

Eastern Ontario Outaouais Regional Council
Meeting of the Executive
Thursday, February 12, 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

Rev. Nancy Best	Member, Indigenous Church Representative
Liz Church	Member
David Debenham	Member
Rev. Susan DeHaan	President
Frank Emanuel	Member
Nancy Hazen	Member
Rev. Éric Hébert-Daly	Member, Executive Minister
Susan Hutton, DLM	Past-President
Julee Pauling	Member
Catherine Ryan	Member (departed at 10 AM)
Sue Smarkala	Member
Rousseau Whiteley	Member
Rev. Brian Cornelius	Corresponding Member, Regional Council Treasurer
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. Victoria Andrews	Corresponding Member, Pastoral Relations Minister

REGRETS/ABSENT

Rev. Cindy Casey	President-Elect
Rev. Erin McIntyre	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 recommendation from the Vision & Transformation Leadership Team
- Decide on an offer to receive technical equipment

- Decide on an Automatic External Defibrillator (AED) Responsibilities Agreement (Merrickville United Church)
- Decide on some incorporated ministries of EOORC
- Decide on property matter (legal proceeding v. Presbyterian Church (CV-25-0110 – Brockville))
- Decide on recommendations from the Finance Committee (Budget 2026)
- Discern a proposal for proactive conflict & strategic support retainer
- Discern on relationship building and exploring membership (Emmanuel United Methodist Church, Swahili Community)
- Discern on 2022 Manual Change re Congregational Designated Minister (CDM) appointments
- Discern on how to formalize decisions related to buildings in the land trust, and the related role of the FTP
- Discern on subregional gatherings (going forward)
- Discern on a worship service for the 100th anniversary quilt

Call to Order – Rev. Susan DeHaan, President called 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 – Rev. Cindy Casey 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 **January 2026**: Riverside Pastoral Charge, City View Pastoral Charge, Greenwood Pastoral Charge, Rideau Park Pastoral Charge. The Following Pastoral Charges are on the prayer cycle for **February 2026**: Charge pastorale Saint-Marc, Addison Pastoral Charge, White Lake Pastoral Charge, Grace Pastoral Charge

The regional council is committed to praying every month for the regional council 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. Eric Hebert-Daly called for a moment of silence to acknowledge the tragedies in Kitigan Zibi First Nations reserve (QC) of the Kitigan Zibi Anishinabeg First Nation and Tumbler Ridge, BC. Eric shared Scripture (Mark 8:17-21).

Introductions and Time for Sharing – Eric asked all to share a moment of Hope and Blessing they have experienced, despite all of the tragedy and chaos that surrounds them during these times.

Appointment of an Equity Support Person for this Meeting

2026-02-12_001 MOTION (F. Emanuel/S. Hutton) That the Eastern Ontario Outaouais Regional Council Executive appoints Rousseau Whiteley 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 December 11, 2025

2026-02-12_002 MOTION (J. Pauling/N. Best) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of December 11, 2025 as circulated. **CARRIED**

Agenda

2026-02-12_003 MOTION (D. Debenham/N. Best) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended:

1. Addition of correspondence m)
2. Changes to wording of proposed recommendation from Future Through Property Leadership Team – e) in the consent packet
3. Additions under section 2 – Finance (reporting, references and recommendations)
4. Addition under section 1 – YAYA (reference document: YAYA ministry report)

CARRIED

Correspondence In

- a) October 20, 2025, Ray Cutler, re need for some clarity re honorariums paid by the church (*for information*);
- b) November 5, 2025, Rev. Dr. Richard Bott, Consultant, re Proposal for Proactive Conflict & Strategic Support Retainer (*for discernment under new business a*);
- c) December 10, 2025, Linday Gray, Program Assistant, National Incorporated Ministry Services, The United Church of Canada, re Church Extension Minutes/By-laws #4 and #5 (*for information*);
- d) Copied on a letter dated December 15, 2025, from Richard LeBlanc, Executive Director, Centre 507, to Tim Smith, re Interim Rent Planning – Effective January 1 (*for information*);
- e) January 6, 2026, Edith Gardell, The United Church of Canada Foundation, re request for time on the agenda of the next EOORC general meeting (*referred to planning team*);
- f) January 13, 2026, Ian MacAllister, Chair, Board of Trustees, Centretown United Church, re need for correction to be made to EOORC Executive minutes (*for information*);
- g) January 13, 2026, EV. Issa Winasi / Emmanuel United Methodist Church, re Request for Relationship Building and Exploring Membership (*for discernment under new business b*);
- h) January 13, 2026, Rev. Tiina Cote, re reallocation of technical equipment (*for action under new business c*);
- i) January 23, 2026, Rev. Blair Paterson (on behalf of finance committee, Christ Church United, Chesterville) re question of some concern over increase in assessment (*for information*);
- j) February 2, 2026, David Debenham, Counsel, Low Murchison Radnoff LLP, re Scott vs Presbyterian Church (*for action under business arising*) – see references in SharePoint: 1. 25111405 appraisal, 2. 25-30464 appraisal;
- k) February 2, 2026, Babak Khazaei, Senior Property Coordinator, Merrickville United Church, re AED Cabinet Installation at Merrickville United Church – Input Requested (*for discernment under new business d*);
- l) February 4, 2026, Phyllis MacRae, Chair, Future Through Property Leadership Team, re Re: St. John's UC (Brockville ON) Kitchen Renovation Proposal Review (*for action under consent packet*);
- m) February 6, 2026, Phyllis MacRae, Chair, Future Through Property Leadership Team, re Re: St. John's UC (Brockville ON) Kitchen Renovation Proposal Review (*for action under consent packet*).

Correspondence Out

- a) November 4, 2025, Rev. Eric Hebert-Daly, Executive Minister, responding to Ray Culter, re need for some clarity re honorariums paid by the church (*for information*);
- b) January 6, 2026, Rev. Susan DeHaan, President of EOORC, responding to Edith Gardell, The United Church of Canada Foundation, re request for time on the agenda of the next EOORC general meeting (*referred to planning team*);

- c) January 13, 2026, Rev. Eric Hebert-Daly, Executive Minister, responding to an MacAllister, Chair, Board of Trustees, Centretown United Church, re need for correction to be made to EOORC Executive minutes (*for information*);
- d) January 13, 2026, Rev. Eric Hebert-Daly, Executive Minister, responding to Rev. Tiina Cote, re reallocation of technical equipment (*for action under new business c*).
- e) January 23, 2026, Rev. Eric Hebert-Daly, Executive Minister, responding to Rev. Blair Paterson (on behalf of finance committee, Christ Church United, Chesterville) re question of some concern over increase in assessment (*for information*);
- f) January 23, 2026, Rev. Eric Hebert-Daly, Executive Minister, re memo to incorporated ministries of EOORC on behalf of National Incorporated Ministry Services, The United Church of Canada (*for information*).

Consent Packet

2026-02-12_004 MOTION (F. Emanuel/D. Debenham) that the Eastern Ontario Outaouais Regional Council Executive:

- a) Receive for information the Pastoral Relations Commission Minutes of January 20, 2026;
- b) Approve the application from Centre 33 for funding in the amount of \$5000 as recommended by the Vision and Transformation Leadership Team, to support the Rainbow Crew ministry;
- c) take the following actions:

- i. Aylmer Arms Apartment Inc.

Per the formal request of Aylmer Arms Apartment Inc. of January 29, 2026 and the Board Resolution of January 20, 2026 to become a Category Four organization of The United Church of Canada pursuant to the Incorporated Ministries Policy of The United Church of Canada approve this request and begin formal discussions and procedures with Aylmer Arms Apartment Inc. to transition this corporation to Category Four Legacy Incorporated Ministry status.

- ii. Rideau Hill Camp of The United Church of Canada

Pursuant to the Incorporated Ministries Policy of The United Church of Canada approve the Rideau Hill Camp of The United Church of Canada 2025-2026 Board of Directors

Debbie Banks
Kirsten Crowder
Kelsey Erwin
Jenni Leslie
Cayleigh Milne-Keely
Karen Milne
Jerry Osbourne
Michelle Osbourne
Rowena Pearl
Derrick Vandermeer
Karen Zastera

**This is based on the draft 2025 Annual General Meeting Minutes of January 7, 2026, the 2025 board member approval submission, contact list provided and receipt of other required documentation per the Incorporated Ministries Policy of The United Church of Canada.*

iii. Signing Authority for Executive Minister

Authorize Executive Minister, Éric Hébert-Daly, to have signing authority on incorporated ministries and release documents on behalf of the Regional Council.

- d) Approve the Automatic External Defibrillator Responsibilities Agreement between Eastern Ontario Outaouais Regional Council Land Trust and the Lions Club (as outlined in agreement attached to these minutes);
- e) Approves the recommendation of the Future Through Property Leadership Team to accept the request from Kindred Works to approve the property manager of the Hub operating at St John's United Church, Brockville ON, to authorize the plan for upgrades to the kitchen of the church building (as outlined in proposal attached to these minutes), and to approve the request for the manager to apply for the necessary permits from the City of Brockville. The costs of the construction project (\$175,000) are the responsibility of the Hub. The Region has no responsibility for the costs
- f) Approve the transfer of technical equipment (estimated value \$11,000), from The Upper Ottawa Valley Parish Nursing Pilot Project to the Regional Council.
- g) Acknowledge the following Voluntary Associate Minister (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2025- June 30, 2026:

First Name	Last Name	Community of Faith
Rev. Brian	Copeland	Glen Cairn United Church

CARRIED**Business Arising**

- a) **Copyright and One License** – Rev. Eric Hebert-Daly shared that more information will be available to congregations in the coming weeks.
- b) **Legal Proceeding: Scott v. Presbyterian Church and PGT** – David Debenham
2026-02-12_004 MOTION (N. Hazen/D. Debenham) that the Eastern Ontario Outaouais Regional Council Executive, in the matter of Scott v. Presbyterian Church (CV-25-0110 – Brockville) does not oppose the application seeking lands (Part of Lot 7, Concession 4, Geographic Township of Landsdowne, Township of Leeds and the Thousand Islands, County of Leeds / Designated as Part 1 Plan 28R / PIN 44223-0108) to be vested free and clear of any interest of The United Church of Canada (UCC), on the condition that the Public Guardian and Trustee has no objection to the pending application, and that the applicants agree to pay \$9,000 to the UCC after the vesting order is successfully registered. **CARRIED**

It was suggested that there could be a particular committee struck up to deal with property issues that arise like in the matter above, so that these types of decisions are not made in isolation from each other, and an expertise can develop for how to manage these types of decisions.

