).

Eric will move ahead with circulating a survey to collect data.

- b) **Legal Proceeding: Scott v. Presbyterian Church and PGT** – Rev. Eric Hebert-Daly shard background information.

- *See Legal Brief from Nicole Treksler – Fairfax United Church 103125 as Appendix D*

**2025-11-13\_009 MOTION** (F. Emanuel/L. Church) that the Eastern Ontario Outaouais Regional Council Executive does not oppose the application of Jacob John Scott and Josslyn Nicholl Scott (CV-25-00000110-0000) and authorize the Executive Minister to issue a letter confirming no legal interest to the Applicants' solicitor. **DEFEATED**

**2025-11-13\_010 MOTION** (D. Debenham/J. Pauling) that the Eastern Ontario Outaouais Regional Council Executive oppose at this time the application of Jacob John Scott and Josslyn Nicholl Scott (CV-25-00000110-0000) and that David Debenham be named to engage in the further discussion of this issue on behalf of the regional council. **CARRIED**

- c) **Tri-Regional Equity Forum** – Rev. Eric Hebert-Daly shared that the neighboring council (ECORC) has proposed a tri-regional equity forum (with EOORC and Nakonha:ka) and sought feedback. Folks were reminded that there have already been tri regional workshops where the proposal took shape.
- d) **New Ministry Model** – Rev. Eric Hebert-Daly shared the idea of creating a circuit-rider position within the regional council (details of position to be refined and recommended at a future meeting). Currently, United Church of Canada polity doesn't allow for this model, however, it is possible for the regional council to test the possibility. Questions: would this allow for relationship-building, pastoral care, going beyond Sunday morning worship. The Genesis Cooperative be sources for feedback. It was suggested to use a different name other than 'circuit-rider' to allow for an evolutionary understanding of this model/position. It was suggested that a rural context be considered when making a recommendation on this model. It was suggested to create feedback gathering from 'the ground up'; why would congregations need this model? It was reiterated that Scripture should be sourced for creating this ministry model. It was also reiterated that meeting the needs of people need to be considered beyond the needs of congregational 'existence'.

**Report from the Equity Support Person** – David Debenham suggested that folks continue to use their pronouns.

**Equity Support Person for next Meeting** – Nancy Hazen

**Closing Prayer** – Nancy Hazen led the closing prayer (and remembered Rev. Grant Dillenbeck).

Rev. Whit Strong shared his gratitude for being part of this body over the years; this is last meeting on the Executive, as he is moving into retirement.

### Conclusion

The Chair declares that all the business having come before this meeting of the Executive has been duly dealt with, and that the meeting is concluded at 11:48 AM.

### Next meeting date:

- Thursday, December 11, 2025 (zoom) 9 am – noon
- Thursday, January 8, 2025 (zoom) 9 am – noon (if necessary)
- Thursday, February 12, 2025 (zoom) 9 am – noon

**EOORC Executive Duty Roster**

	<b>Opening Devotions / Land Acknowledgement</b>	<b>Equity Monitor</b>	<b>Closing Prayer</b>
<i>Summer</i>			
<i>December 11, 2025</i>	Cathy Ryan	Nancy Hazen	David Debenham
<i>January 8, 2026</i>	David Debenham	Cathy Ryan	Erin McIntyre
<i>February 12, 2026</i>	Erin McIntyre	David Debenham	Julee Pauling
<i>March 12, 2026</i>	Julee Pauling	Erin McIntyre	Nancy Best
<i>April 9, 2026</i>	Nancy Best	Julee Pauling	Rousseau Whiteley
<i>May 14, 2026</i>	Rousseau Whiteley	Nancy Best	Cindy Casey
<i>June 11, 2026</i>	Nancy Hazen	Rousseau Whiteley	Susan DeHaan

**Appendices**

Appendix A <sup>1</sup>	Finance Committee Report, November 13, 2025	Pages 10-12
Appendix A <sup>2</sup>	2025 Year end projections and 2026 Budget	Pages 13-15
Appendix A <sup>3</sup>	2025-11-13_Profit and Loss by Class	Pages 16-17
Appendix A <sup>4</sup>	2025-11-13_Balance Sheet	Pages 18-20
Appendix A <sup>5</sup>	2025-11-13 Actual and Budget	Pages 21-22
Appendix B	Pastoral Relations Commission minutes of October 28, 2025	Pages 23-25
Appendix C	Rental Agreement (St Andrews United Church Williamstown)	Pages 26-27
Appendix D	Legal Brief from Nicole Treksler – Fairfax United Church 103125	Page 28

Appendix A<sup>1</sup>

Report to the Executive of Eastern Ontario Outaouais Regional Council  
from the Finance Committee  
November 13<sup>th</sup>, 2025

The Finance Committee met twice this fall (October 8 and November 5) and forwards the following three motions for action and then has several items for information.

- 1. 2026 Budget (see uploaded document):** Having reviewed projections to the end of the year 2025 as well as taking into account adjustments for emerging annual obligations in 2025 as well as staffing changes, the Finance Committee proposes the uploaded budget for 2026.

This budget will be communicated to the constituency of the Regional Council with feedback directed to the Finance Committee through the Treasurer, with a view to confirm a finalized and updated budget at the first meeting of the Executive in 2026.

This budget is based on the following understandings:

- a) GCO grants remain flat and the same.
- b) Marginal growth in investment income. Still represents 4.5% income from value of funds.
- c) 2.6% increase in salary/benefits as well as changes in staff levels and staff persons and the increase of travel from 55 cents to 60 cents.
- d) 106,500 for Mission Support (50% of M&S Grant and 50% of Mission and Ministry Legacy Fund income).
- e) Maintain budget of Regional Meetings to reflect expenses of 2024 and not 2025.
- f) Since there are "unknowns" with regards on Ontario archives move to Toronto, the status quo is budgeted for; however pending changes from "free" Ottawa archives to more expensive archives with GCO will occur at some point.

While the Region can buffer the 2025 deficit (projected at approximately \$55,000) as well as manage the 2026 deficit (\$55,400) through unrestricted reserves, the Finance Committee recognizes that deficit financing is not sustainable and addressing the deficit involves conversations at the GCO level regarding Regional grants and what is funded by the Region and what is funded by the GCO. Time is needed for these discussions and review of formulas, especially in response General Council motions on assessment increases and sharing of resources across the church.

