

ATTENDANCE

Bob Bennett, Paula Gale, Peggy Johnson, Faith March-MacCuish, Simon Muwowo, Debra Sparkes-Mercer, Paul Vardy, Roy West.

Attendance

REGRETS

Wendy Lowden, Grant Stuckless

Regrets

WELCOME AND OPENING PRAYER

Faith March-MacCuish, Executive Minister, opened the meeting with prayer.

Welcome

Opening Prayer

QUORUM AND CONSTITUTION OF THE COURT

The President, Peggy Johnson, noted that a quorum was present and constituted the court for all the business that shall properly come before it.

Quorum

Constitution of
the Court

ACKNOWLEDGING THE LAND

The President acknowledged the land on which we gather. We strive for respectful partnerships with all the peoples of this province as we search for collective healing and true reconciliation.

Acknowledging
the Land

AGENDA

MOTION: (Simon Muwowo/Bob Bennett)

That the agenda be approved with the addition of Power to Act for Divisions added under New Business.

Minutes

CARRIED

MINUTES

MOTION: (Paula Gale/Debra Sparkes-Mercer)

That the minutes of May 1, 2019 be approved as circulated.

CARRIED

BUSINESS ARISING

1. **Cochrane Centre**
Roy West reported that no official reply has been received from Cochrane Centre since the letter was sent from the Transition Commission. The 2018 audited statements have been received. The Executive Minister is meeting with this incorporated ministry in the next week
2. **Burry Heights Camp and Retreat Centre**
Roy West reported that the Easter Seals project has been approved and the improvement work is moving forward.
3. **Mental Health First Aid**
Simon Muwowo reported that the workshop is scheduled for May 11-12, 2019. The workshop is filled and costs are on budget.
4. **Clergy Retreat/Fall Learning Event**
A save the date notice has been sent. The events promise to be a time of reflection and learning. Simon Muwowo will provide a budget update at the next meeting.
5. **Property Policy**
The policy has been circulated to the Division of Finance and Administrative Resources for feedback.

Business Arising

Cochrane
Centre

Burry Heights

Mental Health
Workshop

Clergy
Retreat/Fall
Learning

Property Policy

Correspondence**CORRESPONDENCE**Bethany-
Summerside
Mission Unit**1. Summerside-Bethany Mission Unit**

Correspondence was received from Bethany-Summerside Mission Unit regarding the church closure, scheduled for June 30, 2019. The decision to end the relationship with Humber United was made in November, 2018. Jocelyn Cook is Pastoral Relations Supervisor and has been meeting with the congregation members. On May 30, 2019 a congregational meeting was held to close the church, sell the property and dispose of the assets. Discussion took place regarding the detailed correspondence and the following motions were made:

MOTION: (Paul Vardy/Bob Bennett)

That the Executive approve the June 30, 2019 closing date and disbanding of Summerside-Bethany United Church congregation, pending receipt of the following information:

1. Membership Transfers for congregational members;
2. Names of trustees, who must commit to stay in place to deal with dissolution of property and finances;
3. Listing of bank accounts and amounts contained, with a request of the uses for these funds;
4. An agreement with Humber United Church that the Cemetery Committee will come under their governance structure.

The Executive does not currently approve any action on the sale of the church property and/or distribution of the sale proceeds, with the exception of the agreement with the recommendation that donated items of minimal monetary value, yet sentimental value, be given back to those individuals who donated them.

CARRIED

It was agreed that Regional Council Executive will make their decision to sell the church building and property with all contents, and the subsequent use of funds, after such time as the above mentioned items are in place and the Executive has received a list of the signing officers for the Cemetery Committee. .

Reports**REPORTS**Executive
Minister**EXECUTIVE MINISTER**

Faith March-MacCuish reported that the inaugural meetings in all three regions have taken place. They were positive, spirit-filled gatherings. The Executives are now meeting to determine a meeting schedule. All three regions have elected new Presidents and the work is moving forward.

MOTION: (Faith March-MacCuish/Roy West)

That the report of the Executive Minister be accepted as presented.