- c) **Tri-Regional Equity Forum** – Rev. Eric Hebert-Daly shared that he has encouraged continued coordination between the regional council.
- d) **Collaborative and Cooperative Ministry** – Rev. Eric Hebert-Daly shared that this topic will be highlighted at the upcoming Educational Event. Further analyse is expected before any decisions are made (i.e. possibly creating positions supporting collaborative and cooperative ministry)

- e) **YAYA Programming Review** – Rev. Eric Hebert-Daly shared that a review team is being created, and the work of review will begin shortly.
- f) **Way Forward – Towards 2035 (Training Programs Lay & Ordered)** – Rev. Mary Royal-Duczek and Rev. Eric Hebert-Daly shared details for these upcoming educational events. Both events are available through ChurchX. The ministry program is called 'Things I didn't Learn in Seminary' and the lay program is called 'Things We Tell Ourselves'
- g) **Vision Keepers** – Rev. Cindy Casey, Rev. Frank Emanuel
- **Call for Deeper Reflection (adapting the Strategic Plan)** – Frank highlighted that the group is reflecting on how it plans to use its time. An email has been created to received input from folks in the regional council visionkeepoerseoore@gmail.com. Communication has been raised as a key topic for action.
- h) **Stittsville United Church Commission** – Rev. Eric Hebert-Daly shared that Dr. Rev. Zakaria Mandara is now serving this community of faith.
- i) **Centretown United Church – Centre 507** – Rev. Eric Hebert-Daly shared that there was a correction to the previous Executive minutes, to state that the installation of a new fire system, in fact, has not yet been approved by the congregation, as was initially recorded. It was emphasized that Centre 507 is not currently an incorporated ministry of The United Church of Canada. Work continues to get both sides talking to find a solution.

Concern was raised about the delay of installing a fire system, in particular, if the current delay goes against best practices established by the Fire department.

Regular Business

1. **YAYA** – Dana Ducette highlighted items contained in the report:
 - See *YAYA Ministry Report* as **Appendix A**
 - In particular
 - Worshiplude Recap
 - Go Project
 - Collective (*used to be Rendezvous)
 - Camps
2. **Finance** – Rev. Brian Cornelius, Regional Council Treasurer
 - See *Unaudited Balance Sheet 2025* as **Appendix B¹**
 - See *Profit and Loss for 2025* as **Appendix B²**
 - See *Budget & Actual reports for 2025* as **Appendix B³**
 - See *Balance Sheet as of February 6, 2026* as **Appendix B⁴**
 - See *Profit and Loss as February 6, 2026* as **Appendix B⁵**
 - See *Budget & Actual Reports as of February 6, 2026* as **Appendix B⁶**
 - See *Year end projections and 2026 Budget* as **Appendix B⁷**
 - See *Budget Communication to EOORC (December 2025)* as **Appendix B⁸**

Report:

All financials for 2025 have been received, though there may be a few small adjustments that will occur during the Review process as well as one or two outstanding items. The bottom line is that in 2025 we had a total deficit of 53,304 (deficit of 88,809 for Governance and surplus of

35,505 for Mission and Ministry). Please see the Budget Communication - December for explanations.

Attached is a proposed Budget for 2026. The Finance Committee reviewed this budget after receiving final information from 2025 and responded to constituency input on the budget (there was none!). The details of the budget are included in the report call Projected 2025 and Budget 2026. Details informing the budget are included in the document Budget Communication - December. For your information, at the end of 2025 the unrestricted funds available for Governance is 138,473 and the unrestricted funds available for Mission and Ministry is 118,009.

*Note: Due to today's decision relating to Vision and Transformation grant, the fund budget for 2025 has been changed from \$44,000 to \$49,000.

2026-02-12_005 MOTION (J. Pauling/D. Debenham) that the Eastern Ontario Outaouais Regional Council Executive receive for information the unaudited Balance Sheet, Profit and Loss, and Budget & Actual reports for 2025 as well as the February 6 Balance Sheet, Profit and Loss and Budget & Actual Reports for 2026. **CARRIED**

2026-02-12_006 MOTION (N. Best/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive adopt the 2026 budget with a proposed total deficit of 81,450 (deficit of 68,650 for Governance and a deficit of 12,800 for Mission and ministry) and with a view to find 2.5% in cost savings somewhere within budgeted expenditures that will reduce the total deficit to 59,200. **CARRIED**

3. **Pastoral Relations Commission (PRC)** – Rev. Victoria Andrews

- See *Pastoral Relations Commission minutes of January 20, 2025* as **Appendix C**

- a) **(Discernment) 2022 Manual Change (CDM appointments)** – Rev. Victoria Andrews highlighted some of the complexities. It was suggested that a working document be created to detail these complexities, so that this topic can be prioritised and eventually brought to the regional council for decision. A proposal from the PRC will come to the Executive at a future meeting.

4. **Future Through Property Leadership Team**

a) **Augusta Pastoral Charge**

b) **Spencerville United Church**

c) **Automatic External Defibrillator (AED) Cabinet Installation at Merrickville UC**

- See *Automatic External Defibrillator Responsibilities Agreement* as **Appendix D**

d) **St. John's United Church, Brockville**

- See *New Kitchen 2026 Background and Proposal* as **Appendix E**

e) **(Discernment) How to Formalize Decisions Related to Buildings in the Land Trust and the Related Role of the FTP** – Rev. Eric Hebert-Daly summarized the complexities being encountered as it relates to properties in the land trust when there is currently no one assigned with the authority to make certain decisions (i.e. a trustee commission to decide on matters dealing with properties in land trust). Eric invited suggestions of folks who could sit on such a Commission (so far David Debenham, Andrew Love were suggested). A proposal outlining commission powers and names of members will come to the next Executive meeting.

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

a) **Save the Date!**

March 7th, 2026

Online Winter Educational Event

May 29th, 30th, 2026

AGM

Trinity United Church, Smith Falls

Fall Meeting

October 24th, 2026, in person general meeting at one of the regional council camps

-or-

November 7th, 2026

Sub-regional (if it was successful in 2025), or Knox St. Paul's, Cornwall

March 6th, 2027

Online Winter Educational Event

June 4th, 5th, 2027

AGM

Kanata United Church, Kanata

October 30th 2027

Fall Meeting

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

b) **Planning for Online Winter Educational Event**

- See *Proposed Agenda for Education Event* as **Appendix F**

c) **(Discernment) Fall General Meeting (2026)** – Rev. Susan DeHaan

- **Subregional Gatherings** – it was highlighted that subregional gatherings were successful, but there was concern that not holding a general meeting in the fall limits fellowship among the entire regional council to one meeting per year. It was suggested to hold both a general meeting and subregional gatherings and allow for context/ questions to be brought from the regional gatherings to the fall general meeting.

6. **Indigenous Ministries** – nothing to report currently.

New Business

- f) **Proposal for Proactive Conflict & Strategic Support Retainer** – Rev. Eric Hebert-Daly highlighted that the proposal is complex because it is designed to include three regional councils (and one of the regional councils has already said no).

CONSENSUS The Executive Minister will respond with appreciation to Rev. Dr. Richard Bott's proposal for proactive conflict & strategic support retainer and the regional council will consider his services in the future on an as-needed basis.

- g) **Relationship Building and Exploring Membership (Emmanuel United Methodist Church, Swahili Community)** – Rev. Eric Hebert-Daly welcomed ideas and this topic will be brought to a future meeting.

- **(Discernment) Financial Support for Project to Translate the Song of Faith into Swahili** - This topic will be brought to a future meeting.

- h) **100th Anniversary Quilt (Worship Service)** – Rev. Eric Hebert-Daly shared that there have been suggestions to circulate a worship service that can accompany the quilt as it is shared between congregations. There was excitement for this idea and consensus for said worship service to be created.

Report from the Equity Support Person – Rousseau Whiteley highlighted that the meeting did not raise any equity issues.

Closing Prayer – Julee Pauling 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 the meeting is concluded at 12 PM.

Next meeting date:

- Thursday, March 12, 2026 (zoom) 9 am – noon
- Thursday, April 9, 2026 (zoom) 9 am – noon
- Thursday, May 14, 2026 (zoom) 9 am – noon

Rev. Susan DeHaan, President

Rev. Eric Hebert-Daly, Executive Minister

EOORC Executive Duty Roster

	Opening Devotions / Land Acknowledgement	Equity Monitor	Closing Prayer
<i>Summer</i>			
<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	YAYA Ministry Report	Pages 11-14
Appendix B ¹	Unaudited Balance Sheet 2025	Pages 15-17
Appendix B ²	Profit and Loss for 2025	Pages 18-19
Appendix B ³	Budget & Actual reports for 2025	Pages 20-22
Appendix B ⁴	Balance Sheet as of February 6, 2026	Pages 23-25
Appendix B ⁵	Profit and Loss as February 6, 2026	Pages 26-28
Appendix B ⁶	Budget & Actual Reports as of February 6, 2026	Pages 29-30
Appendix B ⁷	Year end projections and 2026 Budget	Pages 31-33
Appendix B ⁸	Budget Communication to EOORC (December 2025)	Pages 34-35
Appendix C	Pastoral Relations Commission minutes of January 20, 2026	Pages 36-40
Appendix D	Automatic External Defibrillator Responsibilities Agreement	Page 41
Appendix E	New Kitchen 2026 Background and Proposal	Pages 42-43
Appendix F	Proposed Agenda for Education Event	Page 44

Appendix A

EOORC YAYA Report - February 10, 2026**Confirmation Booster Weekend – January 16-17th, 2026**

Youth from Kanata UC, Bells Corners UC, and Parkdale UC participated in the overnight Confirmation Booster hosted at Bells Corners UC. The event included a smudge, sensory worship, discussions about the Bible, Christian History, UCC History, Social Justice, and spiritual practices, closing with communion.

Next step include:

Connecting with participating churches about their confirmation process and support.

Sharing the Booster Weekend format and program.

Discussing opportunities to bring youth together at Regional Meetings for programs and activities.

Worshiplude – January 31st, 2026

Over 100 Youth and Leaders travelled to Ottawa to participate in Winterlude activities and attend Worshiplude Saturday night. This year, Cityview, Parkdale, Kitchissippi, MacKay, Southminster United Churches hosted groups traveling from London, St. Catherine's, Toronto, Fort Erie, Montreal, Sherbrooke. First United was scheduled to host a group but due to flooding on Friday night, they had to cancel. This year MacKay UC hosted the Saturday evening worship for 150 people with the Moderator, the Right Rev. Dr. Kimberly Heath presiding over communion and offering a message. Fieldnotes (MacKay's music ministry) offered musical reflections and youth and young adults from around the region read passages and scriptures. A dinner of pizza and snacks was served by Worshiplude volunteers and the night wrapped up with groups returning to their host churches by 9:30. Next year Parkdale UC will be hosting the Saturday evening worship and Rev. Adele Halliday will be the guest preacher.

Collective 2026: (Em)brace for Impact

Collective 2026 will be taking place August 12-15 at Brock University in St. Catherine's On. There are two, one-hour Tri-Regional (ECOR, EOOR, Nakonhaka) information sessions scheduled for Feb. 24th (12pm) and Feb. 26th (6:30pm). These will include information about funding support for youth and leaders as well as travel options.

More info: <https://www.collective-gathering.ca/>

Regional staff are brought in to support National UCC YAYA events through leading home groups, programming and workshop leadership, and chaplaincy. If you are interested in volunteering at collective please let me know.

The Go Project at Orleans UC

Orleans UC has partnered with [The GO Project](#) to host one of two sites across Canada this summer for the Youth Summer Program. The program is for youth ages 13-18 and will run for 8 days and 8 nights. This ministry works in conjunction with the Canada Summer Job's (CSJ) grant to help pay the leaders wages for the summer. An application has been submitted to the CSJ grant, and we expect to hear by the end of April.