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To reduce the present deficit, the Finance Committee proposes monitoring expenses to ensure a 2.5% savings over 2026, a measure reflected in the proposed budget.

- 2. Mission Support:** Having received and reviewed applications for Mission Support from three (3) camps, two (2) outreach ministries, and two (2) chaplaincies, the Finance Committee recommends the following Mission Support allocations for the year 2026. These allocations represent 50% of the Mission & Service Fund grant as well as 50% of the revenue from the Mission and Ministry Legacy Fund. These allocations also draw on 7,000 from the Bitobi Fund.

Mission Support	2024 Grant	2025 Grant	<b>2026 Proposal</b>
Algonquin Chaplaincy	4,000	4,000	<b>4,250</b>
Camp Lau-Ren	17,500	15,000	<b>17,500</b>
	plus 2,500 Bitobi		
Carlington Chaplaincy	6,000	6,000	<b>6,250</b>
Centre 507	27,750	27,000	<b>30,000</b>
Golden Lake Camp	0	8,000	<b>8,000</b>
	plus 2,500 Bitobi	<b>plus 3,500 Bitobi</b>	
House of Lazarus	27,750	27,000	<b>27,000</b>
Ottawa West End Chap.	1,500	-	-
Rideau Hill Camp	13,500	13,500	<b>13,500</b>
	plus 2,500 Bitobi	<b>plus 3,500 Bitobi</b>	
	98,000	100,500	<b>106,500</b>
Camp Bitobi Fund	13,500	7,500	<b>7,000</b>
Budget	<b>111,500</b>	<b>108,000</b>	<b>113,500</b>

- 3. Transfer of Restricted Investment Funds:** In 2025, the Regional Council learned that the First Responders program at St. John's United in Cardinal was not continuing. The Regional Council held restricted investment funds for this ministry from legacy funds following the closure of Knox-Edwards. The 2025 proceeds were used for wind-up costs.

After consulting with representatives from St. John's in Cardinal, the Finance Committee recommends that the investment funds be transferred to restricted investment funds for House of Lazarus, also a recipient of legacy funds from Knox-Edwards.

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**4. For Information:** The Finance Committee provides the following information:

- a) The Balance Sheet, 2025 Profit and Loss, and 2025 Actual vs Budget has been uploaded to the shared documents on Church Hub.
- b) The Finance Committee Reviewed the “Restricted Ministry Funds” and offers the following information:
  - a. After confirming with representatives of the ministries, the Camp Bitobi, the Student RCCO Fund, the United in Mining, and YAYA Trips, these ministry funds remain active.
  - b. The Finance Committee commends the Faith and Arts Ottawa and the Project Footprint funds to the attention of Regional Staff and Executive to ensure use of these funds over the coming years.
  - c. The Litchfield Cemetery fund and Quebec cemeteries Fund will be impacted by discussions regarding Quebec cemeteries. This discussion may also impact Funds held by Thurso United.
  - d. For the Sister’s Stream project, we are still seeking further information on whether this project will proceed or the funds returned to the United Church Foundation.

Sincerely submitted by the Finance Committee

Simon Alary, Cindy Casey, Brian Cornelius (Treasurer), Eric Hebert-Daly (Executive Minister), Christine Kilburn, Joe Smarkala, Ev Zytveld.

Appendix A<sup>2</sup>Eastern Ontario Outaouais Regional Council of The United Church of Canada  
2025 Financial Projection and 2026 Budget proposal

Income	Governance			Mission & Ministry			2026 Budget Proposal			
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min	Total	
Grants - Assessments	358,500	358,500	358,500	0	0	180,000	180,000	0	358,500	
Grant - Mission & Service Fund	0	0	0	180,000	0	180,000	0	180,000	180,000	
Grant - Special Funding	9,375	9,375	0	0	0	0	0	0	0	
Donation/Donated Expenses	13,102	0	0	0	0	0	0	0	0	
Interest & McKendry Fund	2,000	6,090	1,500	2,000	2,001	1,500	1,500	1,500	3,000	
Mission & Service Fund Donations	0	0	0	0	1,789	0	0	0	0	
Transfer Baillie/Scrivens Youth Salary/Program	0	0	0	35,700	33,550	35,700	0	36,500	36,500	
Transfer Baillie/Scrivens Grants	0	0	0	13,800	14,030	14,380	0	25,300	25,300	
Transfer EOORC Fund	24,175	22,650	24,175	24,175	22,650	24,175	24,400	24,400	48,800	
Transfer Mission and Ministry Fund	0	0	0	29,900	18,350	29,900	0	32,000	32,000	
Transfer Restricted Funds (LWL)	0	0	10,100	0	0	0	10,700	0	10,700	
Transfer Vision and Transformation Grants	0	0	0	114,800	101,112	114,800	0	119,000	119,000	
Transfer - Camp Awesome Three Year Project	0	0	0	40,845	0	40,845	0	0	0	
<b>Total Income</b>	<b>397,777</b>	<b>396,615</b>	<b>394,275</b>	<b>400,375</b>	<b>414,326</b>	<b>409,875</b>	<b>395,100</b>	<b>418,700</b>	<b>813,800</b>	
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Expenses (net of Recoveries)										
Governance			Mission & Ministry			2026 Budget Proposal			Total	
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min	Total		
Administrative Expenses (Schedule 1)	28,595	33,009	30,850	13,364	13,231	12,650	32,850	13,650	46,500	
Congregational Reviews & MP Support & Projects	28,000	16,217	15,000	500	0	0	15,000	1,000	16,000	
Future through Property Legal Grants (Schedule 2)	9,073	1,718	0	0	0	0	5,000	0	5,000	
Mission & Service Fund Remittance	0	0	0	203,100	182,242	213,600	0	223,750	223,750	
Partnership Ministries (Schedule 3)	900	500	500	0	1,789	0	500	0	500	
Personnel (Schedule 4)	300	300	3,350	3,350	3,850	300	3,350	3,650	3,650	
Regional Meetings (Schedule 5)	312,748	252,366	295,450	140,000	120,784	166,950	317,950	175,600	493,550	
Regional Programming (Schedule 6)	96,512	42,760	64,500	0	0	0	65,000	0	65,000	
Youth Camp Awesome 3-Year Project	10,250	3,722	18,000	4,362	982	7,000	21,500	8,500	30,000	
Youth Programming (Schedule 7)	0	0	0	0	45,190	0	0	0	0	
<b>Total Expenses</b>	<b>486,478</b>	<b>350,592</b>	<b>424,600</b>	<b>368,177</b>	<b>378,018</b>	<b>410,550</b>	<b>459,100</b>	<b>432,350</b>	<b>891,450</b>	
<hr/>										
<b>Net income (deficit) from general operations</b>	<b>(88,701)</b>	<b>46,023</b>	<b>(30,325)</b>	<b>32,198</b>	<b>36,308</b>	<b>(675)</b>	<b>(64,000)</b>	<b>(13,650)</b>	<b>(77,650)</b>	
Two and a half Percent (2.5%) cost savings measure	0	0	0	0	0	0	11,500	10,750	22,250	
							<b>(52,500)</b>	<b>(2,900)</b>	<b>(55,400)</b>	