CARRIEDDivision of
Finance and
Administrative
Resources**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES**

Roy West reported. A meeting of the Division took place on May 16, 2019. The next meeting will take place on June 14, 2019. The following motions are being brought to the Executive:

Springdale PC**Springdale Pastoral Charge****MOTION:** (Roy West/Debra Sparkes-Mercer)

That the Church Modernization Grant of \$5,000 (five thousand) for Grace United Church, Springdale Pastoral Charge be approved.

CARRIED

Elliston-English Harbour Pastoral Charge

Elliston-
English
Harbour PC

MOTION: (Roy West/Paul Vardy)

That the Regional Executive approve the request of Elliston United Church to proceed with the installation of windows and doors at a cost of \$6,957 (six thousand nine hundred and fifty-seven).

CARRIED

Humber United Church Pastoral Charge

Humber UC
PC

A request was received from Humber United Church to use a portion of the manse fund to cover operating expenses. This item has been referred to the Division for further information and recommendation.

Carbonear Pastoral Charge

Carbonear PC

MOTION: (Roy West/Paula Gale)

That the Regional Executive gives permission to Carbonear Pastoral Charge to replace their organ with a new electronic organ at a cost of up to \$50,000 (fifty thousand); once funds have been raised.

CARRIED

MISSION SUPPORT GRANTS

Mission
Support
Grants

New application forms are ready for the 2020 Mission Support Grants. It was agreed that the Division will prepare a letter to pastoral charges and incorporated ministries requesting applications.

MOTION: (Roy West/Bob Bennett)

That the report of the Division of Finance and Administrative Resources be accepted as presented.

CARRIED

DIVISION OF REGIONAL COUNCIL SERVICES AND SUPPORT

Division of
Regional
Council
Services and
Support

The Division has been asked to bring forward to the Executive a proposal for a DLM (Designated Lay Ministry) retreat on October 21, 2019, just prior to the Clergy Retreat, to reflect on areas of common ground. The proposal includes a request to apply to the Coughlan College Trust Fund for support.

MOTION: (Simon Muwowo/Paula Gale)

DLM Retreat

That the Regional Council Executive approves the proposal for a Designated Lay Ministry (DLM) Retreat on October 21, 2019 and that the group be permitted to submit a budget for possible funding.

CARRIED

MOTION: (Simon Muwowo/Paul Vardy)

That the report of the Division of Regional Council Services and Support be accepted as presented.

CARRIED

Division of
Communities of
Faith Support
and Planning

DIVISION OF COMMUNITIES OF FAITH SUPPORT AND PLANNING

Bob Bennett, Chair, presented the report of the Division. The Executive discussed the need to have financial viability of pastoral charges assessed prior to approval of Mission Articulation Plans (MAPs) or searches beginning. The Chair will bring this request to the Team for further consideration.

Further discussion took place regarding the cooperation among Divisions for pastoral charges who are in transition; that is when the MAP, financial viability and pastoral relations processes are all involved simultaneously.

MAP

Mission Articulation Plans (MAP)

The MAPs for Brigus-Cupids-Georgetown and Bloomfield-Musgravetown are completed, however it was agreed that some additional pieces of information are required before approval.

MOTION: (Bob Bennett/Simon Muwowo)

That the report of the Division of Communities of Faith Support and Planning be accepted as presented.

CARRIED

Division of
Human
Resources

DIVISION OF HUMAN RESOURCES

Nominations Team

MOTION: (Paul Vardy/Simon Muwowo)

That the following names be approved and added to the Regional Nominations report: Elizabeth Dawson, Regional Executive Member-at-Large; Christopher Mazhandu, Regional Executive Member-at-Large; Sydney Giles, Stewardship Team member; Amanda Barnes, Boundaries Team member; Larry Noseworthy, Nominations Team member; Bruce Rideout, Licensing Team Chair; James Evans, Licensing Team Secretary.

CARRIED

Ministerial,
Human and
Pastoral
Relations Team

Ministerial, Human and Pastoral Relations Team

St. John's-Cowan Heights United Pastoral Charge

MOTION: (Paul Vardy/Debra Sparkes-Mercer)

That Oliver Dingwell (SS), be appointed to the St. John's-Cowan Heights United Pastoral Charge, 20 (twenty) hours per week, for the period June 1, 2019 – August 31, 2019, once a Pastoral Charge Supervisor is named.