Program Overview:

Our overnight programs currently run for 8-days and nights. During the program, participants and staff reside at the host church, cook and eat together, serve with local environmental and social justice organizations, and discern how they are being called into action in their own lives and communities through discernment workshops. Youth programs provide the mission trip experience without having to leave Canada, and for a fraction of the cost. (The GO Project website)

Camping Ministry

Accreditation Team and Process

Camps receive an accreditation visit by a team of volunteers from within the Region every three years. This group is trained and coordinated by the YAYA Minister. The Accreditation Team's findings and recommendations are compiled in a report by the YAYA Minister and provided to Bev Renwick, Program Coordinator, Duty of Care and Incorporated Ministries at GCO. Once approved, Bev sends out a letter confirming the accreditation status to the camp.

- Rideau Hill Camp will be receiving an accreditation visit in 2026.

- Camp Lau-Ren passed accreditation in 2025, next visit 2028
- Golden Lake Camp passed accreditation in 2024, next visit 2027.

Camping Ministry Support

This Spring, I am working with our camps to help connect them and build relationships with our communities of faith. One of the ways this can happen is to encourage more churches to plan a Camping Sunday Worship April 26th, and to invite campers, and leaders who live in the Region to come and share their experiences of working and participating in UCC Camps. Camping ministries reach more children, youth and young adults each season in our region than the average Sunday morning does all year. This is a vital and flourishing part of our UCC history and legacy that needs renewing and covenanting. Ensuring our UCC camps feel connected and confident in not only the financial support given by the UCC but also by the spiritual support is integral to continuing this work. This is why it is important to have communities of faith connected and active in supporting Camping Ministries.

I am working with Communications on a newsletter dedicated to our camping ministries which will provide an opportunity for our camps to share about their ministry and work. It will also provide an opportunity for communities of faith to consider how they can support camping ministries within the region.

Campus Ministries

The EOOR YAYA Ministry supports the campus ministries of uOttawa, Carleton and Algonquin through financial and board member contributions.

uOttawa – The uOttawa Multifaith Chaplaincy has a new coordinator Rev. Michael Wagenman. Currently the uOttawa Multifaith Chaplaincy offers free vegetarian meals once a month to approximately students. This program was offered as Meals at Friel Residence once a month but had to move locations while Friel Residence is under renovation. This program is run with coordination support from the uOttawa Student Government. Volunteers use the kitchen space across from the Chaplaincy office in Déjà vu Building to prepare 200 portions of a vegetarian main dish, such as chili or soup. Like Pause Table, churches are asked to support through baking or providing snacks to accompany the meal.

February 12th – UCC Churches and volunteers provided 200 cornbread muffins, 200 cookies and 200 tea biscuits.
Next Lunches – March 12th & April 15th

Carleton University – Pause Tables take place Dec and April in the University Centre at Carleton. Over the course of 3-4 days communities of faith come together to provide snacks and baking for students. In December over 300 students were served in less than 3 hours on one day. Each Pause Table, I pick-up and deliver food prepared by one of the Muslim groups in Kanata.

Algonquin College – participates in Pause Table during Dec and April exams and food is coordinated by the campus chaplain. The Algonquin Chaplaincy Board works with the chaplain and provides program oversight and funding to cover the cost of the position.

Scrivens Baillie Fund

I have updated the Scrivens Baillie fund application for 2026.

The Scrivens Baillie Fund met January 27th to discuss the upcoming YAYA Ministry opportunities and potential funding requests from the region for 2026. Notably, Collective 2026 will see youth and leaders asking for support to attend. Malcolm Collins announced his retirement as chair of Scrivens Baillie Fund after 30 years, effective immediately and after I met with Fiona Scrivens (Bill Scrivens Granddaughter) she joined the committee.

Nominations has been made aware of the need to recruit a new chair.

Things We Tell Ourselves ChurchX Workshop– Spring 2026

A series of workshops to help congregational leaders eager to try new things, gain new perspectives and connect with one another. Looking at modern-day myths about our church; Breaking out of our patterns to live into new possibilities

MARCH 25, 2026, 7-9 p.m. ET Free

Young people don't care about church

Most young people have stopped coming to church, but maybe it's about what we're offering. There are increasing signs of interest from a generation who was not raised in church. Come and explore how young people are finding faith these days.

LEAD: Dana Ducette

Vacation Bible School – Parkdale United Church

I am working with Huda at Parkdale United Church to support their youth leadership program for their VBS. More info to come.

Spiritual Care in Secondary Schools (SCSS)

The SCSS Committee has hired a new coordinator, Lillian (Lilly) Ayoubzadeh and continues to provide spiritual care volunteers in the Ottawa Carleton District School Board.

Starting in February, I will be participating as a Spiritual Care volunteer at Banting High school (Stittsville) on Wednesday mornings. This position was held for many years by Rev. Grant Dillenbeck before to his passing and in partnership with Rev. Doug Kendall (Presbyterian).

Continuing Ministry Education

UCC Polity – I am finishing up the UCC Polity Course from United Theological College DIO online and have enjoyed the learning about the manual and our polity in detail.

Wednesday evenings I am taking a course on Indigenous Christianity as part of my M.Div. requirements from Saint Paul's. This course is run in conjunction with VST, UofT, Concordia, St. Thomas More College, and Kateri Native Ministry of Ottawa)

Indigenous Experience

There is funding support to offer the following programs within the region. I am looking for churches to partner with for these different events. Partner churches would provide space and snacks for the participants.

- NAC Indigenous Theatre/Dance - 12 participants *
- Medicine Bag and Medicines with Knowledge Keeper Teaching - 10 participants*
- Visit and Bus to Kitigan Zibi Culture Centre for 20 participants
- Dream Catcher workshop and Indigenous Educator - 10 participants *
- Visit/ Transportation to Madahoki Farms - 10-15 participants

*Participation in these events is limited to YAYA only.

Gibimishkaadimin

My secondment to the GCO finished on Dec. 31st. I am grateful to the region for sharing me and providing the opportunity to work on Gibimishkaadimin for the past two years. A benefit of having me working with this program was providing opportunities for our regional YAYA to participate alongside youth from coast to coast to coast. I hope they will continue to carry this experience into the future.

I accepted the Program Manager role to help bridge my indigenous identity with my call to ministry and YAYA ministry. I take with me a deeper grounding in my indigeneity in relation to the UCC. Miigwetch.

Staff Gatherings

General Council Staff Gathering – April
EOR Staff Gathering – April

Pastoral Care

I continue to meet with youth and young adults in our Region and with those who are going to school outside of the Region through video calls, text and email. Each time to meet creates an opportunity to learn and listen about what has been going on in their lives, encourage them in their faith and connect them to the work of the UCC.

Montreal Mission Internship (MMI)

2026-14

The United Church of Canada
L'Église Unie du Canada

Eastern Ontario Outaouais Regional Council
Meeting of the Executive

February 12, 2025
Zoom Teleconference

The YAYA ministry provides letters of reference and has supported financially, emotionally and spiritually, two young adults from the Region to participate in this 9-week intentional community and work experience. <https://www.montrealmission.ca/>

The application process is open for the 2026 Montreal Mission Internship. Please let me know if you have a young adult 18-25 who might be interested in participating.

Reference Letters

Each year I am asked to provide references letters for youth and young adults for jobs, school applications (Bach. & Master's programs) and programs like MMI. I am delighted to be able to share my experience of working and walking with so many YAYA from our region to help them in their future.

Appendix B¹

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
Assets			
Current Assets			
Cash and Cash Equivalent			
Chequing	27,433.64	215,898.80	-188,465.16
Electronic Funds Rejection	0.00	0.00	0.00
Lower Litchfield (Bank)	4,045.13	3,696.82	348.31
Savings	125,235.31	20,084.66	105,150.65
Total Cash and Cash Equivalent	\$156,714.08	\$239,680.28	\$ -82,966.20
Accounts Receivable (A/R)			
Accounts Receivable (A/R)	125.00		125.00
Total Accounts Receivable (A/R)	\$125.00	\$0.00	\$125.00
HST Federal	0.00	0.00	0.00
HST Provincial	0.00	0.00	0.00
Investments			
Fiera Capital Investment	8,503,862.33	7,831,102.57	672,759.76
Litchfield Cemetery (GIC)	5,980.20	5,783.56	196.64
Total Investments	8,509,842.53	7,836,886.13	672,956.40
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)	43,900.00	64,300.00	-20,400.00
Shortterm loans	0.00	3,961.15	-3,961.15
Burnstown	20,712.15	13,779.08	6,933.07
Total Shortterm loans	20,712.15	17,740.23	2,971.92
Total Loans	400,924.89	418,352.97	-17,428.08
Total Current Assets	\$9,067,606.50	\$8,494,919.38	\$572,687.12
Total Assets	\$9,067,606.50	\$8,494,919.38	\$572,687.12
Liabilities and Equity			
Liabilities			
Current Liabilities			
2023 Cheques	0.00	0.00	0.00
Accounts Payable	5,140.80	33,553.69	-28,412.89
Baillie Scrivens Grants Payable	3,030.00	5,280.00	-2,250.00
GST/HST Payable	-14,709.00	-13,979.67	-729.33
GST/HST Suspense	0.00		0.00
Prepaid Expenses	0.00	-6,782.09	6,782.09
Vision & Transformation Grants payable	34,200.00	32,500.00	1,700.00
Total Current Liabilities	\$27,661.80	\$50,571.93	\$ -22,910.13
Total Liabilities	\$27,661.80	\$50,571.93	\$ -22,910.13

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
Equity			
Held-in-Trust			
Church Extension	0.00		0.00
Merrickville United	2,071.80	2,071.80	0.00
Total Held-in-Trust	2,071.80	2,071.80	0.00
Investment Funds			
Communities of Faith (Held-in-Trust)			
Bethel Rideau Ferry	222,500.00	236,057.68	-13,557.68
Bethel St. Andrews	585,116.55	502,107.18	83,009.37
Easton's Corners	132,219.19		132,219.19
Glencairn	190,610.10	178,302.79	12,307.31
Kirk Hill United	75,000.00		75,000.00
St. Andrew's Beachburg	283,683.42	265,366.55	18,316.87
St. Paul's Kenmore	56,216.33		56,216.33
Thurso	257,527.10	240,899.08	16,628.02
Trinity - Kazabazua	69,999.79	35,796.35	34,203.44
Winchester	90,392.99	84,556.51	5,836.48
Zion Memorial	243,570.67	227,843.80	15,726.87
Total Communities of Faith (Held-in-Trust)	2,206,836.14	1,770,929.94	435,906.20
Communities of Faith (Restricted)			
Cardinal St. John's Frontline Workers	0.00	46,105.07	-46,105.07
House of Lazarus	94,298.84	46,105.07	48,193.77
Rideau Hill Camp	204,577.83	200,368.62	4,209.21
Zion Licensed Lay Worship Leaders Legacy	240,242.50	224,730.52	15,511.98
Total Communities of Faith (Restricted)	539,119.17	517,309.28	21,809.89
EOORC Fund	1,098,093.18	1,074,628.09	23,465.09
Mission & Ministry Legacy Fund	713,231.58	665,044.03	48,187.55
McKendry Fund (Mission & Ministry Legacy)	43,900.00	64,300.00	-20,400.00
Total Mission & Ministry Legacy Fund	757,131.58	729,344.03	27,787.55
Vision & Transformation	2,654,095.09	2,550,953.43	103,141.66
Youth Funds			
James E. Baillie Youth Fund	779,349.10	757,541.60	21,807.50
W.H. "Bill" Scrivens Youth Fund	589,631.93	566,793.50	22,838.43
Total Youth Funds	1,368,981.03	1,324,335.10	44,645.93
Total Investment Funds	8,624,256.19	7,967,499.87	656,756.32

