

# Eastern Ontario Outaouais Report Book



Presented during EOORC's  
Annual General Meeting  
(May 29-30, 2026)

**CONSEIL RÉGIONAL  
DE L'OUTAOUAIS ET DE L'EST DE L'ONTARIO  
EASTERN ONTARIO OUTAOUAIS  
REGIONAL COUNCIL**

## Table of Contents

Preamble .....	3
Living Mission and Vision of the Executive by which it has Evaluated Progress .....	3
President’s Report.....	3
Executive Minister’s Report.....	4
Minister for Pastoral Relations’ Report .....	6
Office of Vocation Report .....	8
Eastern Ontario Outaouais Regional Council Growth Report.....	9
Finance Committee Report.....	10
Reports from Leadership Teams .....	13
Pastoral Relations Commission.....	13
Ministry Personnel Support Leadership Team.....	14
Youth and Young Adults (YAYA).....	15
Future Through Property .....	16
General Meeting/Educational Event Planning Leadership Team .....	17
Communications .....	18
The Keeping in Touch Leadership Team .....	19
Vision and Transformation.....	19
Licensed Lay Worship Leaders Leadership Team.....	20
Church Extension Committee.....	22
Stewardship Report.....	24
Networks and Ministries .....	26
UCW .....	26
Spiritual Care Hospital Ministry (SCHM) .....	27
The Social Justice Network of the Ontario Regional Councils (SJNORC). .....	27
Multifaith Housing Initiatives (MHI) Activities Report .....	29
United Church Rural Ministry Network .....	30
Colleges .....	31
The Centre for Christian Studies .....	31
St. Andrew’s College.....	33
The United Church Studies Program at Montreal Diocesan Theological College .....	34
Emmanuel College.....	36
Retirees .....	38

Rev. Tiina Cote .....	38
Rev. Earl S. Klotz LCdr (Ret'd), RP, CCC, CD.....	39
Rev. Lorrie Lowes .....	40
Rev. Grant McNeil.....	40
Memorials .....	41
Rev. John Barker .....	41
Rev. John Bushby .....	41
Rev. Grant Dillenbeck.....	42
Rev. Murray McBride.....	42
Rev. Fred Milnes.....	42
Rev. M. John Moor.....	43
Rev. Douglas Wilson.....	43
Milestones / Anniversaries .....	43
2025-26 Summary of Actions by the Executive and Regional Council.....	44
June 14, 2025 (Annual General Meeting) .....	44
September 11, 2025.....	48
October 9, 2025 .....	53
November 13, 2025 .....	54
December 12, 2025.....	56
February 12, 2026 .....	58
March 12, 2026 .....	60
April 30, 2026.....	61
The Rules of Debate and Order.....	64
Enabling Motions .....	69
Policy Regarding Financial Appeals at Annual Meetings .....	70
Eastern Ontario Outaouais Regional Council Staff .....	71

## Preamble

This report book provides a glimpse into the work and life of The Eastern Ontario Outaouais Regional Council (EOORC), for the period beginning at the rise of the spring general meeting (2025) to the present.

The first section contains Reporting from the President, the Executive Minister, the Minister for Pastoral Relations, the Office of Vocations, the Growth Animator and the Finance Committee.

The second section provides reports from Leadership Teams, Networks, UCW, Ministries, and Colleges

The third section provides updates on those who are retiring, ministry personnel who have passed away, and anniversaries of Ministry Personnel (retired and active) for years of service within The United Church of Canada.

The final section of this report book provides a summary of the decisions taken by the Executive and the Regional Council since June 2025. This section also includes, the Rules of Debate and Order, Enabling Motions which the Regional Councils adheres to while holding its general meetings, and contact information of the regional council staff.

## Living Mission and Vision of the Executive by which it has Evaluated Progress

- Supporting and enhancing the ministry of Communities of Faith;
- Supporting Ministry Personnel, Staff and Lay Leadership in Communities of Faith;
- Supporting and nurturing Right Relations Social and Ecological Justice;
- Supporting peoples in all seasons of life;
- Supporting and building Communications.

## President's Report

*"From the words of Mordecai to Queen Esther (Esther 4:13b-14a) "Esther, do not say to yourself that you alone among all the Jews will escape alive. For if you keep quiet at such a time as this, help and protection will come (to the Jews) from another quarter."*

Two years have come and gone in a flash, and I get the feeling I am just getting started. Funny how things work out. Even with two years as president-elect, although Sue Hutton had done all she could to leave things in a good place, I felt very unprepared. But God had prepared me, and day by day Spirit filled me (and continues) with hope for the future.

It didn't take long into 2025 when my reason to be here became very evident. Rev. Éric Hebert-Daly unrolled Towards 2035 to his 3 Regional Councils. But I had already heard the data. Not the exact data but data by Rev. David Ewart in 2015 for 2025. The data in Towards 2035 is not hopeful, nor was Ewart's data for 2025. But here we were, in 2025, planning a 100<sup>th</sup> Anniversary Celebration. And it was quite the celebration thanks to all involved. From the planners, to the tech team, to those on the ground at the EY Center who assisted and sang and to all who came, thank you. Some might have seen it as a last hurrah

but I saw it as the willingness of our church to gather and continue gathering, finding ways and opportunities to witness to the love of God in community no matter the data.

Sept. 19<sup>th</sup> and October 4<sup>th</sup> of 2025 were the dates to bring together congregational leaders (first of it's kind) and ministry personnel from across the region to share the state of the church, the trajectory for 10 years and how we might work collaboratively to impact and shape a more positive future.

Then on Nov. 1<sup>st</sup> at the Fall Gathering of EOORC we divided the Region into smaller areas reminiscent of our former Presbyteries. During the region's strategic planning process, it was decided that we should transform our fall meetings so that they reach more people, closer to home, to build connections and relationships with the wider church. The invitation was extended to the entirety of communities of faith in our Region and turn out they did. The topic was Towards 2035 coming from UCC but the topic of conversations was more about how we can support communities of faith in these changing times especially those without ministry personnel whose members keep showing up.

We cannot keep quiet in times such as this. Our leadership has been hosting Clergy Learning Days, Webinars for both clergy and laity, a Retired Ministers Gathering, all of which are opportunities to gather and grow, to inspire and be inspired but most of all to recognize we do not go alone. We are the hands and feet of Jesus in the world and there is work to be done.

Theologian Matthew Fox, highlighting the writing of Julian of Norwich, wrote during Covid but I think his writing applies to today as well. He wrote, "A time of crisis and chaos, the kind that a pandemic brings, is, among other things, a time to call on our ancestors for their deep wisdom. Not just knowledge but true wisdom is needed in a time of death and profound change, for at such times we are beckoned not simply to return to the immediate past, that which we remember fondly as "the normal," but to reimagine a new future, a renewed humanity, a more just and therefore sustainable culture, and one even filled with joy." I am proud to be here for such a time as this and I look forward to the work God is calling me to as past-president and beyond, reimagining the future.

Yours in Christian Ministry, Rev. Susan DeHaan, President EOORC

## Executive Minister's Report

I often get told by people that this is an impossible job. Since the restructuring of the church and the significant size of the geography for all Regional Executive Ministers, it is understandably difficult to be everywhere and on top of everything. As I complete my third year in this role, I can confirm that it is a challenge. Everyone does want you to be at every covenanting service, every team or committee meeting for all three regional councils, and are inevitably disappointed when you have to turn down an invitation to a special event or service.

However, the key to managing this role is to determine where I need to be present and where it is less necessary. There is a team of excellent staff for this regional council that serves you very well and can be there when you need them. We're not a big team, but we will always try and make sure that you've got what you need to manage through challenging situations or when you just need a few words of encouragement.

In the last year, Towards 2035 has taken up a lot of my focus. It is a project that helps us be data-informed and strategic about where we want to be in ten years. It isn't about trying to be who we were in the 1960s when the United Church was opening a new congregation each week. It's not about trying to save every congregation from closure. It's about a realistic vision that encourages us to make decisions today and in the coming years that help to ensure that vision can become a reality. Can we be geographically present so that most Canadians would not need to drive more than an hour to connect to a United Church? Can we ensure that we are meeting the spiritual needs of all generations so that our church is truly intergenerational in ten years? Can we better reflect the diversity of the Canadian population?

Moving to this kind of thinking requires us to change our culture and our ways of doing business – congregationally, regionally and nationally. The Regional Council has put together a team of people called the “Vision Keepers” to help us keep these parts of the vision on the front burner and to help us not make decisions in isolation of one another. It's about ensuring that our vision is fully integrated with the actual day-to-day work we do.

Many of us have long claimed that during church union, the Congregationalists “won”, and all the power rests at the community of faith level. While this certainly carries some truth with it, I feel that we've often decided to abandon our leadership when we may actually have been able to play a constructive role. Rethinking how we do things wholistically is a key piece of the puzzle in determining how we might play that role more effectively – without undermining the decision-making where it belongs. Could we use our wider-church knowledge to recommend ministry personnel and congregational matches? Could we encourage cooperation where we see that two communities have compatible and mutually beneficial ministries? Could we identify gaps in ministry offerings and provide some guidance, training and support to ensure that those gaps are filled? Can we rethink the role of our buildings so that they don't eat up most of our energy for ministry?

When we first saw the statistics for 2035, many of us were surprised and anxious by the numbers. They do, however, provide us with a window of opportunity to reorient our work across the church. The biggest barrier that we've identified in this process is the culture shift required. That is why we've been working to provide congregations with tools to help them have these conversations, held gatherings to help navigate the way forward, begun the process of restructuring and renewing our strategic plans in light of the challenge. It needs to be an all-hands on deck exercise.

In the Eastern Ontario Outaouais Regional Council, we held one regional council meeting in a hybrid format in 2025, along with our Winter Educational Event on the first Saturday of March. Recognizing that we often bring together Regional Council representatives, but have not historically brought together local congregational leadership, we held two meetings that introduced the Toward 2035 data in October. One was held at Riverside United Church (just before our Celebration of Ministries Service) and the other was held in Smiths Falls at Trinity United Church where we began to have some important conversations. In November, we held our first-ever sub-regional gatherings in four different locations to help us ensure that we got to know each other locally and offered some time to connect, discuss and plan for the future.

We also held an incredible gathering for the centennial in Ottawa at the EY Centre. More than 1400 people joined us for worship. It was breath-taking to be in that space and with so many communities.

In early 2026 we launched a program for ministry personnel called “Things I Didn't Learn in Seminary” and a lay leadership program called “Things We Tell Ourselves”. We continue to find opportunities beyond the meetings themselves to bring people together for conversation, learning and connection.

As our 2024-2025 Strategic Plan came to a close, we are presenting a renewed plan at this meeting for your approval.

Our last strategic plan created a Ministry Support Leadership Team that has been doing extraordinary work in bringing together ministry personnel from across the region and delivering some fantastic programming. It's an innovation that is being noticed in other regional councils.

I've had the chance to visit a number of congregations throughout 2025. We are blessed to have emerging communities of faith in our region. Two Swahili-speaking communities (Ottawa and Cornwall) as well as a growing community of LGBTQ+ refugees called God's Beloved in Kitchissippi United Church. Such a joy to see the growth and enthusiasm for these new ministries in our midst. You will get a chance to encounter two of these communities during our AGM as part of the panel discussion, along with a growing community at Église Unie Saint-Marc in Ottawa.

Each time I get to meet folks in various congregations, even in difficult circumstances, I'm impressed by the dedication and hope for the future. When churches experience conflict, it is usually rooted in a desire to do the right thing, set us on a course for a good future. The conflict often comes from a place of passion for the church... which is often better than the alternative. Managing conflict, differences in approaches, takes time and care, but it demonstrates that there is a desired future.

Deep gratitude to so many of you who contribute to the work of this regional council, particularly the members of the Regional Council Executive and our President Susan DeHaan. Susan has put so much energy and time into this work and I am grateful to have been able to work so closely with her over the last two years. This will be Susan's final meeting as President, but she continues to serve as Past President for the next two years. I have been so impressed by her ability to be adaptable and willing to bring new perspectives in places where they are most needed. She doesn't shy away from putting forward her points and I am grateful for her perspectives. Thank you Susan!

I am honoured to work with your staff team in this region. We celebrated with Whit Strong as he retired at the end of 2025 and welcomed Victoria Andrews into that role. The other members of the team continue to work hard to put communities of faith as our first and foremost priority. The health of our communities of faith ensures that we are a healthy church. I thank Dana Ducette, Mary Royal Duczek, Anita Jansman, Natalie Matkovsky and Joel Miller. I'm also deeply grateful for the incredible work of our treasurer, Brian Cornelius. They are a small team that make so much possible.

May God continue to bless you in your ministry and service towards building the kingdom dream.

Respectfully submitted by Rev. Eric Hebert-Daly, Regional Council Executive Minister

## Minister for Pastoral Relations' Report

“Do not remember the former things,  
or consider the things of old.  
I am about to do a new thing;  
now it springs forth, do you not perceive it?”

I will make a way in the wilderness  
and rivers in the desert." ~ *Isaiah 43:18-19*

The words of Isaiah feel fitting for this season in the life of the Eastern Ontario Outaouais Regional Council. They do not ask us to forget the faithfulness, sacrifice, and ministry that have brought us here. They invite us to look with courage and hope for the new thing God is already bringing to life among us.

Since beginning as Pastoral Relations Minister in November 2025, I have been living this invitation in a very personal way. Moving from British Columbia to Ontario, and from one regional council context to another, has meant learning new geography, relationships, histories, patterns, and ways of understanding the life of this region. I am deeply grateful for the grace, patience, and welcome so many have offered during this transition.

Pastoral relations ministry often lives in the space between what has been and what is becoming. It is present when communities of faith enter profile and search processes, when ministry personnel begin or conclude calls and appointments, when pastoral charge supervisors and liaisons accompany communities through change, when conflict requires care and steadiness, and when lay and ordered leadership together seek the next faithful step.

Over these first months, I have supported congregations in profile and search processes, resourced pastoral relations questions and situations, walked alongside communities and leaders in several complex conflict situations, and worked with the Licensed Lay Worship Leader Team. I have also introduced online application and renewal processes for Licensed Lay Worship Leaders and Voluntary Associate Ministers to help track information coming forward for approvals more clearly. Thank you for your patience as this new process is implemented. Good process is not just administration. It is a form of care that helps people offer their gifts with greater clarity and confidence.

I am grateful for the faithful and substantial work of the Pastoral Relations Commission, which carries significant responsibility on behalf of the Regional Council. Its work includes calls, appointments, changes in pastoral relations, community of faith profiles, liaisons, pastoral charge supervisors, sacraments elders, supervised ministry education sites, sabbatical coverage, remembrances, shared ministry arrangements, and other unique pastoral relations matters. This work is careful, relational, and deeply important to the health of the church.

I want to offer particular gratitude to Wayne Harris and Karen McLean, who are completing six years of faithful service with the Pastoral Relations Commission. Wayne's leadership as Chair and Karen's ministry as Scribe have helped hold the Commission's work with care, grace, steadiness, and commitment. We also welcome Don Stiles as the incoming Chair and continue to seek someone willing to serve as Secretary/Scribe, an important ministry of record-keeping, accountability, and care.

I also want to express gratitude for the Ministry Personnel Support Leadership Team, whose work nurtures connection, learning, welcome, and care among ministry personnel across the region. This year the team supported learning days, gatherings for ministry personnel and retired ministers, welcomed new ministry personnel, and continued exploring a voluntary chaplaincy model to offer pastoral care and support in particular seasons of need.

One of the clear needs before us is the continued development of people willing to serve as pastoral charge supervisors and liaisons. These are not merely procedural roles. They are ministries of

accompaniment that help communities of faith remain connected to the wider church, supported through transition, and grounded in processes that can otherwise feel overwhelming.

Isaiah's promise is not that the wilderness disappears. It is that God makes a way within it. The promise is not that the desert was never dry. It is that rivers can still flow there. As we continue this ministry together, may we support ministry personnel, laity, congregations, and regional leadership with care, courage, and hope, seeking the way God is making among us.

Respectfully submitted, Rev. Victoria Andrews; Pastoral Relations Minister  
Email: [vandrews@united-church.ca](mailto:vandrews@united-church.ca) phone: 1-236-607-0203

## Office of Vocation Report

Office of / Bureau de la *Deep Spirituality, Bold Discipleship, Daring Justice*  
**vocation** Greetings from your Vocational Minister,

Another year has unfolded, offering abundant reasons to rejoice and give thanks to God.

The Office of Vocation continues to foster effective, faithful, and accountable ministry formation and leadership. Dedicated volunteers on the Quebec and East Ontario Candidacy Board, along with those serving on the Admissions Board, Board of Vocation, and Response and Remedial Committees, actively support this work. Their care, diligence, and integrity strengthen the church and bless all who discern and live out their calls to ministry.

In my role as Vocational Minister, I serve as staff resource to the Quebec and East Ontario Candidacy Board. The board accompanies, oversees, and assesses applicants and candidates on the Candidacy Pathway. Board members prepare thoroughly for their work, carefully reviewing documents and engaging applicants and candidates in interviews rooted in prayerful discernment and attentive listening.

In 2025, the Quebec and East Ontario Candidacy Board conducted 30 interviews and supported a total of 35 applicants and candidates, including 7 whose primary language is French and 28 whose primary language is English. We give thanks for those across Eastern Ontario and Outaouais who continue to respond to God's call to ministry in The United Church of Canada.

This year also marked an important step forward in accessibility, as the full suite of Candidacy Pathway forms became available in French. This change has strengthened our ability to accompany francophone candidates more fully and equitably within the discernment process.

Supervised Ministry Education remains a vital component of formation for those in the Ordained Ministry stream. In 2025, 17 candidates participated in Supervised Ministry Education placements across EOORC, ECORC and Nakonha:ka Regional Councils at various points throughout the year, in a range of ministry contexts across the country. I work closely with candidates, Pastoral Relations Ministers, and Communities of Faith to support these placements. I provide orientation for Community of Faith Connection teams and recommend Educational Supervisors.

Supporting candidates and applicants at various stages of their Candidacy Pathway journey remains central to this ministry. I meet regularly with candidates and host monthly online gatherings called Parlons Ensemble and Candidates Connect. These gatherings foster connection, reduce isolation, and encourage mutual support across the regions served by the Quebec and East Ontario Candidacy Board.

Members of the Candidacy Board and I also participate in Celebration of Ministry services, where candidates are ordained, commissioned, or recognized. These occasions mark significant milestones not only for candidates but for the whole church. I am grateful for the opportunity to accompany candidates throughout their formation and to celebrate with them as they enter new expressions of ministry within their communities and regions.

This year, the Office of Vocation continued to develop new leadership initiatives. In partnership with Presbyterian College in Montreal, we launched a mentoring pilot for newly ordained, commissioned, and recognized ministry personnel. Participants meet regularly in virtual cohorts for guided group mentoring, strengthening their capacity as reflective, adaptive, and hope-filled leaders in the church.

For all ministry personnel, including candidates who are serving in appointments, the Creating Safe and Respectful Environments Policy continues to guide our shared work. Now incorporated into the Annual Declaration process, this policy strengthens accountability across the church. I remain available to respond to questions, support those navigating difficult situations, and help foster safe, respectful, and accountable ministry environments.

I give thanks for the dedicated and faithful service of all who support this work through governance, discernment, accompaniment, and care. Together, we advance the Office of Vocation's mandate to support the formation, discernment, and accountability of faithful, well-equipped, and effective ministry personnel in service of the church's life and mission.

With gratitude for your partnership in this ministry, Rev. Caroline Penhale Lukacs, Vocational Minister, East Central Ontario

## Eastern Ontario Outaouais Regional Council Growth Report

In 2025 I had the pleasure of serving the Regional Councils of Nakonha:ka, Eastern Ontario, and Eastern Ontario Outaouais for my second as Growth Animator, a deployed General Council Office staff position. My mandate is to accompany existing communities of faith toward renewal and to support the creation of new ministries.