CARRIED

Bell Island-
Portugal Cove
PC

Bell Island-Portugal Cove Pastoral Charge

MOTION: (Paul Vardy/Bob Bennett)

That Susan Sheppard, DLM, be appointed to the Bell Island-Portugal Cove Pastoral Charge, 20 (twenty) hours per week for the period June 16, 2019 - June 15, 2022.

CARRIED

Victoria-Freshwater Pastoral Charge

Victoria-Freshwater PC

MOTION: (Paul Vardy/Bob Bennett)

That Rev. John Davis be re-appointed to the Victoria Pastoral Charge, 20 (twenty) hours per week effective July 1, 2019 - June 30, 2020.

CARRIED

Blackhead-Western Bay Pastoral Charge

Blackhead-Western Bay PC

MOTION: (Paul Vardy/Simon Muwowo)

That Ray Case, DLM-RS, be appointed to the Blackhead-Western Bay Pastoral Charge, 20 (twenty) hours per week for the period July 1, 2019 - June 30, 2020.

CARRIED

Licensing Team

Licensing Team

MOTION: (Paul Vardy/Debra Sparkes-Mercer)

That a sacraments license be approved for Verley Roberts, Buchans Pastoral Charge effective July 1, 2019-June 30, 2020, or until a minister is obtained for the Pastoral Charge.

Buchans PC

CARRIED

MOTION: (Paul Vardy/Simon Muwowo)

That a sacraments license be approved for Doreen Locke, Port Blandford Pastoral Charge effective July 1, 2019-June 30, 2020, or until a minister is obtained for the Pastoral Charge.

Port Blandford PC

CARRIED

MOTION: (Paul Vardy/Roy West)

That sacraments licenses be approved for Tom Sheppard and Karen Watts, Bonne Bay Pastoral Charge effective July 1, 2019-June 30, 2020, or until a minister is obtained for the Pastoral Charge.

Bonne Bay PC

CARRIED

MOTION: (Paul Vardy/Bob Bennett)

That the request of Oliver Dingwell to celebrate sacraments on the Cowan Heights United Pastoral Charge is not approved, given the short duration of the appointment and the availability of clergy in the area.

CARRIED

Chaplaincy

Chaplaincy

MOTION: (Paul Vardy/Paula Gale)

That Rev. Bill Bartlett be appointed as Chaplain, 20 (twenty) hours per week, for the period April 1, 2019 - December 31, 2019.

CARRIED

MOTION: (Paul Vardy/Debra Sparkes-Mercer)

That Rev. Karen Thorne be appointed as Chaplain, fulltime, for the period April 1, 2019 - December 31, 2021.

CARRIEDClosing Service**Closing Service**

It was noted that the closing service for Creston North will take place on Sunday, June 30, 2019 at 2:00pm.

Wesleyville-Valleyfield PC**Wesleyville-Valleyfield Pastoral Charge**

It was noted that new minister, Limon Daka, and family will arrive on June 8, 2019 and will be introduced to the pastoral charge on June 10, 2019.

Limon DakaNew Buisness**NEW BUSINESS**Power to Act**1. Power to Act**

Roy West brought forward the discussion regarding giving power to act to Divisions; allowing the Divisions to make some routine decisions that could allow business continue to move when the Executive is meeting only quarterly.

MOTION: (Paul Vardy/Roy West)

That a statement regarding quorum for meetings and accountability and decision making for teams and divisions, in accordance with United Church policy, be added to the Governance document and state that any decisions outside policy or where a team or division requests input or approval be referred to Regional Council Executive.

CARRIEDMeeting Dates**2. Meeting Dates 2019-2020**

The Executive agreed to the following meeting dates:
September 26, 2019 at 10:30am – face to face in Gander, NL
December 12, 2019 at 9:30am via Adobe Connect
March 26, 2020 at 9:30am via Adobe Connect
June 25, 2020 at 9:30am via Adobe Connect

Adjournment**ADJOURNMENT**

Having no further business, the President declared that the meeting adjourn.