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
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	10,025.33	9,480.38	544.95
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	10,691.00	10,020.00	671.00
United Mining for Justice	32,107.89	32,107.89	0.00
YAYA Ministry - Trips	5,103.69	5,103.69	0.00
Total Ministry Accounts	157,134.74	163,418.79	-6,284.05
Mission & Ministry Retained Earnings	118,008.87	84,074.55	33,934.32
Opening Balance Equity	0.00	0.00	0.00
Retained Earnings	227,282.44	181,259.35	46,023.09
Profit for the year	-88,809.34	46,023.09	-134,832.43
Total Equity	\$9,039,944.70	\$8,444,347.45	\$595,597.25
Total Liabilities and Equity	\$9,067,606.50	\$8,494,919.38	\$572,687.12

Appendix B²

Eastern Ontario Outaouais Regional Council

Profit and Loss by Class

January - December 2025

	GOVERNANCE	INVESTMENT - EOORC	LITCHFIELD	MISSION AND MINISTRY	TOTAL
INCOME					
Donations/Donated Expenses	200.00				\$200.00
Grant General Council Assessment	358,499.99				\$358,499.99
Grant Mission & Service Fund				180,000.00	\$180,000.00
Interest	2,091.94			2,091.94	\$4,183.88
Offerings	13,552.23			2,134.25	\$15,686.48
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 Grants				72,700.00	\$72,700.00
Transfer Youth Salary Support (Baillie/Scrivens)				46,431.51	\$46,431.51
Total Income	\$398,519.16	\$0.00	\$0.00	\$357,432.70	\$755,951.86
GROSS PROFIT	\$398,519.16	\$0.00	\$0.00	\$357,432.70	\$755,951.86
EXPENSES					
Administrative Expenses					\$0.00
Archives	8,244.71				\$8,244.71
Bank Charges and Financial Services	611.27			611.27	\$1,222.54
Communications Assistant	303.38				\$303.38
Home Office Expenses	1,261.32			1,670.42	\$2,931.74
Incorporated Ministries	6,075.00				\$6,075.00
Insurance	220.55			220.55	\$441.10
IT Support from General Council	7,294.82			4,863.22	\$12,158.04
Sundry/Storage	688.95				\$688.95
Treasurer Honourarium and Expenses	5,823.58			5,823.58	\$11,647.16
Website and Annual Technology Contracts	1,124.94			744.11	\$1,869.05
Total Administrative Expenses	31,648.52			13,933.15	\$45,581.67
Congregational Reviews/Ministry Personnel Support/Special Projects	26,140.47			500.00	\$26,640.47
Future Through Property Legal Grants	9,073.47				\$9,073.47
Candidates and RCCO	2,700.00				\$2,700.00
Mission Support				101,000.00	\$101,000.00
Vision & Transformation				44,000.00	\$44,000.00
Youth (Baillie/Scrivens)				10,731.51	\$10,731.51
Total Grants	2,700.00			155,731.51	\$158,431.51
Mission & Service Fund Remittance	1,100.00			563.25	\$1,663.25
Partnership Ministries	300.00			3,100.00	\$3,400.00
Personnel					\$0.00
Benefits	51,213.98			27,716.71	\$78,930.69
Continuing Education	2,284.52			513.97	\$2,798.49
Executive Minister/Assistant	56,947.02				\$56,947.02
Meetings and Hospitality	1,025.58			384.71	\$1,410.29
Salaries	198,054.00			107,824.59	\$305,878.59
Staff Retreat	3,150.14				\$3,150.14
Telephone	1,013.08			827.86	\$1,840.94
Travel	4,506.29			3,666.16	\$8,172.45
Total Personnel	318,194.61			140,934.00	\$459,128.61

Eastern Ontario Outaouais Regional Council

Profit and Loss by Class

January - December 2025

	GOVERNANCE	INVESTMENT - LITCHFIELD EOORC		MISSION AND MINISTRY	TOTAL
Regional Meetings					\$0.00
Celebraton of Ministry	1,336.56				\$1,336.56
Executive/President Expenses	1,799.66				\$1,799.66
Fall Meeting					\$0.00
Program and Music	945.18				\$945.18
Site, Technology, and Translation	2,000.00				\$2,000.00
Travel	630.32				\$630.32
Total Fall Meeting	3,575.50				\$3,575.50
General Council Commissioner Support	1,099.87				\$1,099.87
Spring Meeting					\$0.00
Planning Commitee and Supplies	3,201.16				\$3,201.16
Program and Music	15,649.25				\$15,649.25
Site, Technology and Translation	61,194.72				\$61,194.72
Travel	2,557.79				\$2,557.79
Total Spring Meeting	82,602.92				\$82,602.92
Total Regional Meetings	90,414.51				\$90,414.51
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	7,182.54			3,140.56	\$10,323.10
Total Regional Programming	7,756.92			4,503.03	\$12,259.95
Youth					\$0.00
Events				1,841.61	\$1,841.61
Supplies				820.83	\$820.83
Total Youth				2,662.44	\$2,662.44
Total Expenses	\$487,328.50	\$0.00	\$0.00	\$321,927.38	\$809,255.88
OTHER INCOME					
Donation		100.00	2,175.00		\$2,275.00
Grants - Government and Church	7,661.00				\$7,661.00
Interest (GIC)			196.95		\$196.95
Investment Gain/Loss		547,759.76			\$547,759.76
Investment Purchase		348,491.33			\$348,491.33
Property Sales		0.00			\$0.00
Total Other Income	\$7,661.00	\$896,351.09	\$2,371.95	\$0.00	\$906,384.04
OTHER EXPENSES					
Administration (Banking & Postage)			27.00		\$27.00
Investment Redemption		93,731.51			\$93,731.51
Investment Redemption Budget Transfer		142,650.00			\$142,650.00
Maintenance (Grasscutting & Markers)			1,800.00		\$1,800.00
Salaries	7,661.00				\$7,661.00
z-transfer to Equity		659,969.58	544.95	35,505.32	\$696,019.85
Total Other Expenses	\$7,661.00	\$896,351.09	\$2,371.95	\$35,505.32	\$941,889.36
PROFIT	\$ -88,809.34	\$0.00	\$0.00	\$0.00	\$ - 88,809.34

Appendix B³

Eastern Ontario Outaouais Regional Council

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

January - December 2025

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Income			
Donations/Donated Expenses	200.00		
Grant General Council Assessment	358,499.99	358,500.00	100.00 %
Grant Mission & Service Fund	180,000.00	180,000.00	100.00 %
Interest	4,183.88	3,000.00	139.46 %
Offerings	15,686.48		
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 Grants	72,700.00	114,800.00	63.33 %
Transfer Youth Salary Support (Baillie/Scrivens)	46,431.51	59,500.00	78.04 %
Transfer Zion Lay Licensed Worship Leaders Fund		10,100.00	
Total Income	\$755,951.86	\$804,150.00	94.01 %
GROSS PROFIT	\$755,951.86	\$804,150.00	94.01 %
Expenses			
Administrative Expenses			
Archives	8,244.71	9,500.00	86.79 %
Bank Charges and Financial Services	1,222.54	1,500.00	81.50 %
Communications Assistant	303.38	1,400.00	21.67 %
Home Office Expenses	2,931.74	4,000.00	73.29 %
Incorporated Ministries	6,075.00		
Insurance	441.10	500.00	88.22 %
IT Support from General Council	12,158.04	10,000.00	121.58 %
Sundry/Storage	688.95	600.00	114.83 %
Treasurer Honourarium and Expenses	11,647.16	11,500.00	101.28 %
Website and Annual Technology Contracts	1,869.05	4,500.00	41.53 %
Total Administrative Expenses	45,581.67	43,500.00	104.79 %
Congregational Reviews/Ministry Personnel Support/Special Projects	26,640.47	15,000.00	177.60 %
Future Through Property Legal	9,073.47		
Grants			
Candidates and RCCO	2,700.00	2,700.00	100.00 %
Mission Support	101,000.00	101,000.00	100.00 %
Vision & Transformation	44,000.00	86,100.00	51.10 %
Youth (Baillie/Scrivens)	10,731.51	23,800.00	45.09 %
Total Grants	158,431.51	213,600.00	74.17 %
Mission & Service Fund Remittance	1,663.25	500.00	332.65 %
Partnership Ministries	3,400.00	4,150.00	81.93 %
Personnel			
Benefits	78,930.69	79,750.00	98.97 %
Continuing Education	2,798.49	4,500.00	62.19 %
Executive Minister/Assistant	56,947.02	54,800.00	103.92 %
Meetings and Hospitality	1,410.29	3,000.00	47.01 %
Salaries	305,878.59	302,250.00	101.20 %
Staff Retreat	3,150.14	2,000.00	157.51 %
Telephone	1,840.94	2,100.00	87.66 %
Travel	8,172.45	14,000.00	58.37 %
Total Personnel	459,128.61	462,400.00	99.29 %

Eastern Ontario Outaouais Regional Council

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

January - December 2025

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Regional Meetings			
Celebraton of Ministry	1,336.56		
Executive/President Expenses	1,799.66	1,000.00	179.97 %
Fall Meeting		12,500.00	
Program and Music	945.18		
Site, Technology, and Translation	2,000.00		
Travel	630.32		
Total Fall Meeting	3,575.50	12,500.00	28.60 %
General Council Commissioner Support	1,099.87		
Planning Committee		1,000.00	
Spring Meeting		50,000.00	
Planning Commitee and Supplies	3,201.16		
Program and Music	15,649.25		
Site, Technology and Translation	61,194.72		
Travel	2,557.79		
Total Spring Meeting	82,602.92	50,000.00	165.21 %
Total Regional Meetings	90,414.51	64,500.00	140.18 %
Regional Programming			
Leadership Teams, Clusters, and Networks	1,762.78	2,000.00	88.14 %
LLWL/Ministry Personnel Events	174.07	13,000.00	1.34 %
Setting Our Sights Activities/Workshops	10,323.10	10,000.00	103.23 %
Total Regional Programming	12,259.95	25,000.00	49.04 %
Youth			
Events	1,841.61	5,000.00	36.83 %
Gibimishkaadimin (deleted)	0.00		
Supplies	820.83	1,500.00	54.72 %
Total Youth	2,662.44	6,500.00	40.96 %
Total Expenses	\$809,255.88	\$835,150.00	96.90 %
NET OPERATING INCOME	\$ -53,304.02	\$ -31,000.00	171.95 %
Other Income			
Donation	2,275.00		
Grants - Government and Church	7,661.00		
Interest (GIC)	196.95		
Investment Gain/Loss	547,759.76		
Investment Purchase	348,491.33		
Property Sales	0.00		
Total Other Income	\$906,384.04	\$0.00	0.00%
Other Expenses			
Administration (Banking & Postage)	27.00		
Investment Redemption	93,731.51		
Investment Redemption Budget Transfer	142,650.00		
Maintenance (Grasscutting & Markers)	1,800.00		
Salaries	7,661.00		
z-transfer to Equity	696,019.85		
Total Other Expenses	\$941,889.36	\$0.00	0.00%