I often reflect on Isaiah 43:19, in which God's voice says through the prophet: "I am about to do a new thing; now it springs forth; do you not perceive it? I will make a way in the wilderness and rivers in the desert." (NRSVue) As I have engaged communities of faith in conversation about the state of the church today, I also hear God's voice speaking about new paths, and unexpected wellsprings. Places where God is at work nurturing new life.

Across the four quarters of 2025 I accompanied 33 ministry personnel and 92 communities of faith. This does not include the communities of faith who participated in the 100 Tables Project for our Centennial Year. Our three regions represented 15 (Nakonha:ka: 1, ECORC: 9, EOORC: 5) of the 117 congregations who embodied Jesus' welcome through invitational events centered around picnic tables from April to

December 2025. A map with information about the project can be accessed at [united-church.ca/100tables/](http://united-church.ca/100tables/).

Highlights from 2025:

- a) Supported Wesley United (Buckhorn Pastoral Charge, ECO) who redesigned their Kitchen Party as a radically generous free community dinner, supported by a focused invitation plan. The event welcomed over 100+ people with a free meal celebrating their renovated kitchen.
- b) Supported Emmanuel United (Odessa PC, ECO), with ministry plan development and grant support in launching their first in a two-class series on beginner American Sign Language with 25 participants. This project stemmed from a congregational desire to breakdown communication barriers with deaf community members.
- c) Supported Plymouth-Trinity's (Sherbrooke, Nakonha:ka) Breakfast Club through ministry development and grant support which saw an increase in regular family participation on Sunday mornings.
- d) Began working with McKay United (Ottawa, EOO) to develop an impact assessment and grant support for their Music & Meditation program as well as an in-community pilot project for Spring 2026.
- e) Hosted a series of educational opportunities across the tri-regions, notably multi-congregation conversations on Towards 2035 (such as the November event in Bancroft ON with 40 participants from 6 communities of faith), workshops on the use of Neighbourhood Profiles as a resource for invitation, strengthening invitation with Google Business Profiles, and a 7-session clergy education series launching January 2026.

The past year has reaffirmed how local leadership, both lay and ordered ministry personnel, are hungry for leadership development, especially focusing skills for collaborative ministry, communication for public witness and evangelism, as well as free and low-cost resources for ministry (such as software, education opportunities, curriculums...etc).

I look forward to continuing to accompany ministry leaders and communities on the new pathways the Spirit is guiding us on over 2026. I perceive God at work, calling us to the dream our church has named and shared, in becoming a faith community of inspired, resilient, and diverse disciples who seek to continue the story of Jesus by embodying Christ's presence in the world.

Respectfully submitted by Rev. Tori Mullin, Growth Animator

## Finance Committee Report

The Finance Committee meets regularly through the year at the call of the Treasurer, Brian Cornelius.

### 2025 Reviewed Financial Statements:

Attached are the 2025 Reviewed Financial statements for the Regional Council. The review took place in March of 2026 and a letter outlining the process and which confirmed the Financial Statements to be accurate is included at the beginning of the Financial Statements. When you are reading the Financial Statement, please note that pdf files can be "turned" so you can read easily.

As reported to you in a communique from the Finance Committee in December, we anticipated the Regional Council would have a deficit in governance in 2025, primarily because of the decision to host a 100<sup>th</sup> anniversary celebration as well as extra costs associated with staffing changes and some unavoidable unbudgeted expenses. The 2026 budget has included sufficient contingencies for the unexpected. The deficit of \$88,809 was near to the December projections. In Mission and Ministry, the year ended with a surplus. This is primarily because of the 25% secondment of Youth and Young Adult Minister to General Council, which will not recur in 2026. In addition, there were some areas where expenditures were less than budgeted. The surplus was \$35,320.

The overall deficit for Regional operations was \$53,290.

Details of operational income and expenditures are included in the 2025 Financial Statement or you can review the numbers more readily in the three-page 2026 budget document.

The Review Committee also scrutinizes Regional Investments, including those amounts invested on behalf of communities of faith, as well as a thorough vetting of all the notes that outline both the history and financial transactions of the Region. New this year, is the inclusion of information about the Eastern Ontario Outaouais Regional Business Trust managed by the United Property Resource Corporation.

We express our deepest gratitude to the Review Committee who volunteer their time to do this task.

**Motion Required:**

**That the 2025 Financial Statement for Eastern Ontario Outaouais Regional Council be formally received and accepted.**

**Motion Required:**

**That the Executive of the Eastern Ontario Outaouais Regional Council appoint an Internal Independent Review Committee to review and produce the 2026 Financial Statements.**

Electronic Funds Transfer, On-line Books and Updated designations

The second year of conducting financial transactions primarily through Electronic Funds Transfer is proving to be efficient, safe, and cost-neutral. As I often underline in emails when requesting banking information, the information provided is the information existing on every cheque one writes. The Region does not have the capacity to take money out of the account of an individual, church, or company.

On rare occasion, the Regional Council will do e-transfers; however, while we have systems to ensure that all e-transfers are legitimate, e-transfers do not have the capacity to have “dual authentication” at the time of issue. This is why this system of payment is not preferred.

2026 Budget

The Budget is detailed in the three-page Budget report and comparable expenditures for 2024 and 2025 included. The Budget was circulated to Regional members before the Finance Committee recommended its adoption in February of 2026. We recommend that the budget for 2027 be adopted in a similar fashion, with a communique to the whole Region in December 2026 to enable feedback and input.

As indicated in the communique, we have budgeted a deficit of \$81,450 (\$68,650 in governance and \$12,800 in Mission and Ministry) with a targeted savings of 2.5% “somewhere”. We carry an intention to have a total deficit of \$59,200. While our revenues have increased marginally, from \$804,150 to \$813,400, our expenses have out paced income growth. Expenses increased from \$835,150 to \$894,150.

Given our unrestricted reserves, we can manage this deficit for a year, even a couple of years. Regional funding, which has remained stagnant since 2019, is a matter under discussion with General Council.

To date, we are tracking on budget, with the realized possibility of saving the full 2.5%. There is nothing out of the ordinary to report.

**Motion Required:**

**That the 2025 budget approved by the Executive of the Eastern Ontario Outaouais Regional Council be confirmed.**

Investment Funds

The Finance Committee continues to be satisfied with our investment arrangement with Fiera Capital Investments, which is the same investment company used by the United Church of Canada and the United Church Foundation.

The policy of the Finance Committee is to transfer 4.5% of the value of the funds on December 31<sup>st</sup> to support the budget of the subsequent year. The amounts are included in the 2026 budget.

Here is a five-year record of the returns realized.

2025	6.9%
2024	10.7%
2023	8.3%
2022	(4.0%)
2021	16.8%

Communities of Faith Investing Through the Regional Council

Beginning in January of 2022, the Regional Council began “holding-in-trust” investments for Communities of Faith through the pooled investment Fund with Fiera Capital. There are now eleven (11) Communities of Faith who have invested through EOORC with investments valued at more than \$2.2 million. This investment vehicle is primarily available to smaller communities of faith to provide a means to secure a higher return for investments through access to investment opportunities available to the Regional Council through its pooled funds.

Mission Support

The Finance Committee oversees Mission Support and makes recommendations for Mission Support grants. The Committee received all requested documentation from Mission Support grant recipients and the Committee carefully reviewed this material. The Mission Support grant recommendations for 2026 were adopted last November. The allocations are included in the 2025 Financial statements and the grants for 2026 included in the budget document.

Restricted Ministry Accounts

The Finance Committee administers restricted ministry accounts. Many of these Restricted Ministry Accounts are short term projects and often receive funding from General Council grants. The purpose of each fund is outlined in the Financial Statements. Several of these accounts were closed in 2025

### Fiduciary Responsibilities.

The Finance Committee can report to you that the fiduciary responsibilities were completed and these were confirmed by the Review Committee, namely, the filing of the T3010 along with letter of attestation from Canada Revenue Agency as well as the filing of all T4 and T4A remuneration slips.

### Conclusion

The Finance Committee welcome any questions and suggestions that you have for the effective use of the resources available to the Regional Council. We also, at times, provide support to congregations who are reviewing their financial processes within their own community of faith as all of us continue to be faithful stewards of the resources gifted to the work of The United Church of Canada.

The members of the Committee in 2025 are Simon Alary (new in 2025), Cindy Casey, Brian Cornelius (Treasurer), Eric Hebert-Daly (Executive Minister), Christine Kilburn, Joe Smarkala, and Ev Zytveld. The members provide both knowledgeable and faithful guidance to this work.

Respectively submitted by the Treasurer, Brian Cornelius

## Reports from Leadership Teams

### Pastoral Relations Commission

The Pastoral Relations Commission meets monthly via ZOOM. The Commission membership is Wayne Harris (Chair), Jim Allen, Micheline Montreuil, Blair Paterson, Don Stiles, Elaine Beattie, Teresa Burnett-Cole, Michelle Robichaud. We are supported by our Scribe, Karen McLean and Resource person(s), Rev. Whit Strong/Rev. Victoria Andrews.

The Commission thanks Karen McLean, Rev. Whit Strong and Rev. Victoria Andrews, for their support over the past year.

Wayne Harris (Chair) and Karen McLean (Scribe) both finish their time on the Commission at the 2026 EOORC AGM.

At the September meeting the Commission had a chance to welcome Rev. Victoria Andrews and at the November meeting the Commission had their first ever face-to-face meeting at which time we said good bye to Rev. Whit Strong on his retirement

The number one priority of the Commission is to support the Communities of Faith during their time without ministry personnel. Pastoral Charge Supervisors appointed by the Commission are a support and resource to the Community of Faith's governing bodies. Pastoral Charge Supervisors must be members of the Regional Council.

When a Pastoral Charge is ready to search for new ministry personnel, Liaisons are appointed to assist in preparing their profiles for the ChurchHub and then through the search process. If you would like to assist Pastoral Charges at this important time in their life story, Liaison training is available.

Please contact Rev. Victoria Andrews if you are able and willing to assist in either of these important positions. The Region is short of both Pastoral Charge Supervisors and/or Liaisons.

Since the last annual meeting, the Commission has acknowledged/approved:

2 sabbaticals/coverage, 7 requests for change in pastoral relations, 8 calls, 22 (re-)appointments, 13 Community of Faith profiles, 6 liaisons, 11 pastoral charge supervisors, 4 Sacraments/Sacrament Elders, 3 Supervised Ministry Education sites, 8 remembrances, 1 shared ministry agreement, 1 amalgamation, and many one-of-a-kind topics on behalf of the Eastern Ontario Outaouais Regional Council.

It would be good to spread the workload to involve more people.

Respectfully submitted by Wayne Harris, Chair, Pastoral Relations Commission

### Ministry Personnel Support Leadership Team

The membership of the Ministry Personnel Support Leadership Team are: Terrie Chedore, Paul Dillman, Lynne Gardiner, Jenni Leslie and Zacharia Mandara. We said goodbye to Whit Strong in the fall and thank him for his work with this Leadership Team. We welcomed Victoria Andrews to the group and are grateful for the staff support that she is offering.

The mandate of the Ministry Personnel Support Team:

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

The Leadership Team has met every 6-8 weeks and discussed how to implement these goals.

A. Gatherings for support and connection: We are aware that there are a variety of groupings that meet. The Leadership Team does not feel that it can initiate these local, area or category of ministry gatherings. We encourage colleagues to build connections with one another. There are a couple of monthly luncheon gatherings in Ottawa with open invitation to gather together. These are advertised through the newsletter and the EOORC Ministry Personnel Facebook group.

B. Welcoming New Ministry Personnel: We are working at making contact with new arrivals into the region. It would be helpful to the Team, if anyone knows of retired ministers who are moving into the region.

C. Exploring the Offering of a Chaplaincy Function: The Leadership Team is working on developing a model of a chaplaincy team that will offer pastoral care and support to ministry personnel in times of disability leave, as well as through other realities of ministry and living. This team is not envisioned as the individuals that would provide pastoral support through the remedial processes of the Office of Vocation.

D. Educational Events and Gatherings:

1. A Ministry Personnel Learning Day was held in Cardinal on October 8, 2025 on the theme: MAID (Medical Assistance in Dying):A Theological and Pastoral Response. The resource persons were Rev. Dr. Tracy Trothen and Dr. Peter O'Neill. There were approx. 40 in attendance, and it was an important day of learning and reflection.
2. A Zoom gathering was held on February 10th on the theme of Ministry Leadership in Such a Time of This. The guest reflector was Bishop Karen Oliveto, a retired United Methodist bishop living in Nova Scotia. There were about 25 who joined the conversation.
3. A Ministry Personnel Learning Day was held in Kemptville on May 7, 2026 with 28 participants. The theme was From Text to Textures as we explored midrash as a method of biblical exploration. Leadership was offered by Rev. Elisabeth Jones of Montreal. It was a good day of learning, connecting, eating and worshipping together.
4. A gathering of Retired Ministers was held on May 13, 2026 at Bells Corners United Church with 21 participating - totaling 776 years of ministry offered!

E. Advocacy for Change in Practice or Policy: This area of work has not yet been explored.

Communication: The Leadership Team encourages each ministry personnel to watch the newsletter and emails for information about upcoming gatherings and events. Also, there is a Facebook group for Eastern Ontario Outaouais Ministry Personnel. Information and ideas are shared in that group.

The Leadership Team is looking to continue Learning Days, retired minister gatherings and hopes to have a “preparation for retirement” gathering in the fall.

If you have any ideas or comments, please be in touch with one of the members.

Respectfully submitted by Rev. Paul Dillman.

### Youth and Young Adults (YAYA)

The EOORC YAYA Leadership Team met four times over the past year, October, February, March and May.

Our work continues to focus on supporting Dana Ducette in her role as the Youth and Young Adult Minister for our Regional Council.

This year the YAYA Leadership Team has continued to support the YAYA ministry through existing programs such as;

- Campus ministry at uOttawa, Carleton, and Algonquin College
- Spiritual Care in Secondary Schools program
- Worshiplude (MacKay UC)
- Gibimishkaadimin
- Congregational YAYA Ministry support
- Camping Ministries and Accreditation
- Scrivens Baillie Committee

- Pastoral Care with YAYA
- GC45 Youth Forum and Commissioners
- Confirmation Program
- Collective 2026 (Formerly Rendez Vous)

As well as emerging ministries, meetings, and events

#### Safe Talk Suicide Prevention

- CHEO Research (Effects of Faith/Religion on Gynecological Procedures and Patient Care)
- General Council Towards 2035 Strategic Planning
- Incorporated Ministries engagement with Camping Ministries
- Tri-Regional YAYA Ministry Research and Consultation
- Ecumenical and Multi-Faith partnerships

The members of the EOORC Youth and Young Adult Leadership Team this year have been;

- Rev. Tiina Cote
- Hazel Ward-Moreau
- Janet Currie-Kelk
- Cathy Ryan
- Dana Ducette (YAYA Minister, staff)

In the Spring of 2026 Rev. Tiina Cote retired from ministry and stepped down as a member of the leadership team.

In December 2025 Dana finished her secondment with the General Council Office as the Project Manager for Gibimishkaadimin. During her time with the program several youths from the Region participated on the trip and enjoyed the experience.

Respectfully submitted, YAYA Leadership Team

### Future Through Property

The role of the Future Through Property Leadership Team is to assist congregations in making decisions about their congregational property. Guidance is given to congregations in seeking approval of their proposed property plans such as selling, leasing or developing congregational property, and in obtaining approval for making major renovations.

The Region has a suite of policies and checklists contained in the EOORC Governance Handbook which provide guidance to congregations in making decisions about their property.

Some congregations are engaged in legal issues such as clarifying title to the church property, obtaining legal advice on lease documents, arranging for mortgage loans to bridge the financing of major renovations and severing and rezoning congregational property. Each situation is distinct.

The Team also assists congregations in applying Regional policies on the distribution of the proceeds from the sale of their property.

The team is presently reviewing existing Regional policies on leasing church property, is drafting guidelines for obtaining approval on major renovations and reviewing the policy on congregational use of restricted funds. Work is ongoing to provide guidelines to help congregations articulate their ministry plan for the use of the funds coming from a sale of property.

In 2026 the Team is working with 15 congregations to assist them in property matters.

Members of the Team are: Phyllis MacRae (chair), Jim Allen, Rev Takouhi Demirdjian, Ted Brett, Joe Smarkala, Sue Smarkala, Rev Andrew Love. The team is supported by Regional staff Rev Mary Royal-Duczek and Rev Victoria Andrews.

Respectfully submitted by Phyllis MacRae, Chair, Future Through Property Team

### General Meeting/Educational Event Planning Leadership Team

This committee plans the various Regional meetings which are generally held three time a year:

1. The spring AGM held in late May or early June.
2. A fall meeting held in late October or early November (this year may be an exception).
3. Our winter educational event held in early March.

The EOORC Executive established the terms of reference for this team in April 2023, they are:

- Coordinates the planning of three annual meetings (two business meetings, one educational event)
- Establishes themes, speakers, worship, agenda and content for meetings
- Prepares invitations to members and guests
- Prepares invitations to members and guests
- Establishes a relationship with the local arrangements team (and includes them in meetings as required)
- Ensures all logistics and technical needs are met (using a checklist)
- Works to ensure adequate communications with the members of the regional council about upcoming meetings and reporting back
- President of the Regional Council is an ex-officio member of the planning team

The number of members of the team vary from year to year depending on the location of the meetings. Regular members include a Chair, the President, the Past President, an Equity Monitor, a Music United representative, tech team specialists, and staff members: the Executive Minister, Executive Assistant, Youth and Young Adult Minister, and Communications Assistant. Other members include a representative of the Local Church where the meeting is to be held, a local arrangements person, and others as needed.

Last Fall, at the suggestion of the Regional Executive, we held four area meetings on the same day with a mandate to discuss "Toward 2035". This Fall we will return to a central meeting located in Manotick. Our Winter Educational Event was held in March and includes a number of guest speakers followed by break

out discussions all done using the “Zoom” meeting software. We are presently working on the logistics of our Spring AGM to be held at Trinity United Church in Smiths Falls on May 29<sup>th</sup> and 30<sup>th</sup>. Most often our bi-lingual meetings are held in person with an option to attend by Zoom.

Our team spends a considerable effort to make the meetings run as smoothly as possible and yet plan in some social and Worship time as well. I would like to commend the work that they perform.

I have been Interim Chair for a little over a year now and am very much looking forward to turning the reins over to a regular Chair.

Respectfully submitted, Gary McKay, Interim Chair, May 19, 2026

## Communications

Communication is essential to the work of our regional council. Over the past year, EOORC has stayed connected through the following communications tools: EOORC website, EOORC newsletter, registration and support for EOORC general meetings, and special emails and mailings to EOORC members.

### **Over the past year, there have been a few updates in communications:**

- The **EOORC News** shifted from biweekly (every other week) to **weekly**. This allowed for a more concise, regular newsletter. It also helped us avoid “extra” emails for time-sensitive information.
- We also moved to an **online newsletter** instead of one in a PDF attachment. This led to a more mobile-friendly experience (over half of our readers use a mobile device to read the *EOORC News*). It also requires less clicks, which reduces loading time for those without access to reliable high-speed internet.
- We have been intentional **about sharing stories** from congregations throughout EOORC.

We have been steadily and intentionally working on orienting our communications to the needs of communities of faith throughout EOORC. **If you have feedback on EOORC communications**, please send them along to Natalie Matkovsky ([nmatkovsky@united-church.ca](mailto:nmatkovsky@united-church.ca))

The members of the Communications Leadership Team are:

- Lois Leroux
- John McDougall
- David Patterson
- Takouhi Demirdjian-Petro
- Natalie Matkovsky

While the Leadership Team did not meet over the past year, the team members provided important support in Communications.