Benediction**BENEDICTION**

The President closed the meeting with prayer.

Rev. Peggy Johnson
President

Rev. Faith March-MacCuish
Executive Minister

THE UNITED CHURCH OF CANADA
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL
June 25, 2019 at 9:00am
Regional Council Office Boardroom, St. John's, NL

RC7

ATTENDANCE

Attendance

Bob Bennett, Paula Gale, Peggy Johnson, Wendy Lowden, Faith March-MacCuish, Simon Muwowo, Debra Sparkes-Mercer, Paul Vardy.

REGRETS

Regrets

Elizabeth Dawson, Christopher Mazhandu, Grant Stuckless, Roy West.

WELCOME AND OPENING PRAYER

Welcome and
Opening
Prayer

Heather Sandford, Regional Minister, opened the meeting with prayer.

QUORUM AND CONSTITUTION OF THE COURT

Quorum and
Constitution of
the Court

The President, Peggy Johnson, noted that a quorum was present and constituted the court for all the business that shall properly come before it.

ACKNOWLEDGING THE LAND

Acknowledging
the land

The President acknowledged the land on which we gather. We strive for respectful partnerships with all the peoples of this province as we search for collective healing and true reconciliation.

CORRESPONDING MEMBER

Corresponding
Member

MOTION: (Bob Bennett/Paula Gale)

That Heather Sandford be made a corresponding member.

CARRIED

COLEY'S POINT-GRACE UNITED PASTORAL CHARGE REVIEW

Coley's Point-
Grace United
PC

All members of Regional Council Executive present were provided with the review report and took time to digest the information presented. Members of Coley's Point-Grace United Church Council, Rev. Linda Pike and Mrs. Shirley Michelin will join the meeting, beginning at 11:00am and are invited to speak to the report. It is the role of the Executive to hear their feedback before reconvening to make decisions. Decisions will be made at this meeting of Executive. A letter presenting any motions made will be sent to all parties.

The President, Peggy Johnson welcomed members of Grace United Church to Conference Executive. Present were Marjorie Mercer, Linda Pike, Perry Mercer, Kimberley Bussey and Doug Russell.

WELCOME

Welcome

Peggy Johnson, President, welcomed members of Coley's Point-Grace United Pastoral Charge Church Council to the Executive meeting.

OPENING PRAYER

Opening
Prayer

The President offered an opening prayer for those gathered.

Marjorie Mercer, Chair of Church Council reported that the Council met on June 24, 2019 and have already put in place one of the recommendations from the review. The council members left that meeting feeling very positive and embrace the opportunity to make necessary changes. Overall, the Council know that it is time for healing; that it is hard to see the truth, but it is necessary to move forward.

The church representatives asked for clarification on the process for implementing recommendations. The Executive Minister explained that the review report and feedback from this meeting will be used to form motions. A small team of representatives from the Region will be appointed to provide oversight; using the report as background for making goals. Any recommendations will be implemented cooperatively. The Church Council stated that they do not feel that there will be resistance to any of the recommendations. They are a positive group who are passionate about the church and their love of the church. Any recommendations will be implemented with love and care. It was suggested that the process can begin with a congregational meeting and worship. The report is completed and any motions made are binding. It is now time for healing and for moving forward. The council members feel that for the congregation to begin healing the process needs to begin in an open way, with the report made available to them and the understanding that the recommendations and motions are coming from the Region.

It was agreed that a congregational meeting be scheduled for Tuesday, July 16, 2019 at 7:00pm in order to speak to the recommendations.

Peggy Johnson, President, thanked the members of the Church Council for attending the meeting and for their openness. Wendy Lowden, Past President closed this session with prayer.

COLEY'S POINT-GRACE UNITED PASTORAL CHARGE REVIEW – continued

Rev. Linda Pike, minister of the Coley's Point-Grace United Pastoral Charge, was welcomed to the Executive meeting. The President opened this session with prayer. Rev. Pike shared that the pastoral charge has lived in a cloud of secrecy too long, and that the recommendations are necessary. The healing will be wonderful and she is thankful for the support of the Region and Executive members. She praised the Church Council for their effective work. She acknowledged that there is hard work ahead, but that change is much needed in order to heal and move forward. Rev. Pike shared that the local United Church Women (UCW) has disbanded, but there is hope that the group will come back when the healing begins.