Eastern Ontario Outaouais Regional Council

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

January - December 2025

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
NET OTHER INCOME	\$ -35,505.32	\$0.00	0.00%
NET INCOME	\$ -88,809.34	\$ -31,000.00	286.48 %

Appendix B⁴

Eastern Ontario Outaouais Regional Council

Balance Sheet

As of December 31, 2026

	TOTAL		
	AS OF DEC. 31, 2026	AS OF DEC. 31, 2025 (PY)	CHANGE
Assets			
Current Assets			
Cash and Cash Equivalent			
Chequing	4,077.10	27,433.64	-23,356.54
Electronic Funds Rejection	0.00	0.00	0.00
Lower Litchfield (Bank)	4,045.13	4,045.13	0.00
Savings	275,625.55	125,235.31	150,390.24
Total Cash and Cash Equivalent	\$283,747.78	\$156,714.08	\$127,033.70
Accounts Receivable (A/R)			
Accounts Receivable (A/R)	0.00	125.00	-125.00
Total Accounts Receivable (A/R)	\$0.00	\$125.00	\$ -125.00
HST Federal	0.00	0.00	0.00
HST Provincial	0.00	0.00	0.00
Investments			
Fiera Capital Investment	8,244,913.36	8,503,862.33	-258,948.97
Litchfield Cemetery (GIC)	5,980.20	5,980.20	0.00
Total Investments	8,250,893.56	8,509,842.53	-258,948.97
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)	40,500.00	43,900.00	-3,400.00
Shortterm loans	0.00	0.00	0.00
Burnstown	74,165.36	20,712.15	53,453.21
Total Shortterm loans	74,165.36	20,712.15	53,453.21
Total Loans	450,978.10	400,924.89	50,053.21
Total Current Assets	\$8,985,619.44	\$9,067,606.50	\$ -81,987.06
Total Assets	\$8,985,619.44	\$9,067,606.50	\$ -81,987.06
Liabilities and Equity			
Liabilities			
Current Liabilities			
2023 Cheques	0.00	0.00	0.00
Accounts Payable	0.00	5,140.80	-5,140.80
Baillie Scrivens Grants Payable	3,030.00	3,030.00	0.00
GST/HST Payable	-19,550.30	-14,709.00	-4,841.30
GST/HST Suspense	0.00	0.00	0.00
Prepaid Expenses	0.00	0.00	0.00
Vision & Transformation Grants payable	34,200.00	34,200.00	0.00
Total Current Liabilities	\$17,679.70	\$27,661.80	\$ -9,982.10
Total Liabilities	\$17,679.70	\$27,661.80	\$ -9,982.10

Eastern Ontario Outaouais Regional Council

Balance Sheet

As of December 31, 2026

	TOTAL		
	AS OF DEC. 31, 2026	AS OF DEC. 31, 2025 (PY)	CHANGE
Equity			
Held-in-Trust			
Church Extension	0.00	0.00	0.00
Merrickville United	2,071.80	2,071.80	0.00
Total Held-in-Trust	2,071.80	2,071.80	0.00
Investment Funds			
Communities of Faith (Held-in-Trust)			
Bethel Rideau Ferry	221,053.11	222,500.00	-1,446.89
Bethel St. Andrews	581,311.62	585,116.55	-3,804.93
Easton's Corners	131,359.39	132,219.19	-859.80
Glencairn	189,370.59	190,610.10	-1,239.51
Kirk Hill United	74,512.29	75,000.00	-487.71
St. Andrew's Beachburg	281,838.67	283,683.42	-1,844.75
St. Paul's Kenmore	55,850.76	56,216.33	-365.57
Thurso	255,852.44	257,527.10	-1,674.66
Trinity - Kazabazua	69,544.59	69,999.79	-455.20
Winchester	89,805.18	90,392.99	-587.81
Zion Memorial	241,986.76	243,570.67	-1,583.91
Total Communities of Faith (Held-in-Trust)	2,192,485.40	2,206,836.14	-14,350.74
Communities of Faith (Restricted)			
Cardinal St. John's Frontline Workers	0.00	0.00	0.00
House of Lazarus	89,513.05	94,298.84	-4,785.79
Rideau Hill Camp	194,107.55	204,577.83	-10,470.28
Zion Licensed Lay Worship Leaders Legacy	238,680.52	240,242.50	-1,561.98
Total Communities of Faith (Restricted)	522,301.12	539,119.17	-16,818.05
EOORC Fund	1,042,371.75	1,098,093.18	-55,721.43
Mission & Ministry Legacy Fund	680,201.63	713,231.58	-33,029.95
McKendry Fund (Mission & Ministry Legacy)	40,500.00	43,900.00	-3,400.00
Total Mission & Ministry Legacy Fund	720,701.63	757,131.58	-36,429.95
Vision & Transformation	2,563,928.63	2,654,095.09	-90,166.46
Youth Funds			
James E. Baillie Youth Fund	753,335.16	779,349.10	-26,013.94
W.H. "Bill" Scrivens Youth Fund	570,001.03	589,631.93	-19,630.90
Total Youth Funds	1,323,336.19	1,368,981.03	-45,644.84
Total Investment Funds	8,365,124.72	8,624,256.19	-259,131.47

Eastern Ontario Outaouais Regional Council

Balance Sheet

As of December 31, 2026

	TOTAL		
	AS OF DEC. 31, 2026	AS OF DEC. 31, 2025 (PY)	CHANGE
Ministry Accounts			
Camp Bitobi Fund	39,600.00	39,600.00	0.00
Faith and Arts Ottawa	23,622.73	23,622.73	0.00
Litchfield Cemetery	10,025.33	10,025.33	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	10,691.00	10,691.00	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
Total Ministry Accounts	157,134.74	157,134.74	0.00
Mission & Ministry Retained Earnings	277,706.67	118,008.87	159,697.80
Opening Balance Equity	0.00	0.00	0.00
Retained Earnings	138,473.10	227,282.44	-88,809.34
Profit for the year	27,428.71	-88,809.34	116,238.05
Total Equity	\$8,967,939.74	\$9,039,944.70	\$ -72,004.96
Total Liabilities and Equity	\$8,985,619.44	\$9,067,606.50	\$ -81,987.06

Appendix B⁵

Eastern Ontario Outaouais Regional Council

Profit and Loss by Class
January - December 2026

	GOVERNANCE	INVESTMENT - EOORC	MISSION AND MINISTRY	TOTAL
INCOME				
Grant General Council Assessment	30,830.37			\$30,830.37
Grant Mission & Service Fund			9,770.57	\$9,770.57
Interest	195.12		195.12	\$390.24
Transfer EOORC Fund	24,700.00		24,700.00	\$49,400.00
Transfer Mission and Ministry Legacy Fund			32,000.00	\$32,000.00
Transfer Vision and Transformation Grants			43,582.50	\$43,582.50
Transfer Vision and Transformation Salary Support			29,800.00	\$29,800.00
Transfer Youth Grants (Baillie/Scrivens)			82.50	\$82.50
Transfer Youth Salary Support (Baillie/Scrivens)			36,900.00	\$36,900.00
Total Income	\$55,725.49	\$0.00	\$177,030.69	\$232,756.18
GROSS PROFIT	\$55,725.49	\$0.00	\$177,030.69	\$232,756.18
EXPENSES				
Administrative Expenses				\$0.00
Bank Charges and Financial Services	86.15		86.14	\$172.29
Incorporated Ministries	506.25			\$506.25
Insurance	37.29		37.29	\$74.58
IT Support from General Council	527.30		351.53	\$878.83
Treasurer Honourarium and Expenses	1,425.00		475.00	\$1,900.00
Website and Annual Technology Contracts	400.79		400.78	\$801.57
Total Administrative Expenses	2,982.78		1,350.74	\$4,333.52
Grants				\$0.00
Youth (Baillie/Scrivens)			82.50	\$82.50
Total Grants			82.50	\$82.50
Mission & Service Fund Remittance	100.00			\$100.00
Personnel				\$0.00
Benefits	3,839.29		3,151.20	\$6,990.49
Executive Minister/Assistant	5,099.00			\$5,099.00
Meetings and Hospitality			121.64	\$121.64
Salaries	16,275.71		10,850.66	\$27,126.37
Travel			4.13	\$4.13
Total Personnel	25,214.00		14,127.63	\$39,341.63
Youth				\$0.00
Events			3,591.22	\$3,591.22
Recovery/Registration			-1,920.00	\$ -1,920.00
Total Events			1,671.22	\$1,671.22
Supplies			100.80	\$100.80
Total Youth			1,772.02	\$1,772.02
Total Expenses	\$28,296.78	\$0.00	\$17,332.89	\$45,629.67
OTHER INCOME				
Investment Gain/Loss		-53,966.47		\$ - 53,966.47
Total Other Income	\$0.00	\$ -53,966.47	\$0.00	\$ - 53,966.47
OTHER EXPENSES				

Eastern Ontario Outaouais Regional Council

Profit and Loss by Class

January - December 2026

	GOVERNANCE	INVESTMENT - EOORC	MISSION AND MINISTRY	TOTAL
Investment Redemption		13,400.00		\$13,400.00

Eastern Ontario Outaouais Regional Council

Profit and Loss by Class

January - December 2026

	GOVERNANCE	INVESTMENT - EOORC	MISSION AND MINISTRY	TOTAL
Investment Redemption Budget Transfer		-191,582.50		\$ -191,582.50
z-transfer to Equity		124,216.03	159,697.80	\$283,913.83
Total Other Expenses	\$0.00	\$ -53,966.47	\$159,697.80	\$105,731.33
PROFIT	\$27,428.71	\$0.00	\$0.00	\$27,428.71