Respectfully submitted, Natalie Matkovsky, Chair and Secretary, Communications Leadership Team

## The Keeping in Touch Leadership Team

The Keeping in Touch leadership began its work in June 2025. Ten people joined the team and each member was given a list of communities of faith in the Region to “keep in touch” with. (This is in addition to all of the other ways we have of supporting communities of faith.) Team members were each assigned roughly ten communities of faith in the same area of the Region. The expectation is to reach out to both the minister and lay representative at each of the communities of faith.

A brief evening training session was held on Zoom and those who could not attend were able to watch the recording. Team members were invited bring their personal touch to the work. They could choose to place phone calls, send emails , attend worship if the congregation was near by and do so in a manner that fit their schedule, with the expectation that they would try to connect with everyone on their list a minimum of a few times a year.

The feedback we received from those who received phone calls was very positive. People were pleased to have someone from the Region reach out for the reason of checking in to see how they were doing. In some situations team members were able to identify situations that needed to be brought to the Congregational Support minister, such a congregation looking for help with visioning. Other situations resulted in identifying situations that needed to be brought to the Pastoral Relations minister, such as awaiting an appointment of a Pastoral Charge supervisor.

The Keeping in Touch team also was leveraged to send reminders about the Fall Sub Regional Gatherings that took place in November and the Winter Educational Event in March.

### **Next Steps:**

The team struggles with out of date contact information. If you are a minister or lay representative please make sure all your contact information is up to date with the Region. Additionally, if you know of pastoral charges who do not have a minister or a lay representative or neither, it is even more important that we can find a channel of keeping in touch with them.

The Keeping in Touch Team Members are: Julee Pauling, Jim Allen, Laurie McKnight, Grant Gilliland, Paul Whiteley, Larry Richardson, Alan Hebert, Shelley Roberts, Cathy Ryan, Joan Conrod

With thanks to Michelle Robichard for her work and has now stepped down.

We are looking for more members. Please speak to Rev. Mary Royal Duczek, the staff support for this team if you would like to join.

Submitted by: Rev. Mary Royal Duczek, Communities of Faith and Networks Support Minister

## Vision and Transformation

Vision & Transformation continues to provide financial support to Communities of Faith within our Region who are seeking to engage in a visioning process, as well as those whose vision requires funding to come to fruition.

In 2025, we gave funding to 6 projects, with several of them being multi-year commitments. The range of projects was creative and hope-filled. We were able to support initiatives that addressed:

- Diversity
- Children and youth
- Connection through music
- Food insecurity
- Belonging
- Mental and physical health
- Reconciliation and Right Relations

The level of vision, caring, and call show how we can address issues and provide opportunities for connection in our communities, no matter where they are located.

The Vision and Transformation Team also disburses bursaries to ministry students and to organists. This year, we were able to provide 6 bursaries in the fall application period, 2 to organist students and 4 to candidates for ministry (in both the Diaconal and Ordained Streams). We wish every success to our students as they further their skills and deepen their faith.

We congratulate the many Communities of Faith and Students across the Region who received funding and continue to encourage them to share their Good News stories over the coming year as an inspiration to all Communities of Faith. The goal of these grants and bursaries is to give all Communities of Faith and Students the opportunity to dream big and to not let financial barriers get in the way. We look forward to helping you write your own Good News story!

As Chair, I want to thank the entire team: Charles Barrett, Jennifer Gow, Phyllis MacRae, Sheryl McLeod, Janice Peron, and Debbie Poirier who faithfully served in this capacity for 2025.

If you have any questions about the work of the committee or the application process, you are invited to reach out to us through our Vision and Transformation email address: [visionandtransformationEOORC@gmail.com](mailto:visionandtransformationEOORC@gmail.com). We look forward to receiving new applications for Vision and Transformation grants in the coming year (October 31 and March 31)! Student applications are due by September 30<sup>th</sup>.

Respectfully submitted by Rev. Michelle Robichaud, Chair

### Licensed Lay Worship Leaders Leadership Team

On any given Sunday across Eastern Ontario and Outaouais, a Licensed Lay Worship Leader may be unlocking a rural church, preparing worship, or preaching to a congregation that otherwise might not gather at all.

The United Church's report *Toward 2035* speaks honestly about the realities facing the church while also calling it to imagine new possibilities. Rather than simply mourning decline, the report encourages the church to become more flexible, collaborative, and creative about leadership and ministry. Licensed Lay Worship Leaders are increasingly part of that future.

The growing role of Licensed Lay Worship Leaders (LLWLs) says a great deal about where The United Church of Canada finds itself today.

Across the country, congregations are adapting to shrinking memberships, aging buildings, tighter budgets, and a shortage of clergy. In many communities — especially rural and smaller ones — there are simply not enough ordained ministers available to serve pastoral charges as they once did. Moreover, their role is changing the reality keenly felt by the LLWL Team. The proposal before the region is part of that shift in service.

The EOORC LLWL Team continues to meet over Zoom as we support and strengthen Licensed Lay Worship Leaders across the region. We maintain a list of LLWLs available to serve, though the number of active leaders is shrinking as some retire, step back, or pass away. Recruiting and encouraging new candidates will become increasingly important in the years ahead.

Licensed Lay Worship Leaders submit annual reports indicating where and how often they have preached. We encourage ongoing continuing education and track the books, conferences, blogs, and other resources LLWLs engage. As with other ministry personnel, police record checks are kept current.

The LLWL program is open to all United Church members, including youth of secondary-school age and older.

On March 28, a regional LLWL Support Event was held in Westport for leaders serving in that part of EOORC. We continue to hear how stretched and tired many LLWLs are, particularly in rural communities where leadership demands are growing. The gathering included worship, communion, a shared meal, Healing Pathways, and time with our new Pastoral Relations Lead, Rev. Victoria Fillier.

We also hope to recognize newly licensed LLWLs and reaffirm continuing LLWLs at the EOORC fall meeting.

### **A Shift in Service**

For many years, LLWLs were viewed mainly as worship supply leaders — someone who could lead while the minister was away. Today, their role is expanding significantly. In many congregations, LLWLs lead worship regularly and assist with pastoral care, funerals, Bible studies, and outreach ministries. In some communities, they help sustain congregational life altogether.

This shift is not only practical; it is theological.

The United Church has long affirmed that ministry belongs to the whole people of God, not only ordained clergy. Lay leadership has always been essential to church life, particularly in rural Canada where congregations often depended on strong local leadership. In baptism, all Christians are called into ministry, and LLWLs embody that calling in visible and practical ways.

At the same time, this does not diminish the importance of ordained ministry. Rather, it reflects a growing recognition that the future church will require collaborative leadership shared among clergy and lay people alike.

Lay leaders also bring important gifts to ministry. Because they often live and work within the communities they serve, LLWLs are closely connected to everyday life. They understand caregiving,

employment, finances, and community pressures because they are living them too. Their leadership is often relational, grounded, and responsive to local needs.

That does not mean the transition is easy.

As congregations rely more heavily on lay leadership, important questions emerge. How do we train and support LLWLs well? How do we prevent burnout? What happens when volunteers begin carrying responsibilities once handled by paid clergy? These concerns deserve thoughtful attention.

There is also grief involved in this transition. Many still cherish the traditional image of church life: a full-time minister who baptizes children, visits in hospital, leads worship every Sunday, and remains long enough to know the whole community well. Losing that model can feel painful.

Increasingly, however, the reality is not a choice between “the way things used to be” and lay-led ministry. The choice is often between adapting creatively or watching congregations slowly disappear. That is why LLWLs matter so much right now.

They represent a church trying to discover new ways forward rather than simply mourning what has been lost. They remind us that ministry has never belonged only to professionals. The church has always depended on ordinary people stepping forward with faith, compassion, wisdom, and courage.

*Toward 2035* challenges The United Church of Canada to imagine new forms of leadership and community. That may mean ministry teams instead of solo ministers, deeper collaboration between clergy and lay people, and more flexible congregations gathering in different ways and places.

Whatever shape the future church takes, Licensed Lay Worship Leaders are likely to remain an important part of it.

Not because they are “second-best” replacements for clergy, but because they embody something essential about the future church: ministry that is local, collaborative, adaptable, and rooted in community relationships.

The United Church of Canada is changing. But change is not always decline. Sometimes it is the beginning of learning how to be the church in a new way.

Do you feel called to serve as a Licensed Lay Worship Leader? Contact me at [revtbc@gmail.com](mailto:revtbc@gmail.com) to explore how that call might become a reality.

Rev. Dr. Teresa Burnett-Cole, for the LLWL Worship Team.

## Church Extension Committee

Communities of Faith undertaking projects involving their buildings and facilities may apply to the Church Extension Committee for financial assistance on a shared funding basis. Since becoming part of the Eastern Ontario Outaouais Region in January 2019, many projects by Communities of Faith.

### Mandate

The Church Extension Committee manages investments of currently approximately \$4 million and holds a piece of property valued at approximately \$4 million. This enables us to assist Communities of Faith as follows:

- new buildings, land, and facilities for the purpose of establishing new congregations;
- renovations and upgrades to buildings, equipment, facilities and audio-visual technology projects and for disposal and demolition of buildings and facilities;
- providing suggestions and advice regarding ways to approach and finance their projects;
- providing financial guidance and support through grants, loans or mortgages to cover a portion of the costs; and,
- managing the financial assets and the land holding entrusted to the corporation.

### Vision Statement

Our Vision: Striving to support the health and continuance of Communities of Faith throughout the Eastern Ontario Outaouais Region with excellent advice and shared financial support for their projects to repair and renew their physical assets.

### Assistance Available

Two types of financial assistance are available to Communities of Faith; a non-repayable grant and a repayable loan or mortgage.

The Church Extension Committee will consider grant applications for qualifying projects up to a maximum project cost of \$50,000. In principle, grants are provided on a matching basis; that is, for each dollar contributed by the Community of Faith, Church Extension will provide a matching dollar, up to a maximum grant of \$25,000. Absent truly exceptional circumstances, this maximum of \$25,000 will be in effect for a particular Community of Faith for a three (3) year period. This cap is regardless of the number of grants made during that period, so for example, there may 10 grants of \$2500, 5 grants of \$5000 or 1 grant of \$25,000 during the three (3) year period. For example, a Community of Faith that received \$25,000 in 2024 would not be eligible for another grant until 2027.

The Committee also considers requests for financial assistance in the form of a loan or a mortgage for projects that fall outside of the guidelines for a grant. The Committee requests information about the Community of Faith's overall financial situation, typically as provided in their latest Annual Report, sources of funding for the project, and the Community of Faith's proposal for repayment of the loan or mortgage. For loans and mortgages, the Community of Faith and the Committee work out repayment terms which take account of the financial capacity of the Community of Faith.

**Guidelines for issuing of grants and loans in 2026 and beyond: It was decided that the budget for a current year will be determined by calculating 4.5% of total income at our fiscal year end, June 30 of the previous year. We will consider applications at a Directors Meeting to be held annually in May and deadline for loan and grant applications will be March 31<sup>st</sup>. The Corporation's Annual General Meeting to be held separately in the fall. Any emergency applications will be considered on a case by case basis.**

Information on the Church Extension Committee, the members of its board of directors, and guidelines on how to apply is available on the EOORC website under the Funding Sources menu: Funding Sources - Eastern Ontario Outaouais Regional Council (eoorc.ca). Use this link to get to the information. <https://eoorc.ca/resources/funding-sources/>

### Grants Made by Church Extension – May 15, 2025 to May 15, 2026

Britannia United Church , Ottawa-Security System	\$3214
Stittsville United Church, Ottawa -Furnace and other	\$25,000
St. Paul's United, Perth-Leaking roof	\$25,000 and loan of \$10,000
Southminster United Church-Replacment of steps and railings	\$11,995
St. Andrew United, Beachburg-Furnace and brickwork	\$6000
Stark's Corners United -Heating upgrade	\$8000
Battersea United Church-Roof replacement	\$20,576
Christ Church United, Chesterville-Sound system replacement	\$21,000
Glebe St. James, Ottawa-Roof replacement	\$25,000 and loan of \$117,196
Kirk Hill United-Glengarry County-Accessibility project	\$18,202
Orleans United Ottawa-Replacement of water line	\$25,000
Zion Memorial United, Carleton Place-Security system	\$7625
Pakenham Pastoral Charge-Defibrillators	\$2851
Britannia United, Ottawa-Basement washroom renovations	\$21,786
Knox United-Heat pump installation	\$7,367

### Contact

Judy Harms-Potter, Church Extension Committee Secretary  
[churchextensioncommitteeeoarc@gmail.com](mailto:churchextensioncommitteeeoarc@gmail.com) for information

## Stewardship Report

Communities of Faith that successfully nurture people in stewardship and generosity know how VITAL it is to **Inspire, Invite and Thank** them.

Good stewardship is NOT about guilt, or duty, or threats. These don't work and don't build up the sustainability of your Community of Faith in the short or long term.

Inspiring stories from the work and life of your Community of Faith, along with people sharing their own personal testimony about how the Community of Faith matters to them can energise your Community of Faith.

That's what people's gifts of money and time are doing. They are changing lives and making a difference. Invitations to share that are clear and specific help people know what the expectations are. If you are not giving, start. If you are giving sporadically, give regularly. If you are giving regularly, give proportionately. Your Community of Faith must intentionally help people to move along that generosity pathway.

Giving and generosity help people grow in faith and deepen their reliance on God's generosity and abundance. That's why you invite them to get involved.

Thanking people makes sure they do not feel like resources to be extracted. You cannot say thank you enough. No one ever left a church for being thanked too much. Many have left because they felt ignored or taken for granted. Thank from the pulpit. Thank in the newsletter. Thank personally. Thank promptly. Thank often.

Every time someone gives away their money or their time, they are making a choice and a commitment to your Community of Faith and their decision to follow Jesus. They deserve to be thanked.

**Are you wondering what all this might look like in your Community of Faith?**

We can help you discover the stewardship journey you need to take through the courses in Called to Be the Church: The Journey.



**Getting Started in Stewardship** – a 90-minute webinar to introduce some stewardship best practices and help participants view generosity as a spiritual practice rather than a necessary evil!

**Stewardship Best Practices** – an in-depth, multi-week, exploration of current stewardship best practices with lots of practical suggestions and customizable resources, and ending with a detailed annual stewardship plan and ongoing coaching to help you achieve your goals.

**Setting Up Your Congregational Giving Program** – Two 2-hour online sessions that help you to plan and carry out a successful stewardship campaign.

**Bequests and Estate Giving** – Learn how to set up a Planned Giving program in your Community of Faith and learn how to inspire and invite various planned gifts. Two LIVE 1-hour online sessions this fall, or ON-DEMAND that you can do on your own schedule.

**NEW!! Money and Personal Financial Stewardship – on demand.** Watch CHURCHx for it's launch. You can find the upcoming course dates and times on [CHURCHx](#).

You can also access stewardship resources, through the [United Church website stewardship page](#). Check out our free downloadable [resource kits](#), or our [stewardship worship materials](#).

But don't take our word for it. **Here is what actual participants have to say:** A participant from Barrhaven United Church, Nepean (Ottawa) Ontario says, "I am certainly glad that I took it because I had the wrong preconception of what stewardship was."

After watching their Community of Faith exceed their stretch goal of giving going up by \$25K/year by over \$5000, a participant from a recent Stewardship Best Practices course had this to say "The formula works. I was skeptical about all this foofy stuff, but Inspire, Invite and Thank works!"

"The United Church has put together a well-trained and enthusiastic group to challenge your thoughts and actions around Stewardship. Take 30 minutes and make an appointment to connect with your regional rep; a good time investment." A participant from Sauble Beach United Church, Sauble Beach, ON.

Get the Stewardship help you need. Contact the [Community of Faith stewardship support team](#).

## Networks and Ministries

### UCW

EOOR United Church Women consists of four regions: Four Rivers (President Barb DeJeet), Seaway Valley (President Louise Shaw), Ottawa (President Nancy Desjardins) and Upper Valley (President Lee Torvi). The past year has been year of action. Another year of church women living into our UCW Purpose of Christian witness, study, fellowship and service.

The EOOR Regional UCW AGM the final vote was passed to allow our Region to be Affirmed!! All inclusive ... everyone woman welcome. We all work together to forge a solid future for the UCW as one body with different unique parts. We are all alike in following the purpose and doing study, service, worship and fellowship maybe in a different way but the end result is the same in the name of Christ.

New Job Descriptions and Procedures/Policy for the Region Executive were also approved.

In July we held the 83rd Summer Event in Cornwall. The theme was "Come and be Filled with the Spirit" led by Rev Virginia Wallace. Fun and learning was enjoyed by those who attended the drumming workshop and the Spirit Cafe.

On going are the planning meetings for hosting the 65th UCW Anniversary in Ottawa in July 2027. As women who share and care we are including the UCW women of ECOR and Quebec to help us in this huge celebration.

At the September National gathering in Toronto, I worked with the women from across Canada to take the first steps for the National UCW to become affirmed!!

A Leadership Day workshop was held in October – "How to lead a meeting? Why we do devotions?" Many ladies attended this event in Renfrew including a few EOOR Regional representatives.

Many of the UCW groups led worship service for the 100th Anniversary of the United Church of Canada in their home churches. The service planned by UCW women to celebrate the 100 years of the United Church of Canada and approved by the National Church.

As always the ladies all work so hard with passion and energy for their churches and the mission projects. Money was donated to the 4 Regional United Church camps, House of Lazarus, Mission and Service, Healing Fund and the Student Gift Program as well as numerous side projects and of course our own community of Faith coffers.

The United Church Women of this Region continue to work with passion, faith and hope in Christ. As I finish my term as President, I want to take the time to send a Heartfelt Thank You to all the women of the UCW for your support and encouragement over the past two years. It has been a Spiritual and Humbling experience to guide you all. God Bless you and all the work that you continue to do.

Respectfully submitted by Charlotte Hoy, President, EOORC UCW

## Spiritual Care Hospital Ministry (SCHM)

Chair: Sandra Copeland

Ministry Team: Jane Burgess, Doug Collins, Rev. Brian Copeland, Rev. Georgina Fitzgerald, LLWL: Jeremy Geelen, Margaret Joyce, Richard Johnston, and Julee Pauling

Almost 2000 current and former United Church members face hospitalization in Ottawa every year. They come from throughout our Region, with roughly ¼ of them coming from outside the city. Our Spiritual Care Hospital ministry teams endeavor to provide support and a faith presence to them during this difficult time in their lives. We also provide a connection to the church that sustained them, and gratitude for the role they once played in congregational life. Where the patient is still an active member, with their permission we arrange to alert their minister and church office.

We have teams at three Ottawa Hospitals. We have 2 volunteer visitors at the Civic Hospital, 3 at the General and 3 at the Queensway Carleton Hospital. Rev. Brian Copeland is the Team Lead for the Ottawa Hospitals. He also represents the United Church on the Spiritual Care Advisory Committee for TOH, and now chairs the committee. They sponsored an event on “end of life care” during Spiritual Care Week, which saw some 70 members of the Hospital staff attend. Sandra Copeland is the Team Lead at the QCH, and represents the United Church on the Queensway Carleton Hospital Advisory Committee. In 2025, Sandra met with several congregations in the Region to help advise their Pastoral Care teams on hospital visiting, and would be happy to lead a presentation for any others interested. Our visiting teams participate in a variety of continuing education events, and meet together to share ideas and strategies for providing spiritual care in different situations. The QCH team is currently working to promote expanding Spiritual Care visiting to the off-site Alternate Level of Care facility, where patients await transfer to long-term care.

We would always like to recruit more visitors to join our team. This is a very rewarding ministry for our volunteers who give of their time to bring care, support and hope to many folk who are in medical and spiritual crisis. It is also an effective witness to the important role the church plays in people’s lives.

There are many reasons patients may not receive a faith designation when they enter a hospital, so if you are aware of a patient who would like a visit, and you have their permission, please let us know at [eeorc.spiritualcare@gmail.com](mailto:eeorc.spiritualcare@gmail.com).