The Detailed Schedules**Schedule 1 - Administrative Expenses**

	Governance		Mission & Ministry		Total Budget				
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min	Total
Archives	7,000	8,616	9,500	0	0	0	9,500	0	9,500
Banking Costs	600	773	750	600	773	750	700	700	1,400
Communications Student	200	0	1,400	0	0	0	0	0	0
Home Offices	1,250	6,874	2,600	1,750	1,772	1,400	1,750	1,750	3,500
Incorporated Ministries	5,400	0	220	250	220	227	0	5,400	5,400
Insurance	220	227	250	220	227	250	250	250	500
IT Support GCO	6,450	6,807	6,000	4,300	4,538	4,000	6,500	4,500	11,000
Sundry and Storage	600	89	600	0	0	0	800	0	800
Treasurer Honourarium and Expenses	5,750	5,520	5,750	5,520	5,750	5,950	5,950	5,950	11,900
Website/Annual Technology Contracts	1,125	4,102	4,000	744	401	500	2,000	500	2,500
<b>Total</b>	<b>28,595</b>	<b>33,009</b>	<b>30,850</b>	<b>13,364</b>	<b>13,231</b>	<b>12,650</b>	<b>32,850</b>	<b>13,650</b>	<b>46,500</b>

**Schedule 2 - Grants**

Candidates for Ministry and RCCO training	Governance	Mission & Ministry	Total Budget					
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min	Total
Mission Support - Algoma/Chaplains	0	0	2,700	2,700	2,700	0	2,700	2,700
Mission Support Camp Lazarus	0	0	4,000	4,000	4,000	0	4,250	4,250
Mission Support Carlington Chaplaincy	0	0	15,000	17,500	15,000	0	17,500	17,500
Mission Support Centre 507	0	0	6,000	6,000	6,000	0	6,250	6,250
Mission Support Golden Lake Camp	0	0	27,000	27,000	27,000	0	30,000	30,000
Mission Support House of Lazarus	0	0	8,000	0	8,000	0	8,000	8,000
Mission Support Ottawa West End Chaplaincy	0	0	27,000	27,750	27,000	0	27,000	27,000
Mission Support Rideau Hill Camp	0	0	0	1,500	0	0	0	0
Vision and Transformation Grants	0	0	13,500	13,500	13,500	0	13,500	13,500
Youth (Baillie/Schivens Fund)	0	0	86,100	74,512	86,100	0	89,250	89,250
<b>Total</b>	<b>0</b>	<b>0</b>	<b>13,800</b>	<b>14,030</b>	<b>23,800</b>	<b>0</b>	<b>25,300</b>	<b>25,300</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>203,100</b>	<b>189,242</b>	<b>213,100</b>	<b>0</b>	<b>223,750</b>	<b>223,750</b>

**Schedule 3 - Partnerships**

Governance	Mission & Ministry	Total Budget						
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min	Total
Affirm United	0	0	0	1,000	1,000	0	1,000	1,000
Christian Council of Capital Region	0	0	250	250	250	0	250	250
Multi Faith Housing Initiative	0	0	0	100	100	0	100	100
Rural Ministry Network	300	300	300	0	0	0	300	300
Spiritual Care in Secondary Schools	0	0	0	1,000	1,000	0	1,000	1,000
Social Justice Network in Ontario	0	0	0	1,000	1,000	0	1,000	1,000
<b>Total</b>	<b>300</b>	<b>300</b>	<b>300</b>	<b>3,350</b>	<b>3,350</b>	<b>300</b>	<b>3,350</b>	<b>3,650</b>

**Schedule 4 - Personnel**

	Governance		Mission & Ministry		Total Budget				
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Mis&Min	Total
Benefits (United Church & Government)	50,500	38,949	46,250	28,500	22,782	33,500	51,500	35,500	87,000
Continuing Education	2,500	1,178	2,700	1,000	1,162	1,800	2,700	1,800	4,500
Executive Minister/Assistant (1/3)	57,000	52,568	54,800	0	0	59,500	0	59,500	
Meetings/Hospitality	1,500	1,268	1,750	750	609	1,250	1,850	1,250	3,100
Retreat	1,398	0	1,200	0	932	800	1,200	800	2,000
Salaries	195,000	152,804	179,250	104,750	91,154	123,000	195,100	130,250	325,350
Telephones	1,100	947	1,100	1,000	690	1,000	1,100	1,000	2,100
Travel	3,750	4,655	8,400	4,000	4,387	5,600	5,000	5,000	10,000
<b>Total</b>	<b>312,748</b>	<b>252,369</b>	<b>295,450</b>	<b>140,000</b>	<b>121,716</b>	<b>166,950</b>	<b>317,950</b>	<b>175,600</b>	<b>493,550</b>