Appendix B⁶

Eastern Ontario Outaouais Regional Council

Budget vs. Actuals: Budget_FY26_P&L - FY26 P&L

January - December 2026

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Income			
Grant General Council Assessment	30,830.37	358,500.00	8.60 %
Grant Mission & Service Fund	9,770.57	180,000.00	5.43 %
Interest	390.24	2,000.00	19.51 %
Transfer EOORC Fund	49,400.00	49,400.00	100.00 %
Transfer Mission and Ministry Legacy Fund	32,000.00	32,000.00	100.00 %
Transfer Vision and Transformation Grants	43,582.50	89,500.00	48.70 %
Transfer Vision and Transformation Salary Support	29,800.00	29,800.00	100.00 %
Transfer Youth Grants (Baillie/Scrivens)	82.50	24,600.00	0.34 %
Transfer Youth Salary Support (Baillie/Scrivens)	36,900.00	36,900.00	100.00 %
Transfer Zion Lay Licensed Worship Leaders Fund		10,700.00	
Total Income	\$232,756.18	\$813,400.00	28.62 %
GROSS PROFIT	\$232,756.18	\$813,400.00	28.62 %
Expenses			
Administrative Expenses			
Archives		9,250.00	
Bank Charges and Financial Services	172.29	2,000.00	8.61 %
Home Office Expenses		3,500.00	
Incorporated Ministries	506.25	6,200.00	8.17 %
Insurance	74.58	500.00	14.92 %
IT Support from General Council	878.83	12,500.00	7.03 %
Sundry/Storage		800.00	
Treasurer Honourarium and Expenses	1,900.00	12,000.00	15.83 %
Website and Annual Technology Contracts	801.57	2,500.00	32.06 %
Total Administrative Expenses	4,333.52	49,250.00	8.80 %
Congregational Reviews/Ministry Personnel Support/Special Projects		16,000.00	
Future Through Property Legal		5,000.00	
Grants			
Candidates and RCCO		2,700.00	
Mission Support		106,500.00	
Vision & Transformation		89,500.00	
Youth (Baillie/Scrivens)	82.50	24,600.00	0.34 %
Total Grants	82.50	223,300.00	0.04 %
Mission & Service Fund Remittance	100.00	500.00	20.00 %
Partnership Ministries		3,400.00	
Personnel			
Benefits	6,990.49	88,000.00	7.94 %
Continuing Education		4,500.00	
Executive Minister/Assistant	5,099.00	59,500.00	8.57 %
Meetings and Hospitality	121.64	2,900.00	4.19 %
Salaries	27,126.37	325,500.00	8.33 %
Staff Retreat		2,000.00	
Telephone		2,000.00	
Travel	4.13	10,000.00	0.04 %
Total Personnel	39,341.63	494,400.00	7.96 %
Regional Meetings			

Eastern Ontario Outaouais Regional Council

Budget vs. Actuals: Budget_FY26_P&L - FY26 P&L

January - December 2026

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Celebraton of Ministry		1,500.00	
Executive/President Expenses		1,500.00	
Fall Meeting		12,500.00	
Planning Committee		1,000.00	
Spring Meeting		50,000.00	
Total Regional Meetings		66,500.00	
Regional Programming			
Leadership Teams, Clusters, and Networks		3,000.00	
LLWL/Ministry Personnel Events		13,000.00	
Setting Our Sights Activities/Workshops		14,000.00	
Total Regional Programming		30,000.00	
Youth			
Events	3,591.22	5,000.00	71.82 %
Recovery/Registration	-1,920.00		
Total Events	1,671.22	5,000.00	33.42 %
Supplies	100.80	1,500.00	6.72 %
Total Youth	1,772.02	6,500.00	27.26 %
Total Expenses	\$45,629.67	\$894,850.00	5.10 %
NET OPERATING INCOME	\$187,126.51	\$ -81,450.00	-229.74 %
Other Income			
Investment Gain/Loss	-53,966.47		
Total Other Income	\$ -53,966.47	\$0.00	0.00%
Other Expenses			
Investment Redemption	13,400.00		
Investment Redemption Budget Transfer	-191,582.50		
z-transfer to Equity	283,913.83		
Total Other Expenses	\$105,731.33	\$0.00	0.00%
NET OTHER INCOME	\$ -159,697.80	\$0.00	0.00%
NET INCOME	\$27,428.71	\$ -81,450.00	-33.68 %

Appendix B⁷

Eastern Ontario Outaouais Regional Council of The United Church of Canada
2025 Financial Projection and 2026 Budget Proposal

	Governance			Mission & Ministry			2026 Budget Proposal			Total
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min		
Income										
Grants - Assessments	358,500	358,500	358,500	0	0	0	358,500	0	358,500	
Grant - Mission & Service Fund	0	0	0	180,000	180,000	180,000	0	180,000	180,000	
Grant - Special Funding	0	9,375	0	0	0	0	0	0	0	
Donation/Donated Expenses	13,752	0	0	1,571	0	0	0	0	0	
Interest & Mckendry Fund	2,092	6,090	1,500	2,092	2,001	1,500	1,000	1,000	2,000	
Mission & Service Fund Donations	0	0	0	563	1,789	0	0	0	0	
Transfer Baillie/Scrivens Youth Salary/Program	0	0	0	35,700	33,550	35,700	0	0	36,900	
Transfer Baillie/Scrivens Youth Salary/Program	0	0	0	10,732	14,030	23,800	0	24,600	24,600	
Transfer EOORC Fund	24,175	22,650	24,175	24,175	22,650	24,175	24,700	24,700	49,400	
Transfer Mission and Ministry Fund	0	0	0	29,900	18,350	29,900	0	32,000	32,000	
Transfer Restricted Funds (LLWL)	0	0	10,100	0	0	0	10,700	0	10,700	
Transfer Vision and Transformation Grants (25% staff)	0	0	0	72,700	101,112	114,800	0	119,300	119,300	
Transfer - Camp Awesome Three Year Project	0	0	0	0	40,845	0	0	0	0	
Total Income	398,519	396,615	394,275	357,433	414,326	409,875	394,900	418,500	813,400	
Expenses (net of Recoveries)										
Administrative Expenses (Schedule 1)	31,649	33,009	30,850	13,933	13,231	12,650	34,500	14,750	49,250	
Congregational Reviews & MP Support & Projects	26,140	16,217	15,000	500	0	0	15,000	1,000	16,000	
Future through Property Legal	9,073	1,718	0	0	0	0	5,000	0	5,000	
Grants (Schedule 2)	2,700	0	0	155,732	189,242	213,600	2,700	220,600	223,300	
Mission & Service Fund Remittance	1,100	500	500	563	1,789	0	500	0	500	
Partnership Ministries (Schedule 3)	300	300	300	3,100	3,350	3,850	300	3,100	3,400	
Personel (Schedule 4)	318,195	252,366	295,450	140,934	120,784	166,950	317,550	176,850	494,400	
Regional Meetings (Schedule 5)	90,415	42,760	64,500	0	0	0	66,500	0	66,500	
Regional Programming (Schedule 6)	7,757	3,722	18,000	4,503	982	7,000	21,500	8,500	30,000	
Youth Camp Awesome 3-Year Project	0	0	0	0	45,190	0	0	0	0	
Youth Programming (Schedule 7)	0	0	0	2,662	3,450	6,500	0	6,500	6,500	
Total Expenses	487,329	350,592	424,600	321,927	378,018	410,550	463,550	431,300	894,850	
Net Income (deficit) from general operations	(88,809)	46,023	(30,325)	35,505	36,308	(675)	(68,650)	(12,800)	(81,450)	
Two and a half Percent (2.5%) cost savings measure	0	0	0	0	0	0	11,500	10,750	22,250	
							(57,150)	(2,050)	(59,200)	

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	8,245	8,616	9,500	0	0	0	9,250	0	9,250
Banking and Accounting Costs	611	773	750	611	773	750	1,000	1,000	2,000
Communications Student	303	0	1,400	0	0	0	0	0	0
Home Offices	1,261	6,874	2,600	1,670	1,772	1,400	1,750	1,750	3,500
Incorporated Ministries	6,075	0	0	0	0	0	6,200	0	6,200
Insurance	221	227	250	221	227	250	250	250	500
IT Support GCO	7,295	6,807	6,000	4,863	4,538	4,000	7,500	5,000	12,500
Sundry and Storage	689	89	600	0	0	0	800	0	800
Treasurer Honourarium and Expenses	5,824	5,520	5,750	5,824	5,520	5,750	6,000	6,000	12,000
Website/Annual Technology Contracts	1,125	4,102	4,000	744	401	500	1,750	750	2,500
Total	31,649	33,009	30,850	13,933	13,231	12,650	34,500	14,750	49,250

Schedule 2 - Grants

	Governance			Mission & Ministry			Total Budget		
	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Governance	Miss&Min	Total
Candidates for Ministry and RCCO training	2,700	0	2,700	0	2,700	0	2,700	0	2,700
Mission Support - Algonquin Chaplaincy	0	0	0	4,000	4,000	4,000	0	4,250	4,250
Mission Support Camp Lau-ren	0	0	0	15,000	17,500	15,000	0	17,500	17,500
Mission Support Carlington Chaplaincy	0	0	0	6,000	6,000	6,000	0	6,250	6,250
Mission Support Centre 507	0	0	0	27,000	27,750	27,000	0	30,000	30,000
Mission Support Golden Lake Camp	0	0	0	8,000	0	8,000	0	8,000	8,000
Mission Support House of Lazarus	0	0	0	27,750	27,750	27,000	0	27,000	27,000
Mission Support Ottawa West End Chaplaincy	0	0	0	0	1,500	0	0	0	0
Mission Support Rideau Hill Camp	0	0	0	14,000	13,500	13,500	0	13,500	13,500
Vision and Transformation Grants	0	0	0	44,000	74,512	86,100	0	89,500	89,500
Youth (Baillie/Scrivens Fund)	0	0	0	10,732	14,030	23,800	0	24,600	24,600
Total	2,700	0	2,700	155,732	189,242	210,400	2,700	220,600	223,300

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	1,000	0	1,000	1,000
Christian Council of Capital Region	0	0	0	0	250	250	0	0	0
Multi Faith Housing Initiative	0	0	0	100	100	100	0	100	100
Rural Ministry Network	300	300	300	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	1,000	1,500	0	1,000	1,000
Total	300	300	300	3,100	3,350	3,850	300	3,100	3,400

Schedule 4 - Personnel												
Benefits (United Church & Government)												
Continuing Education												
Executive Minister/Assistant (1/3)												
Meetings/Hospitality												
Retreat												
Salaries												
Telephones												
Travel												
Total												
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Total
51,214	38,949	46,250	27,717	22,782	33,500	51,500	36,500	88,000				4,500
2,285	1,178	2,700	514	1,162	1,800	2,700	1,800	4,500				59,500
56,947	52,568	54,800	0	0	0	59,500	0	59,500				2,900
1,026	1,268	1,750	385	609	1,250	1,650	1,250	2,900				2,000
3,150	0	1,200	0	932	800	1,200	800	2,000				325,500
198,054	152,804	179,250	107,825	91,154	123,000	195,000	130,500	325,500				2,000
1,013	947	1,100	828	690	1,000	1,000	1,000	2,000				10,000
4,506	4,655	8,400	3,666	4,387	5,600	5,000	5,000	10,000				
318,195	252,369	295,450	140,934	121,716	166,950	317,550	176,850	494,400				

Schedule 5 - Regional Meetings												
Celebration of Ministry Services												
Executive Meetings & President Expenses												
General Council Commissioner Support												
Regional Meeting - May												
Regional Meeting - October												
Planning Committee												
Total												
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Total
1,337	0	0	0	0	0	1,500	0	1,500				1,500
1,800	731	1,000	0	0	0	1,500	0	1,500				0
1,100	0	0	0	0	0	0	0	0				50,000
82,603	30,401	50,000	0	0	0	50,000	0	50,000				12,500
3,576	11,628	12,500	0	0	0	12,500	0	12,500				1,000
0	0	1,000	0	0	0	1,000	0	1,000				66,500
90,415	42,760	64,500	0	0	0	66,500	0	66,500				

Schedule 6 - Regional Programming												
Leadership Teams												
Lay Licensed Worship Leaders/ Ministry Personnel												
Setting our Sights Activity Streams												
Total												
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Total
400	99	1,000	1,362	829	1,000	1,500	1,500	3,000				13,000
174	1,982	13,000	0	0	0	13,000	0	13,000				7,000
7,183	1,641	4,000	3,141	153	6,000	7,000	7,000	14,000				21,500
7,757	3,722	18,000	4,503	982	7,000	21,500	8,500	30,000				

Schedule 7 - Youth Programming												
Events												
Supplies												
Total												
2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	2025 Actual	2024 Actual	2025 Budget	Total
0	0	0	1,842	2,614	5,000	5,000	0	5,000				1,500
0	0	0	821	837	1,500	1,500	0	1,500				6,500
0	0	0	2,662	3,450	6,500	6,500	0	6,500				

Appendix B⁸**Eastern Ontario Outaouais Regional Council**
2026 Proposed Budget

As promised at the 2025 June Annual Meeting, the Executive of Eastern Ontario Outaouais Regional Council is forwarding a proposed budget for 2026. This budget, recommended by the Finance Committee, was reviewed at the Executive's November meeting.