Respectfully submitted, Sandra Copeland, Spiritual Care Hospital Ministry

## The Social Justice Network of the Ontario Regional Councils (SJNORC).

SJNORC is the continuation of the former Social Justice Network of the Ontario Conferences (SJNOC) formed many years ago to coordinate the dialogue between the United Church and Queen’s Park on social justice issues. The original impetus was to improve coordination and credibility following differences in church perspectives on the issue of Sunday shopping. Ensuring that the church spoke with one voice was, and remains, critical to effective advocacy.

Over time, SJNORC has mobilized resources, as well as sharing information on innovative ministries. We also keep members apprised of social justice initiatives undertaken by the General Council Staff and by KAIROS Canada, representatives of which regularly participate in our meetings. In addition, the network has provided a channel for the United Church to participate in and support other Ontario-focused networks, most notably the Interfaith Social Assistance Reform Coalition (ISARC).

SJNORC held its first meeting following church reorganization in the Spring of 2019 and met again at Church House that Fall at the time of ISARC's annual Religious Leaders Forum. In 2020 we had to respond to the challenge of COVID, as did other faith communities, by gathering virtually. This continued in 2021, 2022, and 2023.

However, our experience over many years was that face-to-face dialogue offered a richness that could not be replicated in a ZOOM call, as helpful as that technology has become. Therefore, in 2024, we decided to resume in-person gatherings in order to promote renewal and reengagement.

In 2025 the network held four virtual meetings, plus a two-part in person meeting. The year began with a discussion of how we could most effectively provide nonpartisan information to Ontario voters on key issues of the February 27 provincial election. The network organized on-line panel discussion on February 23<sup>rd</sup> entitled "Ontario Election 2025: More than Tariffs." The webinar was both well attended and well received, with the discussion covering key economic, social, and environmental issues.

In August we held an on-line dialogue with the Executive Director of the Back Door Mission, a United Church Ministry located at the former Simcoe Street United Church building in Oshawa. The discussion focused on the mounting legal pressures and constraints that social agencies are facing as a result of recent Ontario legislation and restrictive municipality by laws.

Our fall meeting began at St. Luke's United Church in Toronto on November 4, with an opportunity for those who could not come in person to join online. The timing was coordinated with ISARC's breakfast meeting with legislators at Queen's Park. The agenda discussed social justice ministry priorities across the province and included updates from KAIROS and ISARC.

This was followed by a visit to Oshawa on December 5 hosted by the Back Door Mission, also with a hybrid virtual meeting option for those who could not attend in person. We were able to witness the mission's ministry in action, as well as to continue the dialogue on the challenges they and similar ministries are facing. Speakers included mission staff, an Oshawa City Councilor, and staff of the Ontario Non-Profit Network on legal defense and advocacy efforts.

In 2026, we are looking forward to building our network and supporting its ongoing mission to make the case for greater social justice in the Province of Ontario. We met in January to discuss program priorities, leadership transition, and network capacity.

Respectively submitted, Charles Barrett, EOORC Representative

## Multifaith Housing Initiatives (MHI) Activities Report



### United We Dream Capital Campaign 2026 Update

The MHI project of 133 units within the two towers currently being built at LeBreton Flats is now known as **Odenak**, named for the Algonquin Anishinàbe word for “community”. Thirty of these units are reserved for Indigenous families.

Both towers that comprise Odenak are visible on LeBreton Flats – they are the very tall, red-clad ones next to Adisokē – the new Ottawa library. Rent-up for all units will begin in January 2028.

Starting in 2025, EOORC congregations have contributed to this capital campaign. Over this past year, EOORC has made significant progress towards its goal. Our numbers to date are:

United We Dream Campaign Goal:	\$150,000
Number of Contributing Communities of Faith to Date:	19
Communities of Faith contributions, as of June 2026:	\$128,425 (85%)
2025 + 2026 Grant from Seeds of Hope:	\$60,000

MHI is very appreciative of the United Church of Canada’s congregational giving to the United We Dream Capital Campaign. To-date, 19 communities of faith have contributed \$128,425. We live in hope that EOORC congregations will raise the remaining \$21,763 to reach our \$150,000 goal by the end of June 2026!

The Odenak project has also been extremely fortunate to receive two Seeds of Hope Grants from the United Church of Canada Foundation for a total of \$60,000. This support means a great deal to MHI, and they are honoured to partner with a foundation so deeply committed to building a more just and compassionate Canada.

Special mention to Barrhaven United Church: they created a year long fundraiser Concert Series that has raised approximately \$28,500 to date, with one more concert to go. From May 2025 to June 2026, Barrhaven United Church, plus individual concerts at Knox United, McKay United and Woodroffe United, delivered 8 concerts. Rideau Park will have a concert May 30 and Kitchissippi June 28. Rideau Park will have a concert May 30 and Kitchissippi June 28.

### Plans for Future Fundraisers

Fundraising for Odenak continues until December 2027. If you want to consider presenting a concert – please contact Barrhaven for tips on ways to go about such a contribution. Whether a member of MHI – or – an EOORC congregation that wants to support the Indigenous individuals and families – righting relations – please consider participating.

Respectfully submitted by Sue Smarkala (United Church representative to the MHI Board and Chair of the MHI Board)

## United Church Rural Ministry Network

The United Church Rural Ministry Network (UCRMN) is a national network, that connects electronically to share stories and news of rural communities across Canada (and around the world), by networking with leaders of rural communities of faith – lay and clergy. UCRMN received a one-time start up grant of \$5,000 from United Church Foundation in 2020. UCRMN is a charitable organization that receipts donations from Regional Councils, Congregations or interested people. At UCRMN.ca, there is a link for online donations, or information to email an e-Transfer, or how to mail a donation by cheque. UCRMN asks all Regional Councils (or tri-Region groupings) to put UCRMN in their annual budgets, as 70% of United Church congregations across the country are in rural or small towns, therefore a relevant cost to each Regional Council.

Our primary ways of connecting with people are e-Newsletters (10 times a year), quarterly Zoom workshops and the ongoing presence of our website, <https://ucrmn.ca>, online. Peter Chynoweth of Cochrane, AB, has been our Web Minder since October 2022.

The e-Newsletters are always available for sharing worship ideas and hopeful stories from rural congregations. Regularly, there is excellent tech advice and challenges from Martin Dawson in PEI and from Peter Chynoweth in Cochrane, AB, who write the regular ‘Tech Corner’. In addition, the e-Newsletters publicize events happening throughout the Church which are of interest to rural folks, advertising from Regions and committees like Affirming Connections, Curiosity Cohort, etc. Rural Routes Through the Holy conference held in the Maritimes for a number of years receives good coverage through the UCRMN newsletter and website as Catherine Smith is a partner of the UCRMN Board. Chinook Winds has also held rural ministry conferences publicized by UCRMN. If other Regional Councils would like to connect with the rural constituency, let us know – [editor@ucrmn.ca](mailto:editor@ucrmn.ca). We invite all rural congregations to connect through registering to receive e-newsletter through the website ([ucrmn.ca](https://ucrmn.ca)).

Our Zoom workshops this year covered “Lifelong Learning (facilitated by St. Andrew’s College, Feb. 24, 2024), “Social Media for the Rural Church (facilitated by the United Church Digital Team, April 18), “Rural Church Check in” (an invitation to share concerns and events throughout the country, Sept. 19), “LLWL Check in” (a conversation with Licensed Lay Worship Leaders, which proved so welcome and valuable a networking and such rich conversation that we held a second and a third get-together in Jan. and March), “How is Your Rural Church Celebrating the 100<sup>th</sup> Anniversary (facilitated by Bronwyn Corlett, Feb. 20) and coming up in May (15<sup>th</sup>), “Hands On – How to Save your Computer” (led by Martin Dawson and Peter Chynoweth). These workshops are advertised in the e-Newsletters and registration is done through Eventbrite, offered free of charge. Reports on a number of the workshops that were held are found on the UCRMN website.

UCRMN folks ran the Canadian portion of the International Rural Churches Association (IRCA) 24-hour Global Prayer event that took place on March 10, 2025. A section of the day was about UCRMN specifically, and highlighted our Licensed Lay Worship Leaders, as well as Collaborative Ministries, and then Catherine Smith, a UCRMN member from the Atlantic Region, was the host of ‘Canada East’, and Robin Haensel, a retired Alliance pastor and member of CiRCLe M at the Saskatoon Theological Union, hosted ‘Canada West’. You can check them out on the IRCA website (<https://irca.online/24-hour-prayer-zoom> - the Americas).

UCRMN members are taking part in the “Rural Townhall” by Edge Network for Ministry Development, to hear peoples’ thoughts about what is going on in rural churches, and how rural ministries can be supported.

UCRMN always is looking for members to serve on the Board, as e-Newsletter Editor, Workshop Coordinator, or on the Finance Committee.

Respectfully Submitted Catherine Christie - President, UCRMN (Abbey, SK)

## Colleges

### The Centre for Christian Studies

*The Centre for Christian Studies is a national theological school grounded in the tradition of diakonia. We prepare people for ministries in the United Church of Canada and the Anglican Church of Canada, and offer lifelong learning for anyone who wants to deepen their faith-in-action.*



#### **2025 Students and Programming**

Central to the preparation of diaconal ministers and lay leaders are the learning circles, the vessels through which learning, growth and development occurred. In addition to the regular circles, a 2-week Learning on Purpose circle was held in Winnipeg in June 2025. The

Theme circles offered in 2025 included

- Ministry as Community Building,
- Worship,
- Grief and Loss,
- Ministry as Listening,
- Power and Privilege, and
- Health, Pain and Trauma, as well as the three Integration Year Circles.

Learning on Purpose and all Theme circles are open to lay people, candidates for all ministry streams, and ministry personnel for Continuing Education. More information is available online about [upcoming learning circles](#), for both online and in-person 6-day intensives and 6-week circles.

In Winter 2025, we also offered a course on Intercultural Leadership for Educational Ministry, in collaboration with Emmanuel College and St. Andrews College.

Two students and one programme staff person were able to be part of the meeting of the Diakonia World Federation (DWF) in Tanzania, in July 2025, and that formed their Global Perspective Experience.

In other programming news, we continued our free, monthly, ‘lunchtime’ Zoom CCS Fridays on topics such as

- Punching Up or Punching Down: Comedy, Politics, and Social Justice
- Unbounded Stories from Palestine,
- Our Daily Bread: Resisting the Central Lie of ‘Diet Culture’,

- Decolonizing Diakonia,
- God and Money, and
- Microaggressions

## **2025 Milestones and Celebrations**

The 2025 graduates were **Hyerim Park, Letitia Berger, Lisa Byer-de Wever, Lisa Leffler, and Lynda Dickson.**

**Ann Naylor** was recognized as a beloved and honoured Companion of the Centre. Ann's commitment to diaconal ministry and to the Centre for Christian Studies is unquestioned, as was evidenced by the number of former students who spoke of the profound influence Ann had on their personal formation and ministry identity. Her service to the General Council Office of the United Church of Canada as staff and then as Acting General Secretary in the Division of Ministry Personnel and Education was acknowledged.

It was with a deep sense of gratitude that CCS accepted and acknowledged the retirement of Cheryl Thiessen. Cheryl served faithfully as the Office Administrator for 10 years and was also celebrated at the graduation event.

Later in the calendar year the contract period of Gwen McAllister came to an end. Gwen held the role of Interim Development Coordinator for 2 years.

The Centre welcomed two new members of staff: Robyn Cruz and Marlene Britton. Robyn assumed the role of Finance and Administration Coordinator, having previously worked as a manager with the Manitoba Aboriginal Sports and Recreation Council. She has brought to CCS her love for administration and her deep understanding of her own roots as an Indigenous person.

Marlene assumed the role of Principal for Leadership and Development, having previously served at the General Council Office of the United Church of Canada, as the Director of the Office of Vocation.

## **2025 Strategic Planning and Deeper Partnerships**

The recommendations in the areas of governance simplification and staffing restructuring have been put into place. New staff was hired as detailed above, and significant, deep conversations were held with potential partners in theological education. While those conversations were taking place, town hall meetings were also held with the various constituencies of CCS in order to share the progress of the conversations, as well as to garner helpful contributions and to have concerns aired.

## **2025 Sustainability and Partnerships**

Amidst the shifting sands of theological education, funding challenges, and volatile investment markets, we continue to be sustained by generous donors, creative collaboration, dedicated and visionary volunteers, Council members, and staff, a diaconal imagination of what church can be in the world, and God's grace. We are thankful for the mutual partnerships with which we engage in this sacred ministry of education, spiritual care, and justice. Particularly with; Sandy-Saulteaux Spiritual Centre, St Stephen's College, St Andrew's College / Saskatoon Theological Union, associate schools in the United and Anglican Churches of Canada, and the national staff who support them, Diakonia of the United Church of Canada, Anglican Deacons Canada, Diakonia of the Americas and Caribbean (DOTAC), and all who support CCS and its students (particularly, diaconal Mentors, Field Placement organizations & communities of faith, Learning Facilitators, Local Committee members).

***Curious about which CCS Diaconal Diploma and Certificate students  
live in your region or relate to your candidacy board?***

Tamara Connors

**In addition...**

*The 2026 Learning on Purpose course will be held in June at Five Oaks, in Paris, Ontario.* Come deepen your self-awareness as a leader in these changing times, discern your next steps in ministry or formation, learn practical tools like the Spiral model of theological reflection, and engage liberative perspectives of the bible, theologies, and social analysis. And it's fun! From puppets to Paulo Freire to prayer, music to Miriam to social movements, come learn together.

**To know more...**

- Subscribe to our monthly e-newsletter Common Threads: <http://ccsonline.ca/blog/common-threads/>
- Follow us on Facebook or Instagram to hear about happenings and upcoming events.
- For information about the program and studying with us: <http://ccsonline.ca/about-ccs/>
- For more details and numbers, 2025 Yearbook, 2025 Annual Report, and financial statements: <http://ccsonline.ca/event/ccs-annual-general-meeting-2025/>

Respectfully submitted by Marlene Britton, Principal

St. Andrew's College

Dear Kin in Christ of the Eastern Ontario Outaouais Regional Council,

I am grateful for the continued support and encouragement of the Regional Councils, and I am pleased to share an update on the life and work of St. Andrew's College. There is much to be thankful for, and a strong sense that we are building on solid foundations while responding faithfully to the needs of the church today.

The Oliver & Gruchy Learning Centre continues to emerge as a central platform for accessible theological learning. It is serving both congregations and the wider church with programmes that are flexible, grounded and responsive. The Centre has become a trusted space for ongoing formation, supporting lay leaders, ministry personnel and those exploring new questions of faith and practice. Its reach and impact continue to grow, and it reflects our shared commitment to learning that is open, hospitable and connected to the realities of ministry.

Our collaboration through the Saskatoon Theological Union remains a significant strength. Working alongside our partner colleges, we are expanding learning opportunities through shared faculty, joint programmes and a spirit of genuine collegiality. This collaboration allows us to steward resources wisely while also enriching our students' academic and formational experience. The current alignment with the STU is strong and life-giving, and it continues to shape our teaching and community in constructive ways.

The College continues to welcome a strong cohort of students preparing for leadership in the church. Our students bring diverse experiences, cultural backgrounds and vocational stories, alongside a deep

commitment to ministry and service. Their presence enriches classroom learning and community life, and their engagement gives us confidence in the future leadership of the United Church. We remain attentive to the changing patterns of ministry and are committed to preparing leaders who are adaptable, reflective and grounded in faith.

Alongside this, important work is underway to strengthen pathways of leadership development and vocational discernment within the United Church. We are paying close attention to how people are invited, accompanied and supported as they explore calls to ministry and other forms of leadership. This work is relational and collaborative, and it reflects a shared desire to nurture gifts with care, clarity and integrity.

We also continue to value and deepen our local and international partnerships. These relationships broaden our perspective and root our work in the global church. We are especially pleased to name our new relationship with Murray Theological College in Zimbabwe. This partnership is already opening opportunities for mutual learning, shared reflection and deeper solidarity, and we look forward to where it may lead.

Overall, there is a strong sense of momentum and hope. We remain committed to serving the church with humility, imagination and faithfulness, and we are thankful for the ongoing relationship with the Regional Councils as partners in this shared ministry.

In Christ, Dea. Dr. Richard Manley-Tannis, Principal, St. Andrew's College

## The United Church Studies Program at Montreal Diocesan Theological College



A God's world is good. God's world is hurting. God's world needs leaders. United Church Studies at the Montreal Diocesan Theological College ("Dio") exists to participate in God's nurture and formation of deep, bold, and daring leaders for Christian ministry in the United Church for the sake of the world God so

loves.

As Dio prepares students for ministries of leadership, our own leadership has changed. In October 2025, Patricia Evans (former Chair of the United Theological College) was elected President of the College and Chair of Dio's Board. The end of the 2024 academic year saw the retirement of the Rev'd Dr. Alyson Huntley, Director of United Church Studies at Dio and longtime Director of Pastoral Studies at the United Theological College. The Rev'd Dr. Huntley's legacy at the Montreal School of Theology and the UCC is deep, and our thanks for her dedicated service abides. We are particularly grateful to the Rev'd Dr. Patricia Lisson for selflessly shepherding UCC Studies at Dio during the 2024-2025 academic year. The Rev'd Dr. Lisson served with openness, generosity, and a marked commitment to student success. Following an open search, in July 2025 the Rev'd Morgan Bell joined the faculty at Dio and the Montreal School of Theology as Director of United Church Studies on a five-year contract (July 2025-June 2030). The Rev'd Bell comes to Dio from congregational ministry in downtown Toronto and is completing a PhD in systematic/historical theology at the University of Toronto.

In December 2025, Dio's Board of Governors approved a new strategic plan for the school to guide its work until 2030. This plan, the first since Dio integrated the work of the United Theological College, casts a bold vision for its future. The plan outlines three foci: ensuring sustainability and collaboration, offering innovative programs of study, and deepening the college's ecumenical identity. Further information is available here: <https://montrealdio.ca/board-of-governors-approves-new-strategic-plan-for-montreal-dio/>

Dio is not alone in casting a bold vision for the future of theological education. In December 2025, it was also announced that Dio would collaborate with eight United Church theological colleges in a \$10 million grant from the Lilly Endowment Inc. to reimagine theological education across The United Church of Canada. This 5-year initiative will see the theological schools and the denomination working together to strengthen ministry formation and support the UCC's strategic goals around growth and leadership. The grant's implementation team, led by Dio's Principal (the Rev'd Dr. Jesse Zink), has initiated a series of consultative processes and is in the process of engaging project management staff to direct the grant's work. Further information is available here: <https://vst.edu/the-vancouver-school-of-theology-receives-major-grant-from-lilly-endowment-to-establish-the-re-imagine-theological-education-project/>.

While it looks to the future, United Church Studies remains centred on supporting our UCC-affiliated students at various stages in their degree and diploma programs at McGill University and the Montreal School of Theology. We currently have students enrolled in the Bachelor of Theology, the Master of Divinity, the Master of Arts, the Diploma in Ministry, and Studies for Testamur. Central to our education is the role of the field placement, and we are grateful to congregations and supervisors who work with students to integrate theory and practice in the service of holistic ministry formation.

The 2025-2026 academic year saw record enrolment in United Church credit courses from occasional students including candidates seeking admission to the United Church's Order of Ministry as well as staff and leadership from regional councils. Dio is deeply grateful to its sessional instructors (the Rev'd Cathy Hamilton and the Rev'd Dr. Elisabeth Jones) for their dedication to the training and formation of United Church students. Dio also offers a suite of Open Enrolment courses, open to any and all interested in ongoing theological and spiritual education.