**Schedule 5 - Regional Meetings**

	Governance		Mission & Ministry		Total Budget				
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Mis&Min	Total
Celebration of Ministry Services	978	0	0	0	0	0	1,000	0	1,000
Executive Meetings & President Expenses	2,000	731	1,000	0	0	0	1,500	0	1,500
General Council Commissioner Support	1,100	0	0	0	0	0	0	0	0
Regional Meeting - May	82,534	30,401	50,000	0	0	0	50,000	0	50,000
Regional Meeting - October	10,000	11,628	12,500	0	0	0	12,500	0	12,500
Planning Committee	0	0	1,000	0	0	0	1,000	0	1,000
<b>Total</b>	<b>96,612</b>	<b>42,760</b>	<b>64,500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>66,000</b>	<b>0</b>	<b>66,000</b>

**Schedule 6 - Regional Programming**

	Governance		Mission & Ministry		Total Budget				
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Mis&Min	Total
Leadership Teams	750	99	1,000	1,362	829	1,000	1,500	1,500	3,000
Lay Licensed Worship Leaders/ Ministry Personnel	3,000	1,982	13,000	0	0	0	13,000	0	13,000
Setting our Sights Activity Streams	6,500	1,641	4,000	3,000	153	6,000	7,000	7,000	14,000
<b>Total</b>	<b>10,250</b>	<b>3,722</b>	<b>18,000</b>	<b>4,362</b>	<b>982</b>	<b>7,000</b>	<b>21,500</b>	<b>8,500</b>	<b>30,000</b>

**Schedule 7 - Youth Programming**

	Governance		Mission & Ministry		Total Budget				
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Mis&Min	Total
Events	0	0	0	2,500	2,614	5,000	0	5,000	5,000
Supplies	0	0	0	1,000	837	1,500	0	1,500	1,500
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,500</b>	<b>3,450</b>	<b>6,500</b>	<b>0</b>	<b>6,500</b>	<b>6,500</b>

Appendix A<sup>3</sup>

## Eastern Ontario Outaouais Regional Council

Profit and Loss by Class  
January - December 2025

	GOVERNANCE	INVESTMENT - EOORC	MISSION AND MINISTRY	TOTAL
<b>INCOME</b>				
Grant General Council Assessment	300,539.04			\$300,539.04
Grant Mission & Service Fund		179,567.75	\$179,567.75	
Interest	2,759.07			\$2,759.07
Offerings	13,102.23		563.25	\$13,665.48
Transfer EOORC Fund	24,175.00		24,175.00	\$48,350.00
Transfer Mission and Ministry Legacy Fund			29,900.00	\$29,900.00
Transfer Vision and Transformation			73,700.00	\$73,700.00
Transfer Youth Funds (Baillie/Scrivens)			46,431.51	\$46,431.51
<b>Total Income</b>	<b>\$340,575.34</b>	<b>\$0.00</b>	<b>\$354,337.51</b>	<b>\$694,912.85</b>
<b>GROSS PROFIT</b>	<b>\$340,575.34</b>	<b>\$0.00</b>	<b>\$354,337.51</b>	<b>\$694,912.85</b>
<b>EXPENSES</b>				
Administrative Expenses				\$0.00
Archives	6,650.99			\$6,650.99
Bank Charges and Financial Services	508.93	450.79	\$959.72	
Communications Assistant	303.38			\$303.38
Home Office Expenses	626.79	1,287.72	\$1,914.51	
Incorporated Ministries	5,062.50			\$5,062.50
Insurance	183.15	183.15		\$366.30
IT Support from General Council	5,624.51	3,163.79	\$8,788.30	
Sundry/Storage	688.95			\$688.95
Treasurer Honourarium and Expenses	4,841.96	4,841.95	\$9,683.91	
Website and Annual Technology Contracts	1,124.94	744.11		\$1,869.05
<b>Total Administrative Expenses</b>	<b>25,616.10</b>	<b>10,671.51</b>	<b>\$36,287.61</b>	
Congregational Reviews/Ministry Personnel	5,046.23	500.00		\$5,546.23
Support/Special Projects				
Future Through Property Legal	9,073.47			\$9,073.47
Grants				\$0.00
Mission Support		85,000.00		\$85,000.00
Vision & Transformation		45,000.00		\$45,000.00
Youth (Baillie/Scrivens)		10,731.51		\$10,731.51
<b>Total Grants</b>		<b>140,731.51</b>	<b>\$140,731.51</b>	
Mission & Service Fund Remittance	900.00	563.25	\$1,463.25	
Partnership Ministries		2,100.00	\$2,100.00	
Personnel				\$0.00
Benefits	42,101.19	25,591.70	\$67,692.89	
Continuing Education	2,135.02	36.69	\$2,171.71	
Executive Minister/Assistant	50,652.67			\$50,652.67
Meetings and Hospitality	958.70	247.91	\$1,206.61	
Salaries	153,195.23	83,399.54	\$236,594.77	
Staff Retreat	2,329.96			\$2,329.96
Telephone	543.01	666.90	\$1,209.91	
Travel	2,209.66	2,693.90	\$4,903.56	
<b>Total Personnel</b>	<b>254,125.44</b>	<b>112,636.64</b>	<b>\$366,762.08</b>	