Attached is the proposed budget as well as projected expenses for 2025.

Below is information on the projected deficit for 2025 as well as the principles informing the proposed 2026 budget. Comments and questions can be forwarded to the Executive through Brian Cornelius, treasurer, at treasurer.eoorc@gmail.com. Comments must be received prior to January 5th, 2026.

The Executive will be finalizing the 2026 budget at its first formal meeting in 2026, the deliberations will consider any comments and feedback received.

2025 Projections for information.

We are projecting a deficit of 58,500 in 2025 (deficit of 88,700 in Governance and a surplus of 30,200 in Mission and Ministry). This deficit is higher than the proposed 31,000 (30,325 deficit for Governance and 675 deficit for Mission and Ministry). This variance occurred because

- a) 20,000 in additional costs for the June Regional Gathering because, approved by the executive, of a commitment to celebrate the 100th Anniversary of The United Church of Canada in a Region wide gathering.
- b) 35,000 in additional staffing costs for Governance due to transition in Pastoral Relations Minister that has resulted in one and a half months of salary overlap and moving costs.
- c) 5,400, approved by Executive, to rely on expertise from GCO in providing oversight to incorporated ministries (amount included in 2026 budget)
- d) 9,000 in unanticipated legal costs related to Future through Property due diligence (contingency for legal fees appears in 2026 Budget).

These extra Governance costs were 70,000. Without them, the Governance deficit would be about 10,000, which would have been 20,000 better than budgeted.

Offsetting the deficit was a reduction in staff costs for Mission and Ministry because the Youth Minister was seconded 25% time to Gibimishkaadimin Project of the GCO. This, in addition to other budget savings, explains a Mission and Ministry surplus of 30,200 rather than a deficit of 675.

Proposed 2026 Budget for feedback:

For 2026, an overall deficit of 55,400 is proposed (52,500 for Governance and 2,900 for Mission and Ministry).

This budget is based on the following understandings:

- a) GCO grants remain flat and are the same as 2025
- b) Marginal growth in investment income. The Region continues to receive income from the funds, transferring 4.5% of the value of funds as of December 31.
- c) 2.6% increase in salary/benefits as well as changes in staff levels and staff persons.
- d) Increase of travel rate from 55 cents to 60 cents.
- e) 106,500 for Mission Support (50% of M&S Grant and 50% of Mission and Ministry Legacy Fund income).
- f) Maintain budget of May/June Regional Meeting to reflect expenses of 2024.

- g) Since there are "delays" in moving archival material from City of Ottawa archives to the GCO archives in Toronto, the status quo is budgeted. However, pending changes from "free" Ottawa archives to more expensive archives with GCO will occur at some point.
- h) In 2026, the Finance Committee proposes implementing a 2.5% savings during 2026, a measure reflected in the proposed budget.

Important note from Finance Committee:

While the Region can buffer the 2025 deficit as well as manage the 2026 deficit through unrestricted reserves totalling more than 310,000 at the end of 2024, the Finance Committee recognizes that deficit financing is not sustainable.

Addressing the deficit in future years is necessary and also necessarily involves conversations at the GCO level since Regional grants make up the bulk of Regional revenues. These discussions include a review of items funded by the Region and items funded by the GCO.

Time is needed for these discussions to unfold as well as a thorough review of present formulas that is part of the review of Restructuring. This ongoing work necessarily takes into account the General Council decision to increase Community of Faith assessments adopted at the General Meeting in August of 2025 alongside the Council's direction for further exploration of sharing resources across the church.

Appendix C

Pastoral Relations (PR) Commission Meeting
January 20, 2026.**PRESENT:**

Jim Allen, Victoria Andrews, Elaine Beattie, Wayne Harris (Chair), Karen McLean (Scribe), Mary Royal (1:20 p.m.), Don Stiles (7)

REGRETS/ABSENT: Teresa Burnett-Cole, Micheline Montreuil, Blair Paterson, Michelle Robichaud (4)

CALL TO ORDER, OPENING PRAYER:

Chair, Wayne Harris, called the meeting to order at 1:06 p.m. He extended a warm welcome to the Rev. Victoria Andrews who replaces the Rev. Whit Strong as the Regional Minister for Pastoral Relations on Whit's retirement. Following a quick check-in with members Wayne led us in an opening prayer.

CORRESPONDING MEMBER(S): None

INTERIM MOTIONS:**Quyon P.C.**

MOTION 2025-104 (J. Allen/M. Montreuil) "That the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Cathy Stewart, EOORC member, as Pastoral Charge Supervisor to the Quyon Pastoral Charge effective Jan. 1, 2026."

CARRIED

[Note: Passed on Nov. 29, 2025]

Bristol P.C. (QC)

MOTION 2025-105 (E. Beattie/M. Robichaud) "That the EOORC PR Commission approves the call of the Rev. Catherine Stewart (OM) to the Bristol Pastoral Charge (QC), 13 hours per week as Congregational Minister effective January 1, 2026."

CARRIED

[Note: Passed on December 13, 2025]

Barrhaven P.C.

MOTION 2025-106 (E. Beattie/M. Robichaud) "That the EOORC PR Commission approves the appointment of the Rev. Jennifer Power (OM) to the Barrhaven Pastoral Charge, 40 hours per week as Congregational Minister effective January 5, 2026 – January 31, 2027."

CARRIED

[Note: Passed on December 13, 2025]

North Gower P.C.

MOTION 2025-107 (E. Beattie/M. Montreuil) "That the EOORC PR Commission approves the appointment of the Rev. Sandra Yule (OM) to the North Gower Pastoral Charge, 30 hours per week as Congregational Minister effective January 1, 2026 – December 31, 2026."

CARRIED

[Note: Passed on December 13, 2025]

St. John's P.C. (Brockville)

MOTION 2025-108 (E. Beattie/M. Montreuil) "That the EOORC PR Commission approves the appointment of the Rev. Melany Cassidy-Wise (OM) to the St. John's Pastoral Charge (Brockville), 8 hours per week as Congregational Minister of Pastoral Care, effective January 1, 2026 – December 31, 2026."
CARRIED

[Abstaining: Blair Paterson]

[Note: Passed on December 13, 2025]

ADDITIONS/CORRECTIONS TO THE AGENDA:

- Zoom meeting connection at the bottom of the agenda.
- Two requests to retire
- PCS for Zion/Wesley P.C.s
- Profile for Centretown

ACCEPTANCE OF MINUTES:

MOTION 2026-01 (D. Stiles/J. Allen) "that the minutes of November 25, 2025, be accepted as circulated."
CARRIED

CORRESPONDENCE:

- Email from Almonte M&P

REMEMBRANCES:

- Rev. John Barker, Dec. 18, 2025. [Victoria will notify the Treasurer and ask him to make a donation to the M&S Fund.]

MEDICAL LEAVE:

- LTD: Rev. Carolyn Insley (North Gower-Carsonby P.C.) – effective November 7, 2024.
- Rev. Erin McIntyre (Knox-St. Paul's Pastoral Charge, Cornwall) – effective October 26, 2025 - extended
- Rev. Lynne Gardiner is expected to return to work January 23, 2026.

ACKNOWLEDGED SABBATICALS: NONE**SABBATICALS/COVERAGE:****Dominion Chalmers P.C. (Rev. Andrew Love)**

MOTION 2026-02(E. Beattie/J. Allen) "that the EOORC PR Commission takes note of the upcoming Sabbatical of the Rev. Andrew Love (OM), Dominion Chalmers Pastoral Charge, for the period May 1 – July 30, 2026."
CARRIED

SUPERVISED MINISTRY EDUCATION (SME) site: None**CHANGE IN PASTORAL RELATIONS:****Rev. Lorrie Lowes**

MOTION 2026-03 (E. Beattie/D. Stiles) "That the EOORC PR Commission approves the request of the Rev. Lorrie Lowes for a change in pastoral relations to retire as of December 31, 2026."
CARRIED

Rev. Grant McNeil

MOTION 2026-04 (E. Beattie/J. Allen) “That the EOORC PR Commission approves the request of the Rev. Grant McNeil to retire as of June 31, 2026.” **CARRIED**

Rev. Christine Lawson

MOTION 2026-05 (E. Beattie/D. Stiles) “That the EOORC PR Commission approves the request of the Rev. Christine Lawson for a change in pastoral relations effective June 30, 2026.”

CARRIED

PASTORAL CHARGE CONSTITUTIONS: None

SHARED MINISTRY AGREEMENTS: None

APPROVAL OF PROFILES:

Arnprior: Grace-St. Andrew's P.C.

MOTION 2026-06 (D. Stiles/E. Beattie) “That the EOORC PR Commission approves the Arnprior: Grace-St. Andrew's Pastoral Charge profile for posting on ChurchHub.” **CARRIED**

Bethel-St. Andrew's P.C. (Fitzroy Harbour)

MOTION 2026-07 (J. Allen/E. Beattie) “That the EOORC PR Commission approves the Bethel-St. Andrew's Pastoral Charge (Fitzroy Harbour) profile for posting on ChurchHub.”

CARRIED

Rideau Park P.C.

MOTION 2026-08 (E. Beattie/D. Stiles) “That the EOORC PR Commission approves the Rideau Park Pastoral Charge Position Description and Profile, as amended, for posting on ChurchHub.”

CARRIED

[**Note:** On ChurchHub, under Salary: it states “Minimum Salaries & Reimbursements for Ministry Personnel guidelines published by EOORC.” This should be corrected to “The United Church of Canada.”]

Centretown P.C.

MOTION 2026-09 (J. Allen/E. Beattie) “That the EOORC PR Commission approves the Centretown Pastoral Charge profile for posting on ChurchHub, pending confirmation and approval of the use of restricted funds.”

CARRIED

CALLS/(RE)-APPOINTMENTS

Rideau Park P.C.