United Church Studies at Dio continues to develop its close working relationship with the United Church's Ministries in French. Dr. Martin Bellerose, Director of French Formation for the UCC, delivers quality continuing education opportunities in French for lay people, LLWLs, and those preparing for ordered ministries. Clara Maranzano, Dio's French Language Instructor, works with students to improve their French-language abilities and administers the Certificate in Bilingual Ministry program which will run again this April. Montreal Dio is committed to meaningfully strengthening its French-language educational opportunities and to discerning its ongoing contribution to the formation of francophone ministry leadership.

All our work at Dio—our prayer, our study, our administration—is rooted in the resurrection hope that Jesus Christ is living and present among us, building on our past and bringing about our future. God is not done with the world, and God is not done with the Church. Firm in that conviction, United Church Studies at Dio is not done with the work of comprehensive ministry formation and excellence in theological education. We will work gratefully with the Nakonha:ka Regional Council as together we witness to the God who is making all things new..

Respectfully submitted, Rev. Morgan Bell, Director of United Church Studies

## Emmanuel College



**EMMANUEL COLLEGE**  
OF VICTORIA UNIVERSITY IN  
THE UNIVERSITY OF TORONTO

Dear friends in the United Church of Canada,

Greetings from Emmanuel College at Victoria University in the University of Toronto. We give thanks for your ongoing partnership in theological education, leadership formation,

and the shared work of nurturing ministry across the Church. It is a privilege to share a brief update on the life and work of the College.

---

### Lilly Endowment Grants: Pathways for Tomorrow

Emmanuel College is deeply engaged in the *Pathways for Tomorrow* initiative, supported by the Lilly Endowment. This includes:

- **\$1M USD** awarded directly to Emmanuel College
- **\$10M USD** awarded to the United Church of Canada (Collaborative Grant)
- **\$6.5M USD** awarded to the Toronto School of Theology (Collaborative Grant)

These grants are enabling us to strengthen leadership pathways, expand continuing education, and deepen collaboration with the United Church of Canada.

As part of this work:

- We will be hiring a **Manager for the Emmanuel Professional Advancement and Continuing Training Centre (EMPACT Centre)** this spring. This role will help coordinate Emmanuel's work within the Lilly initiative and support collaboration with United Church partners.
- We are also launching a **pilot Artist-in-Residence program**, supporting creativity, worship life, and experiential learning within theological education.

---

### New Centre for Buddhist Spiritual Care and Counselling

We are pleased to share that Emmanuel College has secured **\$750,000 in funding over 10 years** to establish the:

#### **Tung Lin Kok Yuen (TLKY), Canada Society Research and Education Centre for Buddhist Spiritual Care and Counselling**

This groundbreaking Centre will:

- Launch a **new academic journal** in Buddhist Spiritual Care and Practical Theology
- Host **academic conferences and scholarly gatherings**
- Offer **psychospiritual continuing education for healthcare professionals**
- Serve and support **Buddhist communities in Canada and beyond**

This initiative reflects Emmanuel's growing leadership in multifaith theological education and its commitment to equipping leaders for diverse spiritual care contexts.

---

### Faculty Updates

We celebrate important milestones among our faculty:

- **Dr. Glenn McCullough – Interim review:** Successfully completed his interim (pre-tenure) review.
- **Dr. Henry Shiu – Tenure and promotion:** Approved for tenure and promotion to Associate Professor, effective July 1, 2026, along with a year of research leave.
- **The Very Reverend Dr. Carmen Lansdowne – New appointment:** We were pleased to welcome Dr. Lansdowne to Emmanuel College on December 1, 2025, following the completion of her term as Moderator of the United Church of Canada. She serves as Assistant Professor of United Church Studies—the first appointment of its kind at Emmanuel—and will serve as the Director of the Master of Divinity program, as of July 1, 2026. We are deeply grateful for the leadership and insight she brings from across the national Church, enriching the formation of our students and strengthening our shared work of preparing future ministry leaders.

---

### Student Admissions

- **Continued growth in applications:** Emmanuel is experiencing another year of strong application growth, with sustained and increasing interest in our multi-faith Master of Psychospiritual Studies program.
- **Steady MDiv enrolment with renewed focus:** Applications to the Master of Divinity program remain steady. Through our participation in the Lilly Endowment *Pathways for Tomorrow* initiative, we are intentionally deepening engagement with United Church communities—supporting vocational discernment and encouraging potential leaders for ministry.
- **Strong doctoral interest:** Emmanuel has received a growing pool of applicants, including 26 PhD applications in the first round, among the highest in recent years.
- **TST-wide doctoral trends:** Across the Toronto School of Theology, there were 54 PhD applications (32 international, 22 domestic).

We continue to discern ways to strengthen financial support for students, ensuring accessibility and competitiveness within the broader University of Toronto context.

---

### Psychospiritual Continuing Education Initiative

Supported by a generous gift from **Ms. and Mr. Price**, Emmanuel has launched a **three-year pilot in Psychospiritual Continuing Education:**

- A dedicated **program coordinator has been hired**
- A **soft launch will take place online on April 24, 2026**
- Initial instructors include **Prof. Jenny Bright** and **Dr. Agnes Wong (SickKids Hospital)**
- A formal public launch is anticipated in **2026–2027**

This initiative aligns closely with Emmanuel’s commitment to equipping leaders for **spiritual care, counselling, and ministry in complex contexts.**

---

### Alumni Update: Centennial 2028

As Emmanuel College prepares for its Centennial in 2028, we are updating our alumni records and reconnecting with graduates across generations. If you are an Emmanuel College alum, please reach out to [emmanuel.admissions@utoronto.ca](mailto:emmanuel.admissions@utoronto.ca) to ensure we have your current contact information and can keep you connected to the celebrations ahead.

We are also delighted to invite alumni to our **annual Alumni Day on May 11, 2026**, a special opportunity to return to Emmanuel, reconnect with the community, and celebrate the life of the College as we begin

this journey toward our Centennial. Two of our faculty members, Prof. Natalie Wigg-Stevenson and Prof. Nazila Isgandarova will be workshop leaders for the Day.

---

### Closing

We remain deeply grateful for the United Church of Canada's ongoing partnership in theological education and leadership formation. Your communities continue to shape and send students to Emmanuel, and we are committed to forming leaders who embody deep spirituality, bold discipleship, and daring justice.

With gratitude and every blessing,  
HyeRan Kim-Cragg, Principal and Professor of Preaching, Emmanuel College

## Retirees



Rev. Tiina Cote

What a long and glorious thread of creative faith Sophia Spirit has weaved into my vocational path in service of others. Humble gratitude to the Creator!

This path surprisingly began with a job after graduating with an Hons. Degree in Urban Studies and Sociology (UofT, 1976). I was hired as a Neighbourhood Redevelopment Planner in Welland, Ontario (1976-1984), gathering residents into advisory and action groups. These experiences initiated and grounded my life long passion to engage, support, vision and strengthen people and communities of all kinds.

Community activism and environmental projects weaved more of my journey while I stayed home to raise a family (1984-1994). Then I was offered an opportunity to work as a Staff Associate with my home congregation of Trinity United in Grimsby with a focus on family faith development, alternative worship and community engagement (1994-2005). Part-time theological studies began (Emmanuel College, University of Victoria, 1997-2006). Two Youth Mission trips with Habitat with Humanity (Jamaica, 2001 and Mexico, 2004) were highlights bridging my academics with outreach ministry. In addition, a year long lay leadership development program was created for Hamilton Presbytery with content and facilitation by the Centre for Christian Studies as part of my education.

Prior to ordination, I completed Clinical Pastoral Education at the St. Catherines hospital where interfaith and intercultural practices were newly incorporated. Then Sophia surprised me again: a 3-month Student Overseas Intern position in Barbados, working with the Methodist Church of the Caribbean and the Americas. The focus of this work was the introduction to a team of young adults of community-based ministry as an outreach avenue for rural congregations.

After ordination in Hamilton Conference, I had many years of ministry and service in different capacities within the church, some in solo ministry and some in team ministry:

- Rock Chapel, Flamborough and St. Paul's, Dundas (2007-2011);

- Program Coordinator, People in Mission (half-time contract) with the Justice, Global and Ecumenical Relations Unit, General Council Offices of The United Church of Canada (2007)
- Overseas Personnel in Tanzania as a University Chaplain working with the Christian Council of Tanzania (2011-2013)
- Trinity United, Kitchener (2014-2017)
- Calvin United, Pembroke (2017-2026)

Lifelong education and volunteerism have been important building blocks on this path. Of great challenge and inspiration was a long period of training for Intercultural and Interfaith Ministry with Facilitator Training for Deepening Understanding for Intercultural Ministry certified in 2015.

Sophia's weaving of spirituality, diversity and creative hope has blessed me richly. I wait again to see how she will open a unique path of joy and meaning in retirement!



Rev. Earl S. Klotz LCdr (Ret'd), RP, CCC, CD

Time goes quickly when we are busy and having fun! I met my life partner, Michelle, while doing Candidate Supply in Orton Pastoral Charge, between Guelph and Orangeville. Then, within the span of six weeks, I was ordained, married, and then driving up the Alaska Highway to be settled with Hillcrest United in Fort Nelson, B.C. While in the then Northern Lights Presbytery, our three children were born. We moved to Calgary, Woodcliff United, and then to Edmonton, Gilcrest United (now Spirit West United). During this time, I trained in Spiritual Direction, which has blessed me in many ways. That was my first 14 years of ministry! I then joined the Royal Canadian Chaplain Branch and started with the Navy in Halifax. I sailed on ships through the Great Lakes, up the east coast to Iqaluit, south to the Caribbean Sea, and east around the Mediterranean Sea, visiting many countries on my naval adventures. I then served as an Army Chaplain in CFB Shilo in Manitoba and then Garrison Petawawa, Ontario. I went back to school at St. Paul University in Ottawa for a MA in Counseling and Spirituality, graduating at the age of 55. After which, I did five years as a Psychotherapist Chaplain in Petawawa. I finished chaplaincy in 2021. That was another 15 years! Since then, I have kept up a small spiritual psychotherapy practice, primarily with CAF members and veterans and enjoyed occasional pulpit supply ministry. While I originally dreamt of preaching to thousands, and at times I did so, I found my most meaningful ministry in one-on-one spiritual mentoring relationships. Through all the challenges of ministry, chaplaincy, postings, and family changes, Michelle has had my back, and I am forever and lovingly grateful. We now look forward to focusing on being together as Nana and Grandad and spending time with our grown offspring and our first grandchild, Arthur, and all the surprises and blessings to come.



### Rev. Lorrie Lowes

It took retirement from teaching for me to be still long enough to pay attention to that still small voice calling me to Ministry. I originally trained as a Social Worker, spent some time in the high-tech world, precious time as a stay-at-home parent, and then back to school for a teaching degree. Each new career change offered new challenges and wonderful learning. Throughout my life I have been called to service as a volunteer... Girl Guides, the Canadian Ski Patrol, The Canadian Relief Fund for Chernobyl Victims in Belarus... and always in my church. When I look back over my past, the path to ministry seems

apparent; it just took me a long time to notice the pattern.

Not one to sit at home for long, I enrolled in the Licensed Lay Worship Leader Course and then accepted a part-time position as Congregational Designated Minister at Bells Corners United Church – the very church where my two oldest children were baptized more than 30 years previously. As time went on, I was encouraged to become “a real minister” by members of the congregation and introduced to the world of Diakonia. It was in the first day of my “discerning to discern” course at the Centre for Christian Studies that I knew I had found the home my soul was searching for. Retirement was replaced by juggling home, work, and study – all of it both fulfilling and challenging.

I was Commissioned in 2020, during the Covid pandemic, just before turning 70. I accepted a Call to Bells Corners United Church and so have been blessed to continue to serve there, in the congregation that has become my faith home.

Retirement was a difficult decision for me. I love the work I do, but it seems time to slow down. I look forward to spending more time on the small farm Neil and I share with my daughter, son-in-law, and 3 wonderful grandkids. We are blessed that all of our four children still live close to home and so family time is frequent and easy. I hope to continue in ministry, but just at a slower pace – and in the supportive learning community of my Diaconal sisters and brothers.



### Rev. Grant McNeil

It was not until I was in my late 40s that I discerned a call to ministry and began my theological studies at what was then Queen’s Theological College. During my studies, I undertook my field placement with the Braeside Pastoral Charge (United Churches in Braeside, Glasgow Station and Castelford, ON). I also served as student supply minister for a 16-month half-time internship with the Storrington Pastoral Charge (United Churches in Battersea and Inverary, ON) and a 4-month student supply appointment to Christ United Church in Lyn, ON. As you can see, my call to ministry was to serve God and God’s people in small and rural villages.

Upon ordination in 2014, I was called to the Osgoode-Kars Pastoral Charge (Trinity United, Kars and St. James United, Osgoode, ON). Upon leaving the Osgoode-Kars Pastoral Charge I have offered pulpit supply as needed.

I loved my call to ministry and how people were open to new ways of being church. Now retired, we know that one's ministry in the world never ends. It just takes a different form.

I am not present at the Annual Meeting as I am on the west coast of Canada celebrating my 65th birthday with my partner. Travelling is how I hope to spend the next few years, taking in God's beautiful creation and witnessing to the inclusive love of Jesus Christ wherever I go.

## Memorials

We remember with gratitude those whose lives, faith, ministry, and service have shaped the life of the church. We give thanks for the communities they served, the people they cared for, and the witness they leave with us



Rev. John Barker

(April 2, 1943 – December 18, 2025)

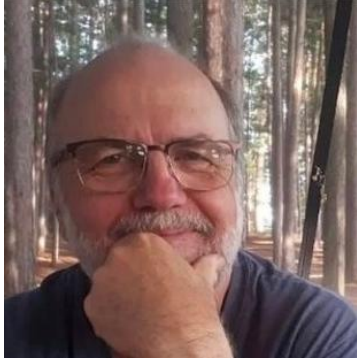
John Barker served faithfully as an ordained minister in the United Church of Canada for many years, beginning with Seeley's Bay Pastoral Charge, followed by Capreol: Trinity Pastoral Charge, Amherstburg: Wesley Pastoral Charge, Central Pastoral Charge, Essex Pastoral Charge, and First Pastoral Charge. In retirement, he remained on the roll through Chinook Presbytery and Four Rivers Presbytery. John's ministry also reflected a deep commitment to peace, justice, human rights, and the wider witness of the church, including work with the Justice, Global and Ecumenical Unit, Project Ploughshares, and the Canadian Foodgrains Bank. He will be remembered for his thoughtful leadership, commitment to community, love of Northern Ontario, and faithful service in the pursuit of peace and justice.



Rev. John Bushby

(June 8, 1936 - October 20, 2025)

John Bushby served faithfully in the United Church of Canada across several pastoral charges and presbyteries, including Emmanuel Pastoral Charge, Buckhorn Pastoral Charge, Carleton Place: Zion-Memorial Pastoral Charge, Fitzroy Pastoral Charge, and Zion-Mount Zion Pastoral Charge. He also held connections with Lindsay, Quebec-Sherbrooke, Peterborough, Renfrew, Ottawa, Seaway Valley, and Upper Valley Presbyteries through his ministry and retirement years. John served as student supply, ordained minister, United Supply, and retired supply, offering leadership, worship, pastoral care, and steady presence to the communities he accompanied. Beyond his formal ministry, John was an avid runner, hiker, and canoeist. He loved to sing, reminisce with school friends, and share stories of old and new adventures. John will be remembered for his faithful ministry, storytelling, love of creation, and enduring care for the people and communities he served.



### Rev. Grant Dillenbeck

(September 4, 1959 - November 10, 2025)

Grant Dillenbeck served faithfully in the United Church of Canada in both congregational and interim ministry. His ministry included service with Diamond Valley Pastoral Charge, Bells Corners Pastoral Charge, Riverside Pastoral Charge, McLeod-Stewarton Pastoral Charge, Stittsville Pastoral Charge, and, in retirement, volunteer associate ministry with Zion Memorial United Church in Carleton Place. Grant brought warmth, humour, generosity, and deep pastoral care to the communities he served. He had a particular passion for supporting clergy, welcoming newcomers, and helping congregations live faithfully through seasons of change. Grant will be remembered for his joyful spirit, his commitment to the church, and the way he lived his faith truly and deeply.



### Rev. Murray McBride

(April 28, 1935 – April 23, 2026)

Murray McBride brought together a life of ministry, public service, agriculture, and leadership. He earned a Bachelor of Science in Agriculture from the University of Toronto, a Bachelor of Divinity from Emmanuel College, Victoria University, and a Master of Sacred Theology from Yale University. Murray served as Student Minister at Ballinafad, Churchill and Melville Pastoral Charge, as Ordained Supply at Thompsonville Congregational Church in Connecticut, and as minister at Trinity United Church in Chapleau, Grace-St. Andrew's United Church in Arnprior, and Kanata United Church. While serving in Arnprior, he was elected as the federal Member of Parliament for Lanark-Renfrew-Carleton and later served Canada through a number of national and international leadership roles. Murray will be remembered for his ministry, thoughtful leadership, public service, and lifelong commitment to the communities and institutions he served.



### Rev. Fred Milnes

(November 21, 1936 - January 25, 2026)

Fred Milnes served faithfully as an ordained minister in the United Church of Canada for many years, beginning with Evergreen Pastoral Charge, followed by Beaverlodge-Wembley Pastoral Charge, conference staff ministry with Northern Lights Presbytery, Straffordville Pastoral Charge, Manitouwadge: St. Paul's Pastoral Charge, White Lake Pastoral Charge, Orono Pastoral Charge, and South Mountain-Hallville Pastoral Charge. In retirement, he continued to offer ministry through retired supply appointments with Bethany-Hawthorne, Bethany, and Metcalfe Pastoral Charges. Fred will be remembered for his love of family, baseball, golf, and music, as well as his caring pastor's heart, passionate singing, involvement in area-wide pastors' fellowships, and commitment to prayer for his extended family, community, country, and beyond. His life and ministry reflected a deep and steady faith, warmth, devotion, and pastoral care.



**Rev. M. John Moor**

(September 24, 1940 – February 24, 2026)

John Moor was born in Saskatoon, Saskatchewan, and devoted his life to faith, service, and community. After answering his call to ministry, he served Boyd’s-Franktown Pastoral Charge faithfully as a pastoral care minister for more than 35 years. Whether at a hospital bedside, in a home, or within the church, John offered comfort, guidance, and prayer to countless people throughout his ministry. In his spare time, he enjoyed camping, canoeing, curling, and golf. Beyond his ministry, John was active in Freemasonry, Kiwanis, and the Shriners, where he built meaningful relationships and served with commitment. He will be remembered as a pastor whose life reflected care, fellowship, and faithful presence.



**Rev. Douglas Wilson**

(March 8, 1941 - March 6, 2026)

Douglas Wilson was born and raised in Quebec and attended McGill University and Andover Newton Theological College in Boston. Following graduation and ordination as a United Church minister, he served Lacolle-Clarenceville Pastoral Charge before moving into a significant ministry of chaplaincy and clinical pastoral education. His ministry included service at the Douglas Hospital in Montreal and Kingston General Hospital, where he served as a hospital chaplain and clinical pastoral care educator. In retirement, he continued to provide clinical pastoral education at Saint Paul University in Ottawa and remained connected with the wider church through Kingston, Four Winds, and Ottawa Presbyteries. Douglas enjoyed theatre, travel, golf, and tending his large garden at his summer home in Prince Edward County. He will be remembered for his quiet manner, kindness, strong sense of justice, and deep support for vulnerable people in society.