The President thanked Rev. Pike for her attendance and insight. Paula Gale offered prayer for the minister of Coley's Point.

Lunch and
Grace

LUNCH AND GRACE

Paul Vardy offered grace.

Coley's Point-
Grace United
PC

COLEY'S POINT-GRACE UNITED PASTORAL CHARGE REVIEW – continued

Shirley Michelin and her support person, Carol Burton, were welcomed to the Executive meeting and the Executive Minister offered an opening prayer.

Mrs. Michelin spoke of her involvement with Grace United Church since her husband, Rev. Michelin received a letter from the Office of Vocation. She stated that she has not had very many occasions to attend church since March, 2019. Mrs. Michelin resigned from the UCW *because of the ongoing conflict within the congregation since the letter directing her husband to not worship at Coley's Point*. She stated this to the UCW as she felt that she has worshipped with her husband for more than 50 years and did not feel that she could worship there without her husband, given the very close connection between the UCW and the church. At the annual meeting, Mrs. Michelin stated that she was hurt and asked permission to speak to the accusations against her. Mrs. Michelin is today quite uncertain as to why she is named in a recommendation.

Mrs. Michelin stated that she has not spoken out against the church or spoken of the conflict since her UCW resignation and is very hurt by the strong language of the church recommending that she be not involved in the church and the fact that all of the letters regarding the conflict have come without invitation to talk or discuss or work towards reconciliation with the parties involved.

Mrs. Michelin feels that the congregation are a loving, Christian people and truly care for all, but she is so hurt. She cannot properly express how deeply this process has hurt what she feels is her relationship with her family. She does feel that the process was started by a few, but the hurt and accusation has been targeted to her.

The President thanked Mrs. Michelin for her attendance and Simon Muwowo offered a prayer of support.

COLEY'S POINT-GRACE UNITED PASTORAL CHARGE REVIEW – continued

Coley's Point-Grace United PC Review

The President facilitated a discussion about the recommendations from the review with representatives from the church council, Rev. Linda Pike and Ms. Shirley Michelin from Coley's Point-Grace United Pastoral Charge. The Executive expressed concern for the members of the congregation moving forward.

After further, extensive discussion, After discussion by the Executive, eight (8) action motions were made, contained in file 2019-0325-01.

ADJOURNMENT

Adjournment

Having no further business, the President declared that the meeting adjourn.

BENEDICTION

Benediction

The President closed the meeting with prayer.

Rev. Peggy Johnson
President

Rev. Faith March-MacCuish
Executive Minister

THE UNITED CHURCH OF CANADA
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL
September 4, 2019 at 9:00am
via conference call

Attendance

ATTENDANCE

Bob Bennett, Paula Gale, Faith March-MacCuish, Simon Muwowo, Marion Stratton, Paul Vardy, Roy West.

Regrets

REGRETS

Elizabeth Dawson, Peggy Johnson, Christopher Mazhandu, Grant Stuckless.

Welcome and
Opening Prayer

WELCOME AND OPENING PRAYER

Faith March-MacCuish, Executive Minister, opened the meeting with prayer.

Quorum

QUORUM

In the absence of the President, the Executive Minister, Faith March-MacCuish, noted that a quorum was present and assumed the chair.

Corresponding
Member

CORRESPONDING MEMBER

MOTION: (Bob Bennett/Paula Gale)

That Doreen Barbour be made a corresponding member.

CARRIED

Board of Trusts

BOARD OF TRUSTS

Investment
Policy

Doreen Barbour, Convenor of the Board of Trusts Team informed the Executive of a meeting held with the region's investment advisor, Craig Prall on August 30, 2019. The Board of Trusts were provided with information regarding a new investment opportunity in a new fund comprised of high end office and residential towers in the real estate sector. The Board of Trusts Team are recommending that the investment profile be adjusted to accommodate a 5% (five) investment in this new fund. The fund does fit within the current investment strategy of the region. The investment advisor is also recommending this fund as returns have been very strong, holding at 5% (five) even when the market dipped.