## Eastern Ontario Outaouais Regional Council

## Profit and Loss by Class

January - December 2025

	GOVERNANCE	INVESTMENT - EOORC	MISSION AND MINISTRY	TOTAL
Regional Meetings				\$0.00
Celebration of Ministry	1,277.92			\$1,277.92
Executive/President Expenses	1,476.75			\$1,476.75
Fall Meeting				\$0.00
Program and Music	360.00			\$360.00
Site, Technology, and Translation	2,000.00			\$2,000.00
Total Fall Meeting	2,360.00			\$2,360.00
General Council Commissioner Support	1,099.87			\$1,099.87
Spring Meeting				\$0.00
Planning Committee and Supplies	3,303.44			\$3,303.44
Program and Music	15,477.78			\$15,477.78
Site, Technology and Translation	61,194.72			\$61,194.72
Travel	2,557.79			\$2,557.79
Total Spring Meeting	82,533.73			\$82,533.73
Total Regional Meetings	88,748.27			\$88,748.27
Regional Programming				\$0.00
Leadership Teams, Clusters, and Networks	400.31		1,362.47	\$1,762.78
LLWL/Ministry Personnel Events	174.07			\$174.07
Setting Our Sights Activities/Workshops	7,108.65		3,190.56	\$10,299.21
Total Regional Programming	7,683.03		4,553.03	\$12,236.06
Youth				\$0.00
Events			1,493.22	\$1,493.22
Gibimishkaadimin			16.36	\$16.36
Supplies			730.04	\$730.04
Total Youth			2,239.62	\$2,239.62
<b>Total Expenses</b>	<b>\$391,192.54</b>	<b>\$0.00</b>	<b>\$273,995.56</b>	<b>\$665,188.10</b>
OTHER INCOME				
Donation		100.00		\$100.00
Grants - Government and Church	7,661.00			\$7,661.00
Investment Gain/Loss		572,864.77		\$572,864.77
Investment Purchase		217,275.00		\$217,275.00
Property Sales		0.00		\$0.00
<b>Total Other Income</b>	<b>\$7,661.00</b>	<b>\$790,239.77</b>	<b>\$0.00</b>	<b>\$797,900.77</b>
OTHER EXPENSES				
Investment Redemption		63,731.51		\$63,731.51
Investment Redemption Budget Transfer		142,650.00		\$142,650.00
Salaries	7,661.00			\$7,661.00
z-transfer to Equity		583,858.26	80,341.95	\$664,200.21
<b>Total Other Expenses</b>	<b>\$7,661.00</b>	<b>\$790,239.77</b>	<b>\$80,341.95</b>	<b>\$878,242.72</b>
<b>PROFIT</b>	<b>\$ -50,617.20</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$ -50,617.20</b>

Appendix A<sup>4</sup>

## Eastern Ontario Outaouais Regional Council

## Balance Sheet Comparison

As of December 31, 2025

	TOTAL		
	AS OF DEC. 31, 2025	AS OF DEC. 31, 2024 (PY)	CHANGE
<b>Assets</b>			
Current Assets			
Cash and Cash Equivalent			
Chequing	1,560.43	215,898.80	-214,338.37
Electronic Funds Rejection	0.00	0.00	0.00
Lower Litchfield (Bank)	3,696.82	3,696.82	0.00
Savings	130,988.62	20,084.66	110,903.96
<b>Total Cash and Cash Equivalent</b>	<b>\$136,245.87</b>	<b>\$239,680.28</b>	<b>\$ -103,434.41</b>
HST Federal	0.00	0.00	0.00
HST Provincial	0.00	0.00	0.00
Investments			
Fiera Capital Investment	8,528,967.34	7,831,102.57	697,864.77
Litchfield Cemetery (GIC)	5,783.56	5,783.56	0.00
<b>Total Investments</b>	<b>8,534,750.90</b>	<b>7,836,886.13</b>	<b>697,864.77</b>
Loans			
Eglise St. Marc (Kindred Works)	326,312.74	326,312.74	0.00
Hawthorne (Kindred Works)	10,000.00	10,000.00	0.00
Orleans United (McKendry Fund/Mission & Ministry Legacy)	47,300.00	64,300.00	-17,000.00
Shortterm loans	0.00	3,961.15	-3,961.15
Burnstown	20,712.15	13,779.08	6,933.07
<b>Total Shortterm loans</b>	<b>20,712.15</b>	<b>17,740.23</b>	<b>2,971.92</b>
<b>Total Loans</b>	<b>404,324.89</b>	<b>418,352.97</b>	<b>-14,028.08</b>
<b>Total Current Assets</b>	<b>\$9,075,321.66</b>	<b>\$8,494,919.38</b>	<b>\$580,402.28</b>
<b>Total Assets</b>	<b>\$9,075,321.66</b>	<b>\$8,494,919.38</b>	<b>\$580,402.28</b>
<b>Liabilities and Equity</b>			
Liabilities			
Current Liabilities			
2023 Cheques	0.00	0.00	0.00
Accounts Payable	0.00	33,553.69	-33,553.69
Baillie Scrivens Grants Payable	3,030.00	5,280.00	-2,250.00
GST/HST Payable	-10,125.54	-13,979.67	3,854.13
GST/HST Suspense	0.00		0.00
Prepaid Expenses	0.00	-6,782.09	6,782.09
Vision & Transformation Grants payable	36,200.00	32,500.00	3,700.00
<b>Total Current Liabilities</b>	<b>\$29,104.46</b>	<b>\$50,571.93</b>	<b>\$ -21,467.47</b>
<b>Total Liabilities</b>	<b>\$29,104.46</b>	<b>\$50,571.93</b>	<b>\$ -21,467.47</b>
Equity			
Held-in-Trust			
Merrickville United	2,071.80	2,071.80	0.00
<b>Total Held-in-Trust</b>	<b>2,071.80</b>	<b>2,071.80</b>	<b>0.00</b>