**Milestones / Anniversaries**

<b>Name</b>	<b>Clergy Type</b>	<b>Years</b>
George Mossman	Ordained Minister	70
Kenneth McLaughlin	Ordained Minister	70
Kenneth Robinson	Ordained Minister	70
David Estey	Ordained Minister	65
George Marr	Ordained Minister	65
Stewart Hewlett	Ordained Minister	65
C. Paul McLenaghan	Ordained Minister	55
Donald Anderson	Ordained Minister	55
James Leland	Ordained Minister	55
Beverly Thompson	Ordained Minister	50

James Scott	Ordained Minister	50
Robert Thompson	Ordained Minister	50
Tom Sherwood	Ordained Minister	50
Betty-Lynn Schwab	Ordained Minister	45
James Lee	Ordained Minister	45
Paul Vavasour	Ordained Minister	45
Robert Schwab	Ordained Minister	45
Anthony Bailey	Ordained Minister	40
Darlene Bamford	Ordained Minister	40
James Baldwin	Ordained Minister	40
Paul Dillman	Ordained Minister	40
B. Dianne Cardin	Ordained Minister	35
David Sherwin	Ordained Minister	35
Georgina Fitzgerald	Ordained Minister	35
Christine Johnson	Ordained Minister	30
Janice Lougheed	Diaconal Minister	30
Alan Edwards	Ordained Minister	25
Elizabeth Tucker	Ordained Minister	25
Heather Froats	Ordained Minister	25
Heather McLurg-Murphy	Ordained Minister	25
Matthew Gallinger	Ordained Minister	25
Drew Strickland	Ordained Minister	20
Lois Gaudet	Ordained Minister	20
Margaret Melanson	Ordained Minister	20
Rodney Bennett	Ordained Minister	20
Edward Barbezat	Ordained Minister	15
Kathy Petrie	Ordained Minister	15
	Designated Lay	
Margie MacDonald	Minister	15
Sheryl McLeod	Ordained Minister	15
Takouhi Demirdjian-Petro	Ordained Minister	15
Brenda Bailey	Ordained Minister	10
Kevin Moratz	Ordained Minister	10
Ryan (Ryu yun) Kim	Ordained Minister	10

## 2025-26 Summary of Actions by the Executive and Regional Council

June 14, 2025 (Annual General Meeting)

**2025-06-14\_001 OMNIBUS MOTION** (E. Hebert-Daly/S. Hutton) that the Eastern Ontario Outaouais Regional Council move the following:

1. That the agenda be adopted as circulated;
2. That the minutes of the Eastern Ontario Outaouais Regional Council Fall General Meeting (held on October 5<sup>th</sup>, 2024) be received and approved as circulated – see **Appendix A**;
3. That the *2025 EOORC Report Book* be received and approved as circulate – see **Appendix B**;
4. That the *EOORC Governance Handbook June 2025* and the *Reference Document Updates to the EOORC Governance Handbook June 2025* be received as circulate – see **Appendices C<sup>1</sup>** and **C<sup>2</sup>**;
5. That the Equity Support Person for this meeting be Liz Church;
6. That the Scrutineers/Stewards for this meeting be: Wayne Harris, Head Stewards; and team (Kimberly Lavoie, Alan Herbert, Patricia Power, Larry Richardson, Takouhi Demirdjian-Petro, Ron Bulmer, Phyllis MacRae, Paul Bullock, Liz Church, Julie Pauling, Carla Van Delen, Ted Brett, Susan Hutton and Carolle Dallas-Arbuckle);
7. That the parliamentarian for this meeting be: Rev. Don Stiles;
8. That the following people serve as Chaplain for this meeting: Rev. Lorrie Lowes;
9. That this meeting includes the behavioral covenant and virtual manners:

One Voice: Called together by Christ as a community of broken but hopeful believers, striving to be faithful servants of God in our time and place as we offer our varying gifts,

Many Voices: We commit to keeping God at the center of everything we do;

One Voice: We confess, that we have not always lived up our vision of community, we need the Spirit to reorient us, to live an emerging faith, challenging us to live by grace rather than entitlement,

Many Voices: We commit to be truthful in our communications by: speaking for ourselves; and speaking purposefully;

One Voice: We are called as a diverse community of people celebrating our differences;

Many Voices: And so, we commit to honouring our intercultural vision through welcoming the conflict of ideas; making space for the full and equitable participation of all, enabling especially people who are quiet to speak; being mindful of our body language; listening carefully without interruption and separate people from problems;

One Voice: We are called to be bold disciples,

Many Voices: As we live into our call to discipleship we will hold one another to account when we do not keep to our commitments; We will take a future orientation in our discussions and imagination; demonstrate appreciation; And honouring the decisions of the body;

One Voice: We are called to lead in hope with purpose and vision as members of a community held and inspired by God, partnering with God in the mending of the world

Many Voices: So, we commit to keeping the discussion at the table and to be faithful stewards of our time.

All: We affirm that we are Called by God, as disciples of Jesus, to offer leadership to The United Church of Canada as it seeks to be a bold, connected, evolving church of diverse, courageous, hope-filled communities united in deep spirituality, inspiring worship, and daring justice. Amen

*In the 2023 Manual (see page 192), the expression Holy Manners is translated as rules of conduct based on respect and benevolence.*

Virtual Manner

Use the Chat feature of Zoom appropriately:

-understanding that speaking in Public Chat is equivalent to speaking out loud in a meeting and is disruptive and rude and should be directed to the Chair of the meeting and used for Points of Order and/or matters of personal privilege;

-responding in Chat when invited to do so by the Chair;

-using direct messaging when desiring or needed to engage with another

Use of transcription not for use outside of the meeting/event.

## **CARRIED**

**2025-06-14\_002 MOTION** (Brian Cornelius/Teresa Burnett-Cole) that the Eastern Ontario Outaouais Regional Council receive the Financial Report for information. **CARRIED**

**2025-06-14\_003 MOTION** (Brian Cornelius/Charles Barrett) that the Eastern Ontario Outaouais Regional Council formally receive and accept the 2024 Financial Statement for Eastern Ontario Outaouais Regional Council – see **Appendix D<sup>1</sup>**; **CARRIED**

**2025-06-14\_004 MOTION** (Brian Cornelius/Teresa Burnett-Cole) that the Eastern Ontario Outaouais Regional Council direct its Executive to appoint an Internal Independent Review Committee to review and produce the 2025 Financial Statements for circulation. **CARRIED**

**2025-06-14\_005 MOTION** (Brian Cornelius/Shelly Roberts) that the Eastern Ontario Outaouais Regional Council confirm the 2025 budget of the Eastern Ontario Outaouais Regional Council which was approved by the Executive – see **Appendix D<sup>2</sup>**; **CARRIED**

**2025-06-14\_006** (Sue Hutton/Norma Wrightly) that the Eastern Ontario Outaouais Regional Council receive and approve the recommendation from the Nominations Leadership Team to name the following people to serve on the Executive:

### **EOORC Executive**

(L) – Lay member; (MP) Ministry Personnel

1. President –Susan DeHaan (MP) (2026)
2. Past-President – Sue Hutton (MP) (2026)
3. President-Elect – Rev. Cindy Casey (MP)
4. Indigenous Community Representation – Rev. Nancy Best (MP)

Members at large:

5. Cathy Ryan (L) (2026) second term
6. Rev. Erin McIntyre (MP) (2026) first term

7. Liz Church (L) (2027) second term
8. Nancy Hazen (L) (2025) second term
9. Sue Smarkala (L) (2027) First term
10. David Debenham (L) (2028) First term
11. Frank Emanuel (Candidate) (2028) First term
12. Julee Pauling (Candidate) (2028) First term
13. Rousseau Whiteley (Youth) (2028) First term

Full member: Rev. Éric Hébert-Daly (Regional Council Executive Minister)

*Corresponding Members:* Joel Miller (Assistant to RCEM and Secretary of Region), Rev. Natalie Matkovsky (Communications Assistant), Dana Ducette (Youth), vacant (Visioning, Clusters & Networks), Rev. Whit Strong (Pastoral Relations), Rev. Caroline Penhale (Office of Vocation, Candidacy Pathways), Rev. Brian Cornelius (Treasurer), Nikki Nel (Camp Awesome Director), and Rev. Mary Royal-Duczek (Community of Faith & Network Support).

## CARRIED

*\*For information*

### Leadership Teams

1. **Nominations:** Sue Hutton, DLM, (Chair), Jim Allen, Rev. Susan DeHaan – as President, Rev. Takouhi Demirdjian-Petro, Bronwen Harman, Karen McLean, Rev. Michelle Robichaud, Paul Whiteley (Resource: Rev. Éric Hébert-Daly, Joel Miller) 2 vacancies (diversity in the Regions is missing)
2. **Pastoral Relations Commission:** Wayne Harris (Chair), Jim Allen, Rev. Elaine Beattie, Rev. Dr. Teresa Burnett-Cole, Rev. Patsy Henry, Karen McLean (recording secretary), Micheline Montreuil, D.M., Rev. Blair Paterson, Rev. Michelle Robichaud, Rev. Don Stiles, and (Resource: Rev. Whit Strong)
3. **Future Through Property Team:** Phyllis MacRae (Chair), Jim Allen, Charles Barrett, Ted Brett, Rev. Takouhi Demirdjian-Petro, Joe Smarkala, Rev. Andrew Love, Sue Smarkala (Resource: Rev. Mary Royal-Duczek) 2-4 vacancies preferably from Seaway Valley and Upper Valley
4. **General Meetings/Educational Event Planning Team:** vacant (Chair), Gary McKay (Interim Chair), Rev. Susan DeHaan (President), Sue Hutton, DLM, (Past-President), Pat Mayberry, Karen McLean, David Patterson, - 6-8 vacancies (diversity to include youth leadership)
5. **Church Extension Council:** Directors: David Debenham, Alan Gale, Don Reynolds, Mike Velichka; Members: Ted Brett, Catherine Grant, Judy Harms-Potter, Kevin Moratz, Linda Suddaby; EOORC Appointments: Brian Cornelius (Resource: Rev. Éric Hébert-Daly)
6. **Communications:** Rev. Takouhi Demirdjian-Petro, Lois Leroux, John McDougall, and David Patterson (Resource: Rev. Natalie Matkovsky)
7. **Finance:** Brian Cornelius (Treasurer), Rev. Cindy Casey, Bruce Jackson, Christine Kilburn, Joe Smarkala, Evered (Ev) Zytveld (Resource: Rev. Éric Hébert-Daly) - 1 vacancy

8. **Licensed Lay Worship Leaders (LLWL):** Rev. Dr. Teresa Burnett-Cole, Terrie Chedore, DM, Rev. Georgina Fitzgerald, Sharon MacDonald, Julee Pauling, Cathy Ryan, Sharon Sanderson, and Paul Whiteley (Resource: Rev. Whit Strong) – 3 vacancies, 1 more LLWL and 2 Lay non-LLWL
9. **Scrivens-Baillie:** Malcolm Collins (Chair) Ryan Babcock, Ken Brownness, Rev. Brian Cornelius, Larry Richardson, and Ev Zytveld (Resource: Rev. Éric Hébert-Daly) - 2 vacancies
10. **Vision & Transformation:** Rev. Michelle Robichaud (Chair), Charles Barrett, Rev. Cindy Casey, Rev. Melany Cassidy-Wise, Christine Cross-Barkley, Phyllis MacRae, Rev. Sheryl McLeod, Janice Peron, Deb Poirier, and Rev. Laura Springate (Staff Resource: Rev. Mary Royal-Duczek)
11. **YAYA:** Rev. Tiina Côté, Cathy Ryan, Hazel Ward-Moreau, Janet Currie-Kelk (Resource: Dana Ducette)
12. **Equity Leadership Team:** Rev. Michelle Robichaud – 4 vacancies
13. **Social Justice Network of Ontario Regional Councils:** Charles Barrett (Chair) (Resource: vacant)
14. **Stewardship:** Carolyn Ruda, Charlotte Hoy, Ray Lebeau, Nancy Hazen, Paul Sales and Carolle Dallas-Arbuckle and David Charles (Resource: Rev. Roger Janes)
15. **Representative to The Ottawa School of Theology and Spirituality:** Paul Whynacht
16. **Affirming Leadership Team:** vacant (Chair), Linda Stronski, Cathy Ryan, Bronwen Harman, Kim Baird, Rev. Michelle Robichaud, Rev. Ed Gratton and Roxanne Akhtar (Resource: Rev. Mary Royal-Duczek)
17. **Representatives to Multi-Faith Housing:** Sue Smarkala
18. **Spiritual Care Hospital Ministry Leadership Team:** Sandra Copeland (Chair), Jane Burgess, Doug Collins, Rev. Brian Copeland, Jeremy Geelen, Richard Johnston, and Margaret Joyce.
19. **Ministry Personnel Support Leadership Team:** Terrie Chedore DM, Rev Paul Dillman, Rev Lynne Gardiner, Rev Jenni Leslie, Rev Zacharia Mandara (Resource: Rev. Whitman Strong)
20. **100<sup>th</sup> Anniversary Service Planning Leadership Team:** Rev. Alwin Maben, David Patterson, Paul Whiteley, Liz Church, Rev. Takouhi Demirdjian-Petro, Rev. Cindy Casey, Cathy Ryan, Rev. Erin McIntyre, Rev. Mary Royal-Duczek
21. **Racial Justice:** Joëlle Morgan (Can.), Paul Whiteley (Resource: vacant)
22. **Keeping in Touch Team Leadership Team:** Alan Herbert, Paul Whiteley, Julee Pauling, Laurie McKnight, Grant Gilliland, Cathy Ryan, Shelley Roberts, Michelle Robichaud, Larry Richardson and Joëlle Morgan (Can)

September 11, 2025

**2025-09-11\_001 MOTION** (F. Emanuel/C. Ryan) That the Eastern Ontario Outaouais Regional Council Executive appoints Rev. Cindy Casey as Equity Support Person for this meeting. **CARRIED**

**2025-09-11\_002 MOTION** (N. Best/S. Hutton) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of June 5, 2025 as circulated. **CARRIED**

**2025-09-11\_003 MOTION** (E. McIntyre/N. Hazen) That the Eastern Ontario Outaouais Regional Council Executive receive into its minutes the results of email polls held on June 21, 2025:

*2025-06-21-001 MOTION (S. Smarkala/N. Hazen) That the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future through Property Leadership Team to authorise the Trustees of St Paul's United Church, Richmond ON to list for sale the following manse property: 3462 McBean St, Richmond ON:*

- *For a list price of \$598,000 on condition of sale "as is, where is"*
- *With a stipulation that a period of 5 business days will be required by the Trustees to obtain approval from the Executive of EOORC to sign a final Agreement of Sale. CARRIED*

*2025-06-21-002 MOTION (S. Smarkala/N. Hazen) That the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future through Property Leadership Team to approve the Ministry Plan presented by Queenswood United Church, Orleans, ON for the distribution of the congregation's assets. CARRIED*

**CARRIED**

**2025-09-11\_004 MOTION** (S. Smarkala/J. Pauling) That the Eastern Ontario Outaouais Regional Council Executive receive into its minutes the results of email poll held on July 16, 2025:

*2025-07-16-001 MOTION (S. Hutton/S. Smarkala) that the Eastern Ontario Outaouais Regional Council Executive formally disband Queenswood Pastoral Charge, effective July 31, 2025. CARRIED*

**CARRIED**

**2025-09-11\_005 MOTION** (L. Church/N. Best) That the Eastern Ontario Outaouais Regional Council Executive receive into its minutes the results of email poll held on August 31, 2025:

*2025-08-31\_001 MOTION (N. Best/C. Casey) That the Eastern Ontario Outaouais Regional Council Executive accept the offer from buyers Duke Duquette and Jessica Pharand to purchase the former manse located at 3462 McBean Street, Richmond, Ontario, in the amount of \$480,000 on an as-is, where is basis. CARRIED*

**CARRIED**

**2025-09-11\_006 MOTION** (C. Casey/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive appoint Rev. Whit Strong as representative of the Eastern Ontario Outaouais Regional Council to the board of Centre 507 effective June 2026. **CARRIED**

**2025-09-11\_007 MOTION** (E. McIntyre/F. Emanuel) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended:

1. See addition of Financial Reporting (*2025-09-11 Actual and Budget / 2025-09-11 Balance Sheet / 2025-09-11 Profit and Loss by Class*)

**CARRIED**

**2025-09-11\_008 MOTION** (C. Casey/S. SMarkala) that the Eastern Ontario Outaouais Regional Council Executive receive for information the Pastoral Relations Commission minutes of June 17<sup>th</sup>, 2025. **CARRIED**

**2025-09-11\_009 MOTION** (S. Smarkala/L. Church) The Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorise the Trustees of the Low United Church, to list for sale the church property situated at 85 Martindale Road, Low, Quebec, J0X 2C0 at a listing price of \$199,900. The property will be listed with the conditions of sale on a “as is, where is” basis and that the parties will leave 5 business days in order to allow the Executive to approve the final agreement to be signed by the trustees. The listing contract stipulates that all religious artifacts are excluded from the sale. **CARRIED**

**2025-09-11\_010 MOTION** (S. Smarkala/C. Ryan) The Eastern Ontario Outaouais Regional Council Executive approve the Queenswood Ministry Plan for Financial Assets Disposition put forward by Queenswood United Church. **CARRIED**

**2025-09-11\_011 MOTION** (S. Hutton/L. Church) That the Eastern Ontario Outaouais Regional Council Executive approve the following format re Resolutions Re: Disbanded Congregations

1. Having approved the request of the following communities of faith to disband the pastoral charge as a recognized community of faith with thanks to God for the ministries of these congregations:

- Aylmer United Church, Gatineau,
- St. Paul’s Eastern United Church, Ottawa, Ontario
- Hawthorne United Church, Ottawa, Ontario
- Merrickville United Church, Merrickville, Ontario

the Executive of the Regional Council take the following actions effective as of the date that each of the aforesaid communities of faith (the “**Disbanded Congregations**”) disbanded:1. appoint Rev. Susan DeHaan, Rev. Cindy Casey and Rev. Eric Hebert-Daly as trustees for each of the Disbanded Congregations;

2. recommends to the Executive that the property of each of the Disbanded Congregations be sold/transferred to the Eastern Ontario Outaouais Regional Trust.