MOTION 2026-10 (D. Stiles/J. Allen) “that the EOORC PR Commission approves the re-appointment of Jim Baldwin (OM-R) to the Rideau Park Pastoral Charge, with no change in the conditions, effective March 9, 2026 – September 8, 2026.”

CARRIED

CHANGE OF TERMS: None

SACRAMENTS/ELDERS: None

CONGREGATIONAL DESIGNATED MINISTER (CDM): None

PASTORAL CHARGE SUPERVISORS:

PCS needed for at least Spencerville P.C., Cumberland P.C., and South Mountain-Hallville P.C.

Zion-Wesley P.C.s

MOTION 2026-11 (E. Beattie/J. Allen) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Susan DeHaan, EOORC member, as Pastoral Charge Supervisor to both Zion Pastoral Charge and Wesley Pastoral Charge (Pembroke)”

CARRIED

Winchester P.C.

MOTION 2026-12 (D. Stiles/E. Beattie) “that the EOORC PR Commission, in the absence of called/appointed ministry personnel, names Jim Allen, EOORC member, as Pastoral Charge Supervisor to the Winchester Pastoral Charge.”

CARRIED

[Abstaining: Jim Allen]

LIAISONS:

Liaisons are needed for at least Cumberland P.C., and the Zion/Wesley (Pembroke) P.C.s

Pastoral Charges not searching: (26)

Addison	Augusta	Aylmer-Eardley
Bathurst	Cardinal	Centenary
Central Lanark	Clyde Forks-Tatlock	Delta-Toledo
Easton's Corners	Elgin-Portland	Glasgow-Castleford
Golden Lake	Greenwood	Harrowsmith-Verona
Lower Gatineau Valley	Lyn: Christ	Mallorytown
Metcalfe	Pittston	Rideau
South Mountain-Hallville	St. John's (Brockville)	Templeton
Vernon	Westmeath	

FOLLOW-UPS FROM LIAISONS AND PCSs

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

Jim Allen: Carleton Memorial is continuing with Sunday supply; Williamstown must update their profile.

Wayne Harris: Central Lanark is on the “not looking” list. Almonte has issued a call for July 1, 2026.

Don Stiles: Has signed a contract for shared ministry with Lansdowne and Seeley's Bay. (Victoria would like to develop a document/process for this for other congregations who might be interested in pursuing this possibility.)

OTHER BUSINESS:

1) Wayne Menard

Wayne is completing his final course and will then have his final interview. Once this happens, he will be eligible for a call.

2) Zion Evangelical/Wesley Pembroke

These pastoral charges still wish to share a minister. They can have pulpit supply for the time being while some of the logistical challenges are being worked out.

3) Inkerman and South Mountain-Hallville

A regional member is needed to attend congregational meetings on Jan. 25 and Feb. 1. Lay reps could fill this role but the on-line directory does not appear to be current. Regional staff will work on this.

4) Introducing Victoria

It would be good to have a Zoom meeting for Liaisons and Pastoral Charge Supervisors to meet Victoria. Some possible dates will be propose shortly.

5) Update on Congregational Designated Minister (CDM)

According to the Manual, a CDM can be hired to preach where there is no OM or DLM in place. This addresses the limitations on LLWLs (based on the maximum number of Sundays they are allowed to preach). They will need adequate oversight, be under the discipline of EOORC, and require adequate supervision. More follow-up on this next month.

6) Sacramental Elders

Who do interested people contact? What is the process/ training etc.?

7) Anything else?

Mary expressed thanks for the invitation to sit in on Commission meetings. She and Victoria will have some overlap in their work and it will be good to hear first-hand what is happening.

LAST WORD:

Next meeting – **Tuesday, February 17, 2026** at 1:00-3:00 p.m. via Zoom.

Note: Victoria will set up a Zoom link for our February meeting which will hopefully be a recurring link for the rest of the year.

CLOSING: Don led us in a closing prayer. The business listed on the agenda being completed, Wayne declared the meeting closed at 2:03 p.m.

Appendix D

**Automatic External Defibrillator (AED)
Equipment Responsibilities Agreement**

Merchant Responsibilities

- AED and Cabinet will be positioned for easy access without any obstructions
- Internal and External signage will be displayed to clearly identify a unit is available at this location
- Merchant will keep AED cabinet clean by wiping down regularly
- Merchant will email Lions Club should they notice any issues with the unit at merrickvillelionsprograms@gmail.com
- Merchant agrees to being involved in a short training session to ensure proper maintenance of unit
- Merchant to identify contact(s) name and email address for Lions to connect with for any issues and/or notifications
- Merchant will be responsible for any repairs to their walls if unit removed

Lions Responsibilities

- AED unit will be registered with Merchant and Cardio Choc
- Lions will work with Vendor to ensure unit is active for any and all notification issues that should arise
- Lions will notify Merchant for any issues and/or notifications
- Lions will review unit with Merchant every 6 months to discuss any issues
- Lions will be responsible for any maintenance costs, battery replacements and pad replacements as required

**Lions Club reserves the right to remove unit should issues arise and upon discussion with Merchant

Merchant Name _____

Merchant _____ Lions Representative _____

Date _____ Date _____

Appendix E

**Update for Kindred Works: St John's Foundation for the Arts, operating as Arts Hub Brockville
(Kitchen Renovation Proposal)**

Arts Hub Brockville aspires to be a cornerstone of cultural life in Brockville. Our goal is to ensure a vibrant and lasting home where the visual and performing arts can flourish. The Hub offers a safe, inclusive, and welcoming environment that encourages artistic expression and community engagement. With a strong commitment to affordability and accessibility, Arts Hub Brockville is equipped to support both emerging and established talent.

Key aspects include:

- Offering workshops in visual arts, theatre, choral music, and creative writing.
- Providing studio and performance spaces (e.g. Main Stage, Gallery Stage), technical support, and display facilities.
- Renting space to partner groups and hosting community-outreach activities.
- Preserving and revitalizing a historic landmark by transforming St. John's United Church into a vibrant cultural hub that brings new life to Brockville's downtown

Anchored in a Historic, Central Location

Arts Hub Brockville is located in St. John's United Church, a historic downtown landmark that provides both high visibility and symbolic significance within the community. Situated at the prominent corner of Park Street and King Street, in the heart of Brockville's historic core, the Hub is easy to find and naturally associated with the city's cultural identity.

Diverse and Frequent Programming

The Arts Hub offers a broad spectrum of programming—from concerts, theatre productions, and festivals to gallery shows and community workshops ensuring that people of all ages, backgrounds, and interests can find meaningful ways to participate, whether as artists or as audience members. Regular workshops in visual arts, theatre, writing, and choral music provide consistent opportunities for learning, collaboration, and creative expression, building long-term engagement and strengthening the cultural fabric of the community.

Community Engagement & Accessibility

The space is used by partner groups (e.g. Youth Opportunities in the Arts, Scouts Canada) and for community outreach events, making it more than just a venue—it's part of social life. It offers affordable, accessible spaces for local artists and community programs.

Recognition & Participation

High visitor impact: In 2024, the Hub hosted 280 days of programming and 35 workshops, welcoming over 10,000 visitors. A dedicated volunteer board and community members contributed 5,000+ volunteer hours to make this possible.

raises its profile and demonstrates that it is widely regarded as an important community institution.

Revitalizing Heritage

By repurposing St. John's United Church (an historic building in downtown Brockville), Arts Hub Brockville preserves and activates a heritage structure, connecting arts to the city's history.

Together, these factors show that Arts Hub Brockville is more than a venue: it's a cultural anchor in Brockville, deeply interwoven with both artistic life and the broader community fabric.

Kitchen Renovation Project

Objectives:

Improve Safety & Compliance: update kitchen and equipment to meet Ontario Public Health standards. As Arts Hub Brockville is the Lessee of the building, we now are governed by local health regulations, and are no longer considered a “church” kitchen.

Expand Arts & Culture: enable dinner theatre and food-based events;
Preserve Heritage: modernize while respecting historic character, ensuring long-term sustainability.

Support Youth Programs: daily lunches for theatre camps; youth dinner. We will also be developing cooking classes in partnership with the Brockville and Area Food Bank targeting youth suffering from food insecurity.

Strengthen Partnerships: support Scouts Canada, community groups, and event rentals.

Scope of Work

Arts Hub Brockville is undertaking a \$175,000 renovation project to transform our outdated, grandfathered kitchen into a modern, fully certified facility that meets current Health Unit standards. This upgrade is essential to support our growing community programs, youth initiatives, and cultural events, while ensuring safety and long-term sustainability.

The renovated kitchen will:

- Provide safe meal preparation for Brockville Theatre Camps and Youth Opportunities in the Arts dinner theatre programs.
- Support Girl’s Inc., Scouts Canada, and other youth and community partners with cooking classes, PD day activities, and events.
- Expand our ability to host community outreach lunches, dinner theatre productions, and food-inclusive cultural programming.

An outline of our project includes the following:

- Tear out the existing kitchen; removing flooring, countertops, cupboards, sinks and old appliances.
- Purchase and install commercial-grade appliances (stove, refrigerator, dishwasher, triple sink, hand wash sink) needed for compliance and safe food preparation.
- Upgrade plumbing and electrical work needed to support modern kitchen equipment.
- Install new: Floors, Walls, cabinetry, and work surfaces designed for heavy community use and accessibility.

Appendix F

EOORC Educational Event
Shaping the Future

In light of the many discussions on Towards 2035 and what the future would look like if we do nothing differently, this EOORC Annual Educational Event will propose ways that we might reshape that future and try and align the ultimate goal of what we want the church to look like in 2035:

Inspired, resilient, and diverse contextual communities of disciples seek to continue the story of Jesus by embodying Christ's presence in the world. The church is present and deeply connected coast-to-coast-to-coast in rural and urban settings, and in ecumenical and global relationships. Guided by hope-filled, adaptive and effective ministry leaders, the denomination is increasingly multigenerational, multiracial, and intercultural.
Towards 2035 Vision Statement

We are offering a three-part learning session on three aspects of ministry:

- Collaborative/Cooperative Ministry Models
- Dynamic Worship
- Simplification of Governance

This event is free, online and open to ALL United Church members in Nakonha:ka, East Central and Eastern Ontario Outaouais Regional Councils. Please share this invitation to all those in your congregation who may be interested in joining us.

Draft Agenda:

8:30am Zoom opens for gathering

8:45am Gathering music

9am Opening words from the President, Land Acknowledgement

9:10am Opening worship

9:30am EOORC Accountability Report from the Regional Executive Minister

9:40am Shaping Ministry Leadership Models: Collaborative/Cooperative Ministry Panel **Genesis Cooperative,**

Cathy Hamilton, Elizabeth Cunningham

10:15am Small Group Discussion

10:45am Break

11am Creative Worship Moment

11:10am Shaping Worship into the future: How do we engage different people differently? **Brian Cornelius**

11:30am Small Group Discussion

11:50am Creative Worship Moment

12:00 Shaping Simplified Governance: How do we make sure we are not burning
needed energy on unnecessary things?

Victoria Andrews

12:20pm Wrap-up and Closing Prayer

12:30pm Adjournment