## Eastern Ontario Outaouais Regional Council

## Balance Sheet Comparison

As of December 31, 2025

	TOTAL		
	AS OF DEC. 31, 2025	AS OF DEC. 31, 2024 (PY)	CHANGE
<b>Investment Funds</b>			
Communities of Faith (Held-in-Trust)			
Bethel Rideau Ferry	253,096.49	236,057.68	17,038.81
Bethel St. Andrews	587,002.27	502,107.18	84,895.09
Easton's Corners	132,609.53		132,609.53
Glencairn	191,172.82	178,302.79	12,870.03
St. Andrew's Beachburg	284,520.91	265,366.55	19,154.36
Thurso	258,287.38	240,899.08	17,388.30
Trinity - Kazabazua	70,206.44	35,796.35	34,410.09
Winchester	90,659.85	84,556.51	6,103.34
Zion Memorial	244,289.74	227,843.80	16,445.94
<b>Total Communities of Faith (Held-in-Trust)</b>	<b>2,111,845.43</b>	<b>1,770,929.94</b>	<b>340,915.49</b>
Communities of Faith (Restricted)			
Cardinal St. John's Frontline Workers	47,288.61	46,105.07	1,183.54
House of Lazarus	47,288.61	46,105.07	1,183.54
Rideau Hill Camp	205,181.78	200,368.62	4,813.16
Zion Licensed Lay Worship Leaders Legacy	240,951.74	224,730.52	16,221.22
<b>Total Communities of Faith (Restricted)</b>	<b>540,710.74</b>	<b>517,309.28</b>	<b>23,401.46</b>
EOORC Fund	1,101,530.00	1,074,628.09	26,901.91
Mission & Ministry Legacy Fund	711,777.74	665,044.03	46,733.71
McKendry Fund (Mission & Ministry Legacy)	47,300.00	64,300.00	-17,000.00
<b>Total Mission &amp; Ministry Legacy Fund</b>	<b>759,077.74</b>	<b>729,344.03</b>	<b>29,733.71</b>
Vision & Transformation	2,660,958.80	2,550,953.43	110,005.37
Youth Funds			
James E. Baillie Youth Fund	781,649.89	757,541.60	24,108.29
W.H. "Bill" Scrivens Youth Fund	591,372.27	566,793.50	24,578.77
<b>Total Youth Funds</b>	<b>1,373,022.16</b>	<b>1,324,335.10</b>	<b>48,687.06</b>
<b>Total Investment Funds</b>	<b>8,547,144.87</b>	<b>7,967,499.87</b>	<b>579,645.00</b>
Ministry Accounts			
Camp Bitobi Fund	39,600.00	47,100.00	-7,500.00
Faith and Arts Ottawa	23,622.73	23,622.73	0.00
Litchfield Cemetery	9,480.38	9,480.38	0.00
Project Footprint	4,202.10	4,202.10	0.00
Quebec Cemeteries	6,782.00	6,782.00	0.00
Sister's Stream	25,000.00	25,000.00	0.00
Student and RCCO	10,020.00	10,020.00	0.00
United Mining for Justice	32,107.89	32,107.89	0.00
YAYA Ministry - Trips	5,103.69	5,103.69	0.00
<b>Total Ministry Accounts</b>	<b>155,918.79</b>	<b>163,418.79</b>	<b>-7,500.00</b>
Mission & Ministry Retained Earnings	164,416.50	84,074.55	80,341.95
Opening Balance Equity	0.00	0.00	0.00
Retained Earnings	227,282.44	181,259.35	46,023.09

## Eastern Ontario Outaouais Regional Council

## Balance Sheet Comparison

As of December 31, 2025

	TOTAL		
	AS OF DEC. 31, 2025	AS OF DEC. 31, 2024 (PY)	CHANGE
Profit for the year	-50,617.20	46,023.09	-96,640.29
<b>Total Equity</b>	<b>\$9,046,217.20</b>	<b>\$8,444,347.45</b>	<b>\$601,869.75</b>
<b>Total Liabilities and Equity</b>	<b>\$9,075,321.66</b>	<b>\$8,494,919.38</b>	<b>\$580,402.28</b>

Appendix A<sup>5</sup>

## Eastern Ontario Outaouais Regional Council

## Budget vs. Actuals: Budget\_FY25\_P&amp;L - FY25 P&amp;L

January - December 2025

		TOTAL		
		ACTUAL	BUDGET	% OF BUDGET
Income				
Grant General Council Assessment	177,207.98	358,500.00	49.43 %	
Grant Mission & Service Fund	124,871.67	180,000.00	69.37 %	
Interest	1,680.63	3,000.00	56.02 %	
Offerings	13,103.45			
Transfer EOORC Fund	48,350.00	48,350.00	100.00 %	
Transfer Mission and Ministry Legacy Fund	29,900.00	29,900.00	100.00 %	
Transfer Vision and Transformation	53,700.00	114,800.00	46.78 %	
Transfer Youth Funds (Baillie/Scrivens)	43,087.05	59,500.00	72.42 %	
Transfer Zion Lay Licensed Worship Leaders Fund		10,100.00		
<b>Total Income</b>	<b>\$491,900.78</b>	<b>\$804,150.00</b>	<b>61.17 %</b>	
<b>GROSS PROFIT</b>	<b>\$491,900.78</b>	<b>\$804,150.00</b>	<b>61.17 %</b>	
Expenses				
Administrative Expenses				
Archives	396.13	9,500.00	4.17 %	
Bank Charges and Financial Services	602.69	1,500.00	40.18 %	
Communications Assistant		1,400.00		
Home Office Expenses	1,025.61	4,000.00	25.64 %	
Incorporated Ministries	2,700.00			
Insurance	219.78	500.00	43.96 %	
IT Support from General Council	4,146.99	10,000.00	41.47 %	
Sundry/Storage	600.00	600.00	100.00 %	
Treasurer Honourarium and Expenses	5,656.78	11,500.00	49.19 %	
Website and Annual Technology Contracts	1,838.62	4,500.00	40.86 %	
<b>Total Administrative Expenses</b>	<b>17,186.60</b>	<b>43,500.00</b>	<b>39.51 %</b>	
Congregational Reviews/Ministry Personnel Support/Special Projects	4,046.23	15,000.00	26.97 %	
Future Through Property Legal	9,073.47			
Grants				
Candidates and RCCO		2,700.00		
Mission Support	68,500.00	101,000.00	67.82 %	
Vision & Transformation	25,000.00	86,100.00	29.04 %	
Youth (Baillie/Scrivens)	7,387.05	23,800.00	31.04 %	
<b>Total Grants</b>	<b>100,887.05</b>	<b>213,600.00</b>	<b>47.23 %</b>	
Mission & Service Fund Remittance	900.00	500.00	180.00 %	
Partnership Ministries	2,100.00	4,150.00	50.60 %	
Personnel				
Benefits	39,765.11	79,750.00	49.86 %	
Continuing Education	171.71	4,500.00	3.82 %	
Executive Minister/Assistant	29,376.98	54,800.00	53.61 %	
Meetings and Hospitality	840.63	3,000.00	28.02 %	
Salaries	142,096.85	302,250.00	47.01 %	
Staff Retreat	2,329.96	2,000.00	116.50 %	
Telephone	600.24	2,100.00	28.58 %	
Travel	2,762.07	14,000.00	19.73 %	
<b>Total Personnel</b>	<b>217,943.55</b>	<b>462,400.00</b>	<b>47.13 %</b>	
Regional Meetings				