Furthermore, it is MOVED that:

- a. if a pastoral charge closes without naming a Board of Trustees to deal with remaining property, Rev. Susan DeHaan, Rev. Cindy Casey and Rev. Eric Hebert-Daly are automatically trustees of the disbanded community of faith; and
- b. in accordance with The Manual (2025) section G.3.3.4c, if a congregation finds themselves with only one or two trustees or without any trustees for any reason, Rev. Susan DeHaan,

Rev. Cindy Casey and Rev. Eric Hebert-Daly are automatically trustees and will serve along with the remaining trustees until the full number of trustees has been appointed. **CARRIED**

**2025-09-11\_012 MOTION** (E. McInture/R. Whiteley) that the Eastern Ontario Outaouais Regional Council Executive take the following action(s):

i. Golden Lake United Church Camp

...based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve Articles of Amendment and General Operating By-Law No 2 as approved by the members on February 1, 2025 of the incorporated ministry known as Golden Lake United Church Camp

... pursuant to the Incorporated Ministries Policy of The United Church of Canada approve the Golden Lake United Church Camp 2025-2026 Board of Directors

Colin Gaudet  
Devin Howard  
Fay Kolpin  
Jennifer McAlister  
Barbara McCafferty  
Edwin McCaig  
Edward Oegema  
Mike Putnam  
Mary Stapley  
Robert Wales  
Jonathan Williams

**CARRIED**

**2025-09-11\_013 MOTION** (E. McIntyre/N. Best) that the Eastern Ontario Outaouais Regional Council Executive authorise the Executive Minister to sign on behalf of the Regional Council the *Convention de donation* as presented and attached to these minutes. **CARRIED**

**2025-09-11\_014 MOTION** (S. Hutton/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive authorise the Executive Minister to sign on behalf of the Regional Council the *Memorandum of Understanding - Agreement Concerning the Transfer and Management of the Riceville Cemetery Property* as presented and attached to these minutes. **CARRIED**

**2025-09-11\_015 MOTION** (F. Emanuel/L. Church) that the Eastern Ontario Outaouais Regional Council Executive receive and approve the recommendation from the Stittsville United Church Commission to amend the mandate of the Commission from Pastoral Recommendation #2 "Appoint a Full-time Minister to be responsible for Word, Sacrament and Pastoral Care who has a background in Conflict Management, Resolution and Healing"; to "Two Half-time Ministers with one responsible for Word, Sacrament and Pastoral Care; and the second to have a background in Conflict Management, Resolution and Healing." The compensation for both positions will continue to be in keeping with United Church of Canada guidelines and expended through Stittsville United Church. **CARRIED (C. Casey abstains)**

**2025-09-11\_016 MOTION** (C. Casey/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive acknowledge the following Voluntary Associate Ministers (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2025- June 30, 2026:

<b>First Name</b>	<b>Last Name</b>	<b>Community of Faith</b>
Rev. Dr. Anthony	Bailey	Woodroffe United Church
Rev. Eleanor	Barrington	First United Church
Rev. John Howard	Clark	First United Church
Rev. Stephen	Clifton	City View United Church
Rev. Alan	Edwards	Woodroffe United Church
Rev. Janet	Evans	Mallorytown United Church
Rev. Georgina	Fitzgerald	Emmanuel United Church
Rev. Myra	Garvin	St. John's United Church (Cardinal)
Rev. Catherine	Gutjahr	First United Church
Rev. Dan	Hayward	Wall Street United Church
Rev. Eric	Hebert-Daly	Kanata United Church
Rev. Eileen	Hepplewhite	Carp-Dunrobin Pastoral Charge
Rev. Stewart	Hewlett	Emmanuel United Church
Rev. Cathy	Hird	Almonte United Church
Rev. Alyson	Huntly	First United Church
Rev. Christine	Johnson	Trinity-St. Andrew's United Church (Renfrew)
Rev. Heather	Kinkaid	Almonte United Church
Rev. Donald	Maclean	Barrhaven United Church
Rev. Wendy	Maclean	Wall Street United Church
Rev. Grant	McNeil	First United Church
Rev. Margaret	Melanson	First United Church
Rev. Hillary	Merritt	Saint-Andrew's United Church (Rockland)
Rev. Robert	Merritt	Saint-Andrew's United Church (Rockland)
Rev. Anne	Montgomery	Glen Cairn United Church
Rev. Micheline	Montreuil	Parham United Church
Rev. Sharon Ruth Sheila	Moon	First United Church
Rev. Catherine	Oxenford-Grant	Wall Street United Church
Rev. Deborah	Roi	Almonte United Church
Rev. Robert	Selby	Central Lanark United Church
Rev. Whitman	Strong	Glen Cairn United Church
Rev. William Ralph	Taylor	St. John's United Church (Kemptville)
Rev Paul F.	Vavasour	St. John's United Church (Kemptville)
Rev. Donald D.	Wachenschwanz	St. Paul's United Church (Prescott)
Rev. Neil	Wallace	Carp-Dunrobin Pastoral Charge
Rev. Robin	Wilke	Wall Street United Church
Jonathan	Williams	Admaston United Church
Rev. Wendy	Wright Mackenzie	Avonmore-Finch-Martintown Pastoral Charge
Rev. Sandra	Yule	St. Paul's United Church (Richmond)

**CARRIED**

**2025-09-11\_017 MOTION** (J. Pauling/N. Hazen) that the Eastern Ontario Outaouais Regional Council Executive receive and approve by law #5 of The Church Extension Committee of the Eastern Ontario Outaouais Regional Council of The United Church of Canada (“Church Extension Committee”). **CARRIED**

October 9, 2025

**2025-10-09\_001 MOTION** (N. Best/C. Casey) That the Eastern Ontario Outaouais Regional Council Executive appoints Rev. Frank Emanuel as Equity Support Person for this meeting. **CARRIED**

**2025-10-09\_002 MOTION** (N. Hazen/C. Ryan) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of September 11, 2025 as circulated. **CARRIED**

**2025-10-09\_003 MOTION** (F. Emanuel/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as circulated. **CARRIED**

**2025-10-09\_004 MOTION** (E. McIntyre/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive:

- a) receive for information the Pastoral Relations Commission: amended and approved minutes of July 15, approved minutes of August 19 and the draft minutes of September 16, 2025;
- b) appoint the following Voluntary Associate Ministers (retired ministry personnel not appointed, or engaged in ministry not recognized as ‘community of faith’) for July 1, 2025- June 30, 2026:

<b>First Name</b>	<b>Last Name</b>	<b>Community of Faith</b>
Dianne	Cardin	Barrhaven United Church
Erin	Burns	Inverary United Church
Arlice	Schiebout	Bethel United Church

- c) take the following action(s):

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 2024-2025 Board of Directors

Debbie Banks  
Kelsey Erwin  
Alexandra Foster  
Jenni Leslie  
Kim Link  
Cayleigh Milne-Keely  
Jerry Osbourne  
Rowena Pearl  
Emmitt Quartus

Cassi Roberts  
Derrick Vandermeer  
Karen Zastera

*This is based on the draft Minutes for Annual General Meeting of November 25, 2024, the 2024 board member approval submission, contact list provided and receipt of other required documentation per the Incorporated Ministries Policy of The United Church of Canada.*

- d) Concur with the recommendation of the Future Through Property Leadership Team to authorize the trustees of the Low United Church to sign an agreement of purchase of Low United Church, 85 Martindale Road, Low, Quebec, J0X 2C0 by BWN Inc. for a sale price of \$187,000. The time frame for closing is 30 days with an ideal occupancy after October 19, 2025. The property is sold as is-where is. The exclusions from the sale include all religious artifacts.

**CARRIED**

November 13, 2025

**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**

**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**

**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**

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

- e) Receive for information the Pastoral Relations Commission Minutes of October 28, 2025;
- f) 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
- g) 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
- h) 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
- i) 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)**

**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	<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>

**CARRIED**

**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**

**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**

**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**

December 12, 2025

**2025-12-12\_001 MOTION** (L. Church/J. Pauling) That the Eastern Ontario Outaouais Regional Council Executive appoints Nancy Hazen as Equity Support Person for this meeting. **CARRIED**

**2025-12-12\_002 MOTION** (N. Hazen/F. Emanuel) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of November 13, 2025 as circulated. **CARRIED**

**2025-12-12\_003 MOTION** (C. Ryan/N. Best) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended:

1. Addition of correspondence f)
2. Addition of two recommendations by the Vision & Transformation Leadership Team in the Consent Packet
3. Addition of document: *Minutes of the VTLT for meeting held on November 6, 202*
4. Addition of reference document: *Endorsement dated December 8, 2025, see under New Business b)*
5. Addition of correspondence g)
6. Removal of by-law #4 (see under Consent Packet)
7. Addition of Voluntary Associate Minister approval, see under Consent Packet

**CARRIED**

**2025-12-12\_004 MOTION** (L. Church/F. Emanuel) that the Eastern Ontario Outaouais Regional Council Executive:

- j) Receive for information the Pastoral Relations Commission Minutes of November 25, 2025;

- k) Grant permission to Shirley Kucharik and Helen McMunn to have access to the Bryson United Church Cemetery account (0812024-07751) at the National Bank in Shawville, ON, and authorize the Executive Minister to write a letter on behalf of the regional council informing the bank of same;
- l) Approve the recommendation of the Vision & Transformation Leadership Team to grant one thousand dollars (\$1,000.00) to Bells Corners United Church to support lunches for underemployed young adults and seniors;
- m) Approve the recommendation of the Vision & Transformation Leadership Team to allow Rideau Hill Camp to defer using their grant until 2026, since Minwaashin was not ready to put on their joint *Reconciliation Day* this year (they expect to be ready for September 30, 2026);
- n) Approve the recommendation of the Future Through Property Leadership Team to allow the trustees of Stark's Corners United Church, QC to withdraw up to \$12,000 from the invested funds from the sale of the manse of the Bristol Pastoral Charge. The funds are needed immediately to replace and install the furnace in the church at Stark's Corners.
- o) acknowledge the following Voluntary Associate Ministers (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2025- June 30, 2026:

<b>First Name</b>	<b>Last Name</b>	<b>Community of Faith</b>
Rev. Peter	Bartlett	Trinity United Church (Harrowsmith-Verona)
Rev. Natalie	Matkovsky	Parkdale United Church (Ottawa)

**CARRIED**

**2025-12-12\_005 MOTION** (C. Casey/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Finance Committee to withdraw \$205,000 from investments with Fiera for cash flow purposes in 2026; this withdrawal to be executed on January 2, 2026.

**CARRIED**

**2025-12-12\_006 MOTION** (L. Church/J. Pauling) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Finance Committee to name the following persons as signatories on the Fiera Investment Account:

- Eric Hebert Daily - Executive Minister
- Brian Cornelius - Treasurer
- Simon Alary - Finance Committee
- Cindy Casey - Finance Committee
- Christine Kilburn - Finance Committee
- Joe Smarkala - Finance Committee
- Ev Zytveld - Finance Committee

**CARRIED (C. Casey and S. Smarkala abstain)**

February 12, 2026

**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**

**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**

**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**

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

- p) Receive for information the Pastoral Relations Commission Minutes of January 20, 2026;
- q) 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;
- r) 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.

- s) 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);
- t) 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
- u) Approve the transfer of technical equipment (estimated value \$11,000), from The Upper Ottawa Valley Parish Nursing Pilot Project to the Regional Council.
- v) 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:

<b>First Name</b>	<b>Last Name</b>	<b>Community of Faith</b>
Rev. Brian	Copeland	Glen Cairn United Church

**CARRIED**

**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**

**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**

March 12, 2026

**2026-03-12\_001 MOTION** (C. Casey/N. Best) That the Eastern Ontario Outaouais Regional Council Executive appoint Sue Smarkala as Equity Support Person for this meeting. **CARRIED**

**2026-03-12\_002 MOTION** (J. Pauling/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive accept the minutes of February 12, 2026 as corrected:

1. Vision Keepers email needs to be corrected to [visionkeeperseorc@gmail.com](mailto:visionkeeperseorc@gmail.com)

**CARRIED**

**2026-03-12\_003 MOTION** (F. Emanuel/C. Casey) That the Eastern Ontario Outaouais Regional Council Executive accept into its minutes the results of email poll held on March 3, 2026:

*2026-03-02-001 MOTION (L. Church/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to approve the request of the Trustees of Glebe St. James United Church, Ottawa, to expend \$300,000 on major roof renovations and repairs. CARRIED*

*2026-03-02-002 MOTION (L. Church/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to approve the following request from the Trustees of Glebe St James United Church:*

- 1. Recognize the requirement for Glebe-St James United Church, Ottawa, to carry out extensive repairs to the roof of its church building and agrees that the estimated expenditure of \$300,000 is reasonable.*
- 2. Confirm that Glebe-St James has the \$150,000 funding available to support an application to the United Church of Canada Congregational Development Fund.*
- 3. Confirm that Glebe-St James is in a position to repay a loan from the Congregational Development Fund over a 10-year period.*
- 4. On that basis, approves the proposed project and the application by Glebe-St James to the United Church of Canada Communities in Ministry for a loan from the Congregational Development Fund in the amount of \$139,771, repayable over a 10-year period and backed by a mortgage against the property if necessary. CARRIED*

**CARRIED**

**2026-03-12\_004 MOTION** (N. Best/L. Church) that the Eastern Ontario Outaouais Regional Council Executive accepts the agenda as amended:

1. Addition of *e (for decision)* and *f (for decision)* under Regular Business, section 8;
2. Addition of *correspondence e* under Correspondence In;
3. Addition of *EOORC YAYA Leadership Team Leadership Research and Camp Awesome Final Report* (see under section 5c;
4. Removal of section Finance – nothing to report at this time.

**CARRIED**

**2026-03-12\_005 MOTION** (R. Emanuel/J. Pauling) that the Eastern Ontario Outaouais Regional Council Executive:

- a) Receive for information the Pastoral Relations Commission Minutes of February 17, 2026.

**CARRIED**

**2026-03-12-006 MOTION** (N. Hazen/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive approve the Eastern Ontario Outaouais Regional Council Trust Consolidated Budget (2026).

**CARRIED**

**26-03-12-007 MOTION** (C. Casey/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorise the Trustees of Orleans United Church to expend \$100,000 on the necessary replacement of water pipes on church property. **CARRIED**

**26-03-12-008 MOTION** (C. Ryan/S. Smarkala) That the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorize the Trustees of St. Andrews United Church, Burnstown ON, to list the church, located at 1075 Calabogie Rd, Burnstown, Renfrew ON for sale at \$350,000. The sale will be on an "as is , where is" basis. The sale listing will specify that 5 business days are required to obtain necessary approvals from the Eastern Ontario Outaouais Regional Council of the United Church of Canada. **CARRIED**

April 30, 2026

**2026-04-30\_001 MOTION** (E. McIntyre/L. Church) that the Eastern Ontario Outaouais Regional Council Executive accept the agenda as amended:

1. Addition under section 1 Finances: *Finance Report and documents (1. 2026 Balance Sheet, 2. 2026 Budget and Actuals, 3. 2026 Profit and Loss by Class)*
2. Additions of correspondence: *c and supporting docs*
3. Addition under section 8 Future Through Property Leadership Team: *b and c (re Riverside and Almonte UCs)*
4. Addition under section 6: *b - Camp Supervisory Team Mandate and Terms of Reference (motion to approve)*

5. Addition under consent packet: *h (grant recommendations from Vision & Transformation Leadership Team*

**CARRIED**

**2026-04-30\_002 MOTION** (N. Best/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive:

- b) Appoint Julee Pauling as Equity Support Person for this meeting;
- c) Accept the minutes of March 12, 2026 as circulated;
- d) Accept into its minutes the results of email poll held on March 14, 2026:

*2026-03-14-001 MOTION (C. Casey/L. Church) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorise the Trustees of Zion United Church to accept the offer of purchase and sale of Zion United Church, 64 Malloch St, Douglas, Twp of Admaston/Bromley, ON. The sale price is \$175,000 with a deposit of \$10,000. The purchaser is Daniel Peters. The property is being sold on an "as is, where is" basis. CARRIED*

- e) Accept into its minutes the results of email poll held on March 25, 2026:

*2026-03-25-001 MOTION (J. Pauling/F. Emanuel) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorise the Trustees of Victoria United Church, Augusta Pastoral Charge, Prescott, ON to list for sale the former manse of the pastoral charge located at 3540 County Rd 26, Prescott ON. The manse will be listed for sale "as is, where is" and with the condition that 5 business days will be allowed in order to obtain the authority from the Eastern Ontario Outaouais Regional council of the United Church of Canada. The list price will be \$424,900. CARRIED*

- f) Accept into its minutes the results of email poll held on April 3, 2026:

*2026-04-03-001 MOTION (N. Hazen/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorise the trustees of the Low United Church to sign an agreement of purchase of the Low United Church, 85 Chemin de Martindale, Low, Quebec, by Manon Lefebvre for a sale price of \$170,000. The date of closing is April 17, 2026. CARRIED*

- g) Accept into its minutes the results of email poll held on April 15, 2026:

*2026-04-15-001 MOTION (S. Hutton/S. Smarkala) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorise the trustees of Grace-St. Andrew's United Church, Arnprior ON to accept the offer to purchase of the manse located at 24 Ottawa St, Arnprior, Ontario, K7S 1W8. The property will be sold to Emily Heideman and Niles Matson for a purchase price of \$592,500. The closing date is 25 June, 2026. CARRIED (D. Debenham opposed)*

- h) Receive for information the Pastoral Relations Commission Minutes of March 17, 2026;

- i) Approve the following grant recommendations from the Vision and Transformation Leadership Team:

**1. Bells Corners United Church**

\$5,000 over two years (\$2,500 for 2026, \$2,500 for 2027)

Project: The UP Connection Initiative is aimed at creating a meaningful and diverse youth community. For young people aged 12-17 in the neighbourhood of Bells Corners, this project is a monthly gathering to connect and build healthy peer relationships.

**2. City View United Church**

\$1,500

This grant will provide equipment for The Zen Zone, a space of comfort and calm for anyone who needs it during services in the sanctuary. It will be especially useful for neurodivergent people attending church.

**3. Glen Cairn United Church**

\$2,000

As there are no stands of original forest in Glen Cairn, this project seeks to plant a mini-forest, which will provide shade and a meditation area for reflection and contemplation.

**4. MacKay United Church**

\$5,000 over two years (\$2,500 for 2026, \$2,500 for 2027)

Youth Ministry Discussion Series: to create a welcoming, engaging Youth Ministry where youth can gather, share a meal, discuss relevant topics, and explore their faith in a supportive community setting. They are starting by watching episodes of *Joan of Arcadia*.

**5. Parkdale United Church**

\$5,000

Summer Camp: The camp is growing and the need is growing. This camp is in its 5<sup>th</sup> year. They aim to foster spiritual growth, build community, and encourage personal development in a fun, safe, and Christ-centred environment. The grant will go to covering the cost of educational material, the rental of a school bus for a day trip to the Museum of Nature, and lunches for the children.

**6. Southminster United Church**

\$5,000

Visioning Project with the Southeast Ottawa Cluster: Emmanuel, Glebe-St. James, Rideau Park, and Riverside. The grant will be used to engage a facilitator to help develop a visioning process, hold workshops, and begin consideration of the best options and concrete actions to support ministries.

**CARRIED (*Julee Pauling Abstains*)**

**2026-04-30\_003 MOTION** (E. McYntire/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive table the the following motion indefinitely.

*2026-04-30\_000 MOTION (/) that the Eastern Ontario Outaouais Regional Council Executive approve the following grant recommendation from the Vision and Transformation Leadership Team:*

\$3,950

*This project is to continue the long tradition of ministry in Algonquin Park. It is to support a church trailer for 8 weeks in the summer in the park for ministry personnel to use as they provide services to guests and staff of the park.*

**CARRIED**

**2026-04-30\_004 MOTION** (J. Pauling/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive approve the following grant recommendation from the Vision and Transformation Leadership Team for Cathedral of the trees in the amount of \$3,950 for the coming year. **DEFEATED (3 in favor, 6 opposed, 1 abstention)**

**2026-04-30\_005 MOTION** (C. Casey/S. Hutton) that the Eastern Ontario Outaouais Regional Council Executive receive for information the financial report as presented. **CARRIED**

**2026-04-30\_006 MOTION** (F. Emanuel/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive recognizes the Camp Supervisory Leadership Team and approve its mandate and terms of reference. **CARRIED**

**2026-04-30\_008 MOTION** (S. Smarkala/F. Emanuel) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorize the trustees of Riverside United Church, Ottawa to expend \$165,000 of congregational funds to repair major leaks in the church roof. **CARRIED**

**2026-04-30\_009 MOTION** (N. Hazen/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive concur with the recommendation of the Future Through Property Leadership Team to authorize the trustees of Almonte United Church to expend \$150,000 to replace the existing church shingle roof which has serious leaks, with a metal roof and snow shields. The costs will be covered from existing congregational funds. A fundraising campaign will be carried out to replenish the funds. **CARRIED**

**2026-04-30\_010 MOTION** (S. Hutton/E. McIntyre) that the Eastern Ontario Outaouais Regional Council Executive direct the General Meeting/Education Event Planning Leadership Team to prioritize table assignments at general meetings to groups within the regional council but no longer make it a rule that groups must fall within the boundaries of the regional council. **CARRIED**

**2026-04-30\_011 MOTION** (C. Casey/C. Ryan) that the Eastern Ontario Outaouais Regional Council Executive hold its next celebration of ministry service at its upcoming fall general meeting in 2026. **CARRIED**

**2026-04-30\_012 MOTION** (S. Hutton/C. Casey) that the Eastern Ontario Outaouais Regional Council Executive create a policy that the Celebration of Ministry service coincide with the annual general meetings of the regional council. **CARRIED (F. Emanuel abstains)**

## The Rules of Debate and Order

### 1. Presiding Officer

The function of the Presiding Officer is to preside, with all that that implies. The Presiding Officer should not attempt to control the decision of the Court, but may express opinions on any matter before the

Court. If the Presiding Officer wishes to introduce a motion or to present a report, the Presiding Officer shall ask another member to preside, and while out of the Chair shall be an ordinary member of the Court and must not assume the chair until the matter is disposed of. The Presiding Officer does not vote except in the event of a tie.