MOTION: (Paula Gale/Simon Muwowo)

That the Regional Council Executive accept the recommendation of the Board of Trusts Team to adjust the regional investment policy to 5% (five) cash; 40% (forty) equity; 50% (fifty) fixed income and 5% (five) alternative.

CARRIED

Next Meeting

NEXT MEETING

The next meeting of the Executive will be a face to face meeting in Gander, NL on October 10, 2019. Division chairs are asked to have reports from their teams and division submitted one week prior to the meeting so they can be distributed in advance.

Adjournment

ADJOURNMENT

Having no further business, the Executive Minister declared the meeting adjourned.

Benediction

BENEDICTION

Paula Gale closed the meeting with prayer.

Rev. Faith March-MacCuish
Executive Minister

THE UNITED CHURCH OF CANADA
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL

RC11

October 10, 2019 at 10:30am
Fraser Road United Church, Gander, NL

ATTENDANCE

Attendance

Bob Bennett, Elizabeth Dawson, Paula Gale, Peggy Johnson, Faith March-MacCuish, Christopher Mazhandu, Simon Muwowo, Marion Stratton, Grant Stuckless, Paul Vardy, Roy West.

WELCOME AND OPENING PRAYER

Welcome and
Opening
Prayer

The President welcomed all to the meeting. Faith March-MacCuish, Executive Minister, asked the Executive to name something that we are grateful for in this season of thanksgiving. The Executive Minister opened the meeting with prayer.

REMEMBERED IN PRAYER

The Executive named those to be remembered in prayer.

ACKNOWLEDGING THE LAND

Acknowledging
the Land

The President acknowledged the land on which we gather. We strive for respectful partnerships with all the peoples of this province as we search for collective healing and true reconciliation.

QUORUM

Quorum

The President, Peggy Johnson, noted that a quorum was present.

CONSTITUTION OF THE COURT

Constitution of
the Court

The President constituted the council in the name of Jesus Christ, the head of the church, for all the business that shall properly come before it.

CORRESPONDING MEMBER

Corresponding
Member

MOTION: (Bob Bennett/Paula Gale)

That Heather Sandford be made a corresponding member.

CARRIED

AGENDA

Agenda

MOTION: (Simon Muwowo/Bob Bennett)

That the agenda be adopted as circulated.

CARRIED

MINUTES

Minutes

MOTION: (Bob Bennett/Paula Gale)

That the minutes of the June 7, 2019 Executive meeting be adopted.

CARRIED

MOTION: (Simon Muwowo/Bob Bennett)

That the minutes of the June 25, 2019 Executive meeting be adopted.

CARRIED

MOTION: (Roy West/Paula Gale)

That the minutes of the September 4, 2019 Executive meeting be adopted.

CARRIED

Business
Arising**BUSINESS ARISING**Coley's Point**Coley's Point Review**

The review has been completed and the Pastoral Charge are moving forward. A small group is in place to work with the congregation through the recommendations.

(Heather Sandford excused herself from the meeting).

Cochrane
Centre**Cochrane Centre**

Roy West updated the Executive on the financial status of Cochrane Centre. Roy West and Faith March-MacCuish met with the Board Chair and received a request from the board of the Cochrane Centre that all interest and payments on the loans from the United Church (regionally and nationally) be deferred to January 1, 2025. Roy West also informed the Executive that the Cochrane Centre are currently under management by First Light Native Friendship Centre. The Division of Finance and Administrative Services are struggling to determine what is in the best interest of all parties and how to support the Cochrane Centre. It is recognized that we are in ministry together, that individuals are housed in the residential section of the Centre and the congregation is still active at Cochrane.

All of the above information has been shared with Erik Mathieson, CFO of The United Church of Canada, who has requested greater transparency among all parties involved. The Executive expressed concern for the congregation involved, who are still worshipping in this space, but have lost some control in the management of the space.

After much consideration and discussion, the Division has made the following motion:
That the Division of Financial and Administrative Resources recommends an all party conference call and that no decisions on the request from Cochrane Centre will be made until the conference call has taken place.

MOTION: (Roy West/