## Eastern Ontario Outaouais Regional Council

## Budget vs. Actuals: Budget\_FY25\_P&amp;L - FY25 P&amp;L

January - December 2025

		TOTAL	
		ACTUAL	BUDGET
Executive/President Expenses		525.28	1,000.00
Fall Meeting			12,500.00
General Council Commissioner Support		1,099.87	
Planning Committee			1,000.00
Spring Meeting			50,000.00
Planning Committee and Supplies		2,826.37	
Program and Music		13,835.49	
Site, Technology and Translation		61,193.72	
Travel		2,255.73	
<b>Total Spring Meeting</b>		<b>80,111.31</b>	<b>50,000.00</b>
<b>Total Regional Meetings</b>		<b>81,736.46</b>	<b>64,500.00</b>
Regional Programming			
Leadership Teams, Clusters, and Networks		301.31	2,000.00
LLWL/Ministry Personnel Events		174.07	13,000.00
Setting Our Sights Activities/Workshops		3,275.56	10,000.00
<b>Total Regional Programming</b>		<b>3,750.94</b>	<b>25,000.00</b>
Youth			
Events		951.19	5,000.00
Gibimishkaadimin		16.36	
Supplies		609.34	1,500.00
<b>Total Youth</b>		<b>1,576.89</b>	<b>6,500.00</b>
<b>Total Expenses</b>		<b>\$439,201.19</b>	<b>\$835,150.00</b>
<b>NET OPERATING INCOME</b>		<b>\$52,699.59</b>	<b>\$ -31,000.00</b>
			<b>-170.00 %</b>
Other Income			
Grants - Government and Church		6,273.00	
Investment Gain/Loss		249,871.04	
Investment Purchase		217,275.00	
Property Sales		0.00	
<b>Total Other Income</b>		<b>\$473,419.04</b>	<b>\$0.00</b>
			<b>0.00%</b>
Other Expenses			
Investment Redemption		38,169.50	
Investment Redemption Budget Transfer		142,650.00	
Salaries		4,446.12	
z-transfer to Equity		381,505.14	
<b>Total Other Expenses</b>		<b>\$566,770.76</b>	<b>\$0.00</b>
			<b>0.00%</b>
<b>NET OTHER INCOME</b>		<b>\$ -93,351.72</b>	<b>\$0.00</b>
			<b>0.00%</b>
<b>NET INCOME</b>		<b>\$ -40,652.13</b>	<b>\$ -31,000.00</b>
			<b>131.14 %</b>

## Appendix B

**Pastoral Relations Commission Minutes (October 28, 2025)****PRESENT:**

Jim Allen, Elaine Beattie, Teresa Burnett-Cole, Wayne Harris (Chair), Karen McLean (Scribe), Micheline Montreuil, Blair Paterson, Michelle Robichaud, Don Stiles, Whit Strong (10)

**REGRETS/ABSENT:** Patsy Henry (1)

**CALL TO ORDER, OPENING PRAYER:**

Chair, Wayne Harris, called the meeting to order at 1:03 p.m. Following a quick check-in with members, Teresa led us into the meeting with a prayer.

**CORRESPONDING MEMBER(S):** None**INTERIM MOTIONS:** None**ADDITIONS/CORRECTIONS TO THE AGENDA:**

- Corrections to information circulated for one appointment.

**ACCEPTANCE OF MINUTES:**

**MOTION 2025-80** (D. Stiles/E. Beattie) “that the minutes of September 16, 2025 be accepted as circulated.”  
**CARRIED**

**CORRESPONDENCE:** None**REMEMBRANCES:** None**MEDICAL LEAVE:**

- LTD: Rev. Carolyn Insley (North Gower-Carsonby P.C.) – effective November 7, 2024.
- Erin McIntyre (Knox-St. Paul’s, Cornwall P.C.) – effective Oct. 27, 2025

**ACKNOWLEDGED SABBATICALS:** None**SABBATICALS/COVERAGE:** None**SUPERVISED MINISTRY EDUCATION (SME) site:** None**CHANGE IN PASTORAL RELATIONS:**

**MOTION 2025-81** (E. Beattie/T. Burnett-Cole) “that the EOORC PR Commission approves the request of the Rev. Carla Van Delen for a change in pastoral relations effective January 4, 2026.”  
**CARRIED**

**PASTORAL CHARGE CONSTITUTIONS:** None**SHARED MINISTRY AGREEMENTS:****Seeley's Bay P.C. and Lansdowne P.C.**

**MOTION 2025-82** (M. Robichaud/M. Montreuil) “that the EOORC PR Commission takes note of the Shared Ministry Agreement between Seeley's Bay Pastoral Charge and Lansdowne Pastoral Charge, effective January 01, 2026.”  
**CARRIED**

**[Abstaining:** Don Stiles]

**PROFILES:****Barrhaven P.C.**

**MOTION 2025-83** (T. Burnett-Cole/E. Beattie) “that the EOORC PR Commission approves the Barrhaven Pastoral Charge profile for posting on ChurchHub.” **CARRIED**

**CALLS/(RE)-APPOINTMENTS:****Riverside P.C.**

**MOTION 2025-84** (B. Paterson/M. Montreuil) “that the EOORC PR Commission approves the call of the Rev. Carla Van Delen (OM) to the Riverside Pastoral Charge, 40 hours per week as Congregational Minister effective January 5, 2026.” **CARRIED**

**Centretown P.C.**

**MOTION 2025-85** (M. Robichaud/D. Stiles) “that the EOORC PR Commission approves the appointment of Steve Clifton (OM-R) to the Centretown Pastoral Charge, 20 hours per week as Short-term Supply effective Dec. 1, 2025 to May 31, 2026.” **CARRIED**

**Chinese U.C. (Ottawa)**

**MOTION 2025-86** (J. Allen/T. Burnett-Cole) “that the EOORC PR Commission takes note that Xu (Caleb) Lui (Can) has a three-year contract extension with the Ottawa Chinese U.C. as Congregational Minister, 40 hours/week, November 1, 2025 – October 31, 2028.” **CARRIED**

**CHANGE OF TERMS:** None**SACRAMENTS/ELDERS:****Micheline Montreuil**

**MOTION 2025-87** (B. Paterson/E. Beattie) “that the EOORC PR Commission grants permission to Micheline Montreuil (DM-R) to perform the Sacraments, effective October 28, 2025.” **CARRIED**

[**Abstaining:** Micheline Montreuil]

**CONGREGATIONAL DESIGNATED MINISTER (CDM):** None**PASTORAL CHARGE SUPERVISORS:****Wall St. P.C. (Brockville)**

**MOTION 2025-88** (M. Robichaud/E. Beattie) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Catherine Oxenford-Grant, EOORC member, as Pastoral Charge Supervisor to the Wall St. Pastoral Charge.” **CARRIED**

[Note: PCSS needed for Glasgow-Castleford and Knox-St. Paul's (Cornwall).]

**Knox-St. Paul's P.C. (Cornwall)**

**MOTION 2025-89** (B. Paterson/T. Burnett-Cole) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names John Noordhoff, EOORC member, if available, as Pastoral Charge Supervisor to the Knox-St. Paul's P.C. (Cornwall).” **CARRIED**

**LIAISONS**

Liaisons are needed for Grace-St. Andrews (Arnprior)

**Pastoral Charges not searching: (26)**

Addison

Augusta

Aylmer-Eardley

The United Church of Canada  
L'Église Unie du Canada

Eastern Ontario Outaouais Regional Council  
Meeting of the Executive

November 13, 2025  
Zoom Teleconference

Bathurst  
Central Lanark  
Easton's Corners  
Golden Lake  
Lower Gatineau Valley  
Metcalfe  
South Mountain–Hallville  
Vernon

Cardinal  
Clyde Forks-Tatlock  
Elgin-Portland  
Greenwood  
Lyn: Christ  
Pittston  
St. John's (Brockville)  
Westmeath

Centenary  
Delta-Toledo  
Glasgow-Castleford  
Harrowsmith-Verona  
Mallorytown  
Rideau  
Templeton

**FOLLOW-UPS FROM LIAISONS AND PCSs:**

Jim, Wayne and Blair provided brief updates on pastoral charges with which they are working.

**OTHER BUSINESS:**

**1. New Commission members**

There is a need for more lay members on the Commission.

**2. Covenanting Services**

Very few EOORC members attend covenanting services, mainly because most are held during Sunday morning worship and the majority of members are active in their own home churches. Perhaps the region might consider a policy that such services be held in the afternoon if Sunday is chosen as the date.

The pastoral charge is responsible for organizing the service. The regional liaison leads the actual covenanting portion but anyone from the congregation can lead the rest of the service.

**3. Covenanting Service for Susan Hutton**

Sue's Covenanting service will be held at Knox United Church (Nepean), on Sunday, November 09, 2025 at 1:00 pm.

**LAST WORD:**

Next meeting – **Tuesday, November 25, 2025 1:00-3:00 p.m. in-person at Glen Cairn U.C.**

**CLOSING:** Michelle led us in a closing prayer. The business listed on the agenda being completed, Wayne declared the meeting closed at 1:42 p.m.

## Appendix C

# DRAFT RENTAL AGREEMENT

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This Agreement is made on this \_\_\_\_ day of \_\_\_\_\_, 2025, by and between:

Church Name: St. Andrew's United Church Williamstown ("the Church")

Address: 5793 Church Ave, Williamstown, ON K0C 2J0

and

Tenant Name: Randy Ross ("the Tenant")

Box 148, Williamstown, ON K0C 2J0

### **1. Property**

The Church agrees to rent to the Tenant the church manse located at:  
5679 Church Ave, Williamstown, ON K0C 2J0 ("the Property").

### **2. Term**

This rental agreement shall begin on \_\_\_\_\_, 2025 and shall continue for one year until \_\_\_\_\_, 2026. Renewed annually with a 3% increase

### **3. Rent**

The Tenant agrees to pay rent in the amount of \$2,200.00 per month, due on the 1st day of each month. Rent shall be paid to the Church at the above address. First and last month's rent shall be provided when the Rental Agreement is signed.

### **4. Use of Property**

The Property and detached garage shall be used solely as a private residence. The Tenant agrees to respect the nature and mission of the Church and to conduct themselves in a manner consistent with the values of the Church community.

### **5. Maintenance and Repairs**

The Tenant shall keep the Property clean and in good order and shall notify the Church of any needed repairs. The Church is responsible for major repairs unless damage is caused by the Tenant's negligence. The tenant agrees to maintain the property (i.e. grass cutting).

### **6. Utilities**

The Church will cover the following utility costs: heating, cooling, electricity, water, annual septic tank pumping, landlord insurance and property taxes (if applicable).

**7. Termination**

The tenant may terminate this agreement with 3 month's written notice before the expiration of the lease term. The Church may terminate this agreement with 3 months written notice or upon mutual agreement.

**8. Additional Terms**

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IN WITNESS WHEREOF, the parties have executed this agreement on the date first written above.

Date \_\_\_\_\_

Authorized Church Representative:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Tenant:

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

## Appendix D

**Legal Brief from Nicole Treksler – Fairfax United Church 103125****Proposal for Decision**

**Applicants:** Jacob John Scott and Josslyn Nicholl Scott

**Property in Question:**

- Part of Lot 7, Concession 4, Geographic Township of Lansdowne, Township of Leeds and the Thousand Islands, County of Leeds
- Designated as Part 1 Plan 28R
- PIN 44223-0108

**Request:**

The Applicants seek that the above lands be vested in them as **joint tenants**, free and clear of any interest of the United Church of Canada (UCC).

**Background:**

- The vacant parcel measures approximately 80 feet wide by 96 feet deep (as illustrated in the survey on page 34) and remains in the name of the Trustees of the Presbyterian Fairfax Congregation pursuant to a deed from 1899.
- The successor congregation, Fairfax United Church, ceased operations in 1949.
- There are no structures on the land; it is primarily bush.
- Previous owners between 1980 and 2003 had undisturbed and undisputed possession.
- The property has both fenced and unfenced boundaries; the unfenced sides adjoin PIN 0107, which is now owned by the Applicants.

**Applicant Action:**

- The Applicants, through their solicitor, Colin Wright, seek clarification on whether the United Church of Canada will oppose the application.
- If there is no opposition, a letter confirming that the United Church has **no legal interest** in the property is requested.

**Decision Required:**

The group is asked to decide:

1. Whether the United Church of Canada will **oppose or not oppose** the application.
2. If the decision is **not to oppose**, whether a letter confirming no legal interest should be issued to the Applicants' solicitor.