## **2. Questions of Privilege and Order**

**(a)** A point of order may be raised while a matter is pending or while another member has the floor. When a point of order is raised it must be dealt with by the Presiding Officer without debate. If a member has the floor when a point of order is raised by another member, that member must yield the floor until the Presiding Officer has made a ruling.

**(b)** Any member of the Court may appeal from a ruling of the Chair, but only at the time when the ruling is made. But where a ruling is a precedent the general question of its correctness may be brought up later when there is no business pending, but cannot then affect the business transacted under the ruling.

**(c)** When an appeal from a ruling is made, the Presiding Officer should state the point at issue, and may give reasons for the ruling. The Secretary shall then put the question in the following form: "Is the ruling of the Moderator (or such other title by which the Presiding Officer is known) sustained?" If the vote is a tie, the Presiding Officer is sustained. The Secretary shall declare the result.

## **3. Orders of the Day**

**(a)** When an agenda has been adopted that does not specify the time for its items, such items are considered without time limit, unless the Court decides otherwise by a two-thirds (2/3) majority of those voting.

**(b)** When an agenda has been adopted that specifies the time for particular items, such time shall be strictly adhered to, unless the Court decides otherwise by a two-thirds (2/3) majority of those voting. (2010)

## **4. Order of Priority on Motions**

**(a)** To close. (2010)

**(b)** To fix the time to adjourn.

**(c)** To adjourn.

**(d)** To take an immediate vote (two-thirds (2/3) vote required).

**(e)** To limit or extend limits of debate (two-thirds (2/3) vote required).

**(f)** To postpone definitely.

**(g)** To commit or refer.

**(h)** To amend.

**(i)** To postpone indefinitely.

**(j)** To deal with main motions.

## **5. Procedures on Motion**

- (a)** A member of the Court proposes a motion.
- (b)** It is seconded. If there is no seconder, the motion fails.
- (c)** When the motion is duly moved and seconded, the Presiding Officer states the motion and declares it open for discussion. If the mover has not already done so, the mover has the right to introduce the discussion.
- (d)** A motion is out of order when it conflicts with a resolution previously passed at the same session unless it is a motion to reconsider.
- (e)** Without the permission of the Court, no member may speak more than once on any motion or on any amendment thereto.
- (f)** The mover of a motion has the right of reply before any vote is taken thereon or on any amendment thereto. Even when the Court has directed that an immediate vote be taken on a motion, the mover still has the right of reply.
- (g)** When a motion has two (2) or more clearly defined parts or points of issue, and any two (2) members request that it be divided, a separate vote must be taken on each part.
- (h)** Any motion may be withdrawn but only with the consent of its mover and seconder.
- (i)** After a motion is under consideration a question of order cannot be raised against it unless the motion is ultra vires.

## **6. Procedure on Amendments**

- (a)** Any member except the mover or the seconder of the motion may move a relevant amendment thereto.
- (b)** An amendment must be seconded, and if there is no seconder it fails.
- (c)** A motion is amended by striking out certain words or clauses, adding certain words or clauses, or striking out all after the word “Resolved” (or the word “that”), and inserting another motion that will dispose of the matter. An amendment that merely negatives a motion before the Court is out of order.
- (d)** There may be an amendment to the amendment, provided it has been duly seconded.
- (e)** There is no limit to the number of amendments, but at any one time there can be before the Court only the motion, the amendment, and the amendment to the amendment.
- (f)** When an amendment is disposed of, other relevant amendments may be proposed.
- (g)** The discussion is always on the immediately pending question, and it must be voted on first. When a motion, an amendment, and an amendment to the amendment are before the Court, the two first named are “pending questions” and the last is the “immediately pending question.” When the immediately pending question is disposed of, the one above it then becomes the immediately pending question, until the whole matter is disposed of.
- (h)** When an amendment carries, it is not thereby adopted as the finding of the Court, but only changes the proposition under discussion.
- (i)** When a motion, an amendment, and an amendment to the amendment are before a Court, three (3) separate votes including “for” and “against” must be taken. The first determines whether the amendment shall be amended, the second determines whether

the motion shall be amended, and the third determines whether the motion, in whatever form it is then before the Court, shall be adopted or rejected.

## **7. Procedure on Voting**

**(a)** A vote is generally taken viva voce or by a show of hands. The Presiding Officer may ask for a standing vote. Upon motion duly passed, the vote shall be taken by ballot. In all actions of Church Courts regarding membership in the Order of Ministry requiring voting procedure, the vote shall be taken by ballot unless waived by unanimous consent; that is, on motion to waive, no dissenting vote is cast. See also sections C.5.7 and D.4.4 of the bylaws.

**(b)** In the event of a tie, the Presiding Officer shall cast the deciding vote.

**(c)** An affirmative vote on a motion does not validate any motion that is ultra vires of the Court, or that contravenes a decision of a higher Court.

**(d)** In the conduct of United Church business, voting by proxy or by mail-in ballot is not permitted. Voting by telephone or by email is permitted only when it occurs during a meeting that is held in a manner that allows all of the persons participating to communicate with one another simultaneously and instantaneously. (2010)

## **8. Procedure on Motion to Reconsider**

**(a)** A motion to reconsider may be made at any time when the floor is vacant; but the actual reconsideration has only the same priority as the motion to be reconsidered.

**(b)** A motion to reconsider must be moved by a member who voted with the majority. Any member may second.

**(c)** If a motion to reconsider is dealt with at the same meeting in which the original motion was adopted, it will fail unless two-thirds (2/3) of those voting are in favour thereof. If a motion to reconsider is dealt with at a subsequent meeting of the Court, a majority of those voting determines the question.

**(d)** When any motion to reconsider has been duly seconded, all action on the original motion is suspended until the motion to reconsider has been disposed of. No motion to reconsider can be entertained by the Court where action has already been taken under the original motion.

**(e)** A motion cannot be reconsidered twice unless materially changed on the first reconsideration. If a motion to reconsider has been lost, it cannot be repeated.

**(f)** A motion to reconsider is debatable only when the motion to be reconsidered is debatable. It cannot be amended, postponed indefinitely, or committed.

## **9. Motion to Refer**

A motion to refer is debatable, but only as to the wisdom and manner of the proposed referral. It requires only a majority of those voting.

## **10. Motion to Postpone Indefinitely**

A motion to postpone indefinitely, when in order, must be put without debate. If the motion is lost, it cannot be repeated or reconsidered. If CARRIED, the motion along with all amendments is removed from debate. At any time, it may be brought back before the Court by motion duly seconded and CARRIED. In such case the question is before the Court in exactly the position it held at the time it was removed from debate. A motion to postpone indefinitely can have no conditions attached to it. If a time is specified, it immediately ceases to be a motion to postpone indefinitely and becomes a motion to postpone definitely and is debatable. (2007)

### **11. Motion to Take an Immediate Vote**

If a motion to take an immediate vote (for which a two-thirds (2/3) vote is required) is CARRIED, the vote shall be taken immediately. The mover of the main motion, however, shall have the right to reply before the vote is taken. If such a motion fails, debate on the main motion shall continue. A motion to take an immediate vote is not debatable.

### **12. Motion to Adjourn**

A motion to adjourn is intended to suspend a meeting until another time. A motion to adjourn is in order only if there is already an agreed-upon time and place for resuming the meeting, or if the motion specifies a time and place for resuming the meeting. A motion to adjourn requires a seconder. Only the conditions attached to the motion to adjourn, such as time and place for resuming the meeting, are debatable; the wisdom of adjourning is not debatable. (2010)

### **13. Closing a Meeting (2010)**

**(a)** A motion to close is intended to terminate a meeting. A new meeting may commence, at a future time, by previous agreement or by call. There can be no conditions attached to a motion to close. A motion to close requires a seconder. A motion to close is not debatable. (2010)

**(b)** When all the business and purposes of a meeting have been attended to and the Presiding Officer is satisfied that there is no further business before the Court, the Presiding Officer may declare that the meeting is closed, without the need for a motion to close. (2010)

### **14. Committee of the Whole**

**(a)** Any Court, for greater freedom of discussion, may, on motion duly made, seconded, and CARRIED, move into a Committee of the Whole. Any such motion is neither debatable nor amendable, except only as to the scope of the subject to be discussed. The motion is not in order if there is a pending motion to adjourn the meeting or to postpone discussion on the subject. (2007)

**(b)** The first act of the Committee of the Whole is to appoint a chairperson and a secretary. A separate minute of the proceedings is taken. (2007)

**(c)** The ordinary limitations of debate do not prevail in the Committee of the Whole. The chairperson restates the matter(s) to be considered. Discussion is then opened and is conducted informally. Motions need not be seconded. Unless the resolution creating the Committee of the Whole imposes restrictions, there are no restrictions, within reason, on

the number of times a member may speak or on the length of speeches, except that priority is given to a member who has not yet spoken. (2007)

**(d)** When the deliberations of the Committee of the Whole are concluded, the Committee will dispose of a motion that the Committee rise and report; this motion does not require seconding and is neither debatable nor amendable. When this motion is passed, a report is prepared and submitted to the chairperson of the main meeting, who reconvenes the main meeting. (2007)

**(e)** A Committee of the Whole can neither adjourn nor terminate; it only can report back to the main meeting. It can, of course, recess briefly to prepare its report. (2007)

## 15. General

**(a)** When a member utters language that another member considers offensive, the latter may require that the words be taken down. The speaker is then allowed to proceed. When the speaker yields the floor, the words complained of may be considered and dealt with. Such words may not be privileged.

**(b)** Members of any Court should at all times therein conduct themselves with dignity, fairness, and understanding. The prime concern should be the good order and welfare of the church.

**(c)** In any point not covered in The Manual, the parliamentary rules accepted in Canada (Bourinot) shall be followed.

## Enabling Motions

### 1. Regional Council Roll:

That the Ministerial Roll of the Regional Council (including candidates for Ordination, for Commissioning and Admission currently serving in appointment and who are recognized as the sole ministry personnel within the pastoral relationship) and the non-Ministerial Roll of the Regional Council thus constituted be now taken as read.

### 2. Other Delegates:

That anyone who has a role to play at the General Meeting of the Eastern Ontario Outaouais Regional Council (e.g. members of the Regional Council Executive, Chairs of Leadership Teams and who has not been appointed as a delegate by her/his Community of Faith, be a full delegate with all the privileges of other delegates, and that the youth and young adult representatives from each Community of Faith be full delegates.

### 3. Corresponding Members:

That the students serving this Regional Council; those present as invited guests of this Regional Council, resource persons, all who have registered for the Youth and Young Adult Event and other guests recognized by this court, be invited to sit as corresponding members of the Court.

4. Minimum Number of Members at Meetings:  
That the minimum number of members for any session of this Regional Council is present (C.4.3, The Manual 2021).
5. Agenda:  
That the agenda as printed and circulated, the reports, and the daily Agenda, be adopted as the Agenda for this meeting, subject to such changes as may be determined by the Business Leadership Team and approved by this Court.
6. Procedures for Reports:  
That the following procedure with respect to reports being presented at the Regional Council be adopted.
  - a. Reports and any attendant recommendations be dealt with in the allotted time.
  - b. If action has not been completed in the allotted time, then the Regional Council may:
    - i. Request that additional time on the Agenda be arranged by the Business Leadership Team
    - ii. Refer the report with its recommendation(s) to the appropriate body or bodies concerned, along with power to issue
    - iii. Refer the report with its recommendation(s) to the Executive of Elders of the Regional Council for such action as the Executive deems appropriate.
7. Meeting of the Executive:  
That the Executive (which is empowered to act on behalf of the Regional Council between the meetings of the Court) be empowered to meet, if necessary, during the sessions of this Regional Council meeting and report those matters which require the approval of this Court.
8. Inclusive Language:  
It is recommended that every attempt be made to use inclusive (non-sexist) language in all worship, reports, petitions and discussions in this Court.
9. Business Leadership Team:  
That the *Business Leadership Team* be members from the Planning Leadership Team.
10. Scrutineers:  
That the *Scrutineers* be appointed from the membership of the Court.
11. Financial Policy to address requests for unbudgeted expenses:

Policy Regarding Financial Appeals at Annual Meetings

POLICY NAME: Policy regarding Financial Appeals at the Annual Meeting of the Regional Council	<i>Date Approved: February 26, 2019</i>
	<i>Review date:</i>
Purpose: The purpose of this policy is to clarify limits of the budget process. <b>The Manual C.2.5.</b>	

### **Preamble**

This document outlines the Eastern Ontario Outaouais Regional Council's policy and best practices regarding requests for funding outside of the approved annual budget at the annual meeting.

### **Policy**

It is the policy of the Eastern Ontario Outaouais Regional Council to affirm and uphold the use and function of the Business Committee for matters coming to the floor of the Annual Meeting of the Regional Council.

It is the policy of the Eastern Ontario Outaouais Regional Council that any motion committing the Eastern Ontario Outaouais Regional Council to the expenditure of non-budgeted sums of money be required to have a budget attached;

It is the policy of the Eastern Ontario Outaouais Regional Council that any motion committing the Eastern Ontario Outaouais Regional Council to non-budgeted expenditures which are presented during the Annual Meeting be automatically referred to the Executive who may request input from the Finance Team first before making the decision;

It is the policy of the Eastern Ontario Outaouais Regional Council that in the interests of fairness and justice, requests for funding of projects or groups not covered in the existing Financial budgets be subject to conditions and criteria similar to those that are currently expected of requests for Mission Support, and other funds available within the Regional Council.

## Eastern Ontario Outaouais Regional Council Staff

### **Rev. Éric Hébert-Daly**

*Executive Minister*

Phone: 343-655-2906

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

*Éric has served as the Responsable, Ministries in French from 2018 to 2022. He was ordained in 2020. Prior to his leadership of Ministries in French, Éric served for 9 years as the National Executive Director of the Canadian Parks and Wilderness Society, and four years as the Federal Secretary (National Director) of the New Democratic Party of Canada. Éric brings to the role a strong commitment to working collaboratively, creative and imaginative leadership, and a hope-filled passion for the church.*

### **Joel Miller**

*Executive Assistant to the Regional Council*

Phone: 514-819-2926

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

*Joel's staff responsibilities include daily, ongoing administrative support to the Executive Minister, recording secretary for the Executive and Annual General Meetings of each of the three Regional Councils; prepares report books for general meetings, manages wedding licences in Ontario and Quebec: new and temporary applications, transfers from other Regional Councils, annual updates as required provincially,*

*responds to phone, email and in-person enquiries by providing information and referring enquiries to colleagues as appropriate.*

**Rev. Victoria Andrews**

*Pastoral Relations Minister*

Phone: 236-607-0203

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

*Ordained in 2007, Victoria has served in pastoral and regional ministry across Ontario, Alberta, and British Columbia. Her ministry centres on fostering healthy relationships, navigating transitions with care, coaching ordered and lay leaders, and building life-giving systems that support ministers and communities in their shared life and work. She holds certificates in conflict resolution and mediation, change management, and nonprofit board consulting, with additional training in interim ministry and as an EQ-i 2.0/360 facilitator, among others. Victoria brings compassion, curiosity, and creativity to her work, helping the church nurture the life, health, and possibilities that sustain faithful, effective, and theologically-informed ministry. A certified yoga instructor, she values embodied practices that integrate mind, body, and spirit. She enjoys time with her family, the beauty of the outdoors, and finds joy in learning, reflection, and conversation that open new possibilities.*

**Rev. Mary Royal-Duczek**

*Community of Faith and Network Support Minister*

Phone: 613-451-1671

Email: [mroyal-duczek@united-church.ca](mailto:mroyal-duczek@united-church.ca)

*Rev. Mary Royal Duczek works with Communities of Faith to strengthen their visioning and renewal work. She also supports Networks in the region. Mary was ordained in 2007 and has served congregations in Alberta and Ontario. She lives in Almonte with her husband and daughter.*

**Dana Ducette**

*Minister Supporting Youth and Young Adult Ministry*

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

*Dana grew up in a military family and has lived across Canada. Dana attended Humber College and lived in Toronto working for the Heart and Stroke Foundation, United Way of Greater Toronto and modeled for several years. She later attended Trent University and moved to Calgary with her husband. In 2008, they moved to Kanata where she raises her young family of three children and continues her theological studies. In 2019, Dana took on the role of Minister, Youth and Young Adults.*

**Natalie Matkovsky**

*Communications*

Phone: 343-655-2925

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

*Natalie is responsible for the newsletter, website and other communications channels for EOORC. She enjoys connecting with others in the region. Natalie has several years of experience in communications and administration. She was ordained in 2018 and served in congregational ministry from 2018-2024. Natalie lives in Gatineau with her husband and toddler.*

**Anita Jansman**

Archives

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

*Anita has worked as a librarian in corporate, law, and school libraries. She now works part-time for the EOORC Archives, which are housed at the City of Ottawa Archives. Prior to her current role as Archivist, she worked in communications in a variety of roles, her last being Communications Coordinator for EOORC.*

**Rev. Caroline Penhale**

Vocational Minister, Candidacy Pathway

Phone: 647-557-4960

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

*Rev. Caroline Penhale is the Vocational Minister responsible for Candidacy Pathway. She will be the Staff support to the Candidacy Board, facilitating the logistics for the meetings during the year, supporting the candidates, discerning with individuals feeling called to ministry, interacting with theological schools, training LSTs, and working with Regional Councils around SME sites. Caroline is bilingual (French and English) and comes to this work after serving as a university chaplain, life coach, vocational counsellor and mental health advocate and program developer. She has also served as a congregational minister, most recently at the Orleans United Church, Ottawa.*

**Rev. Tori Mullin**

Growth Animator

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

Schedule a call: <https://calendly.com/talk-tori/30min>

*Tori (they/ielle) is the Growth Animator for Eastern Ontario Outaouais, Nakonha:ka, East Central Ontario regional councils. Their work focuses on strengthening invitation to the United Church, renewing communities of faith and helping to create new ministries.*

**Stewardship & Gifts Office**

[More Information](#)

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

Tel: 1-800-268-3781, ext. 2074

**Kyle Pugh**

Ontario Regional Councils Archivist ARW RC

Tel: 1-437-703-2286

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

**Robin Brunelle**

Community of Faith Archivist Ontario Regional Councils of Ontario ARW RC

Tel: 1-437-703-2286

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

**Elizabeth Mathey**

Archives Coordinator – Shared Services Archives

Tel: 1-437-703-2286

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

**Jocelyn Oprzedek**

*Backlog Processing Archivist – Shared Services Archives*

Tel: 1-437-703-2286

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

**Martha Pedoniquotte**

*Community Capacity Development Coordinator for Ontario and Quebec*

Tel: 519-373-2860

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

*Martha's focus is working with the First Nations Communities of East Central Ontario Regional Council, Eastern Ontario Outaouais Regional Council and Conseil régional Nakonha:ka Regional Council.*

**Tim Hackborn**

*Minister For the Office Of Vocation - Indigenous Church*

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

*Tim's work supports the Candidacy Pathway and the oversight and discipline of ministry personnel for the Indigenous Church across Canada.*

### **Our Affirmation of Faith**

We are not alone,

We live in God's world.

We believe in God :

who has created and is creating,

who has come in Jesus,

the Word made flesh,

to reconcile and make new

who works in us and others

by the Spirit.

We trust in God.

We are called to be the Church

to celebrate God's presence

to live with respect in Creation

to love and serve others,

to seek justice and resist evil,

to proclaim Jesus, crucified and risen,

our judge and our hope.

In life, in death, in life beyond death,

God is with us.

We are not alone.

Thanks be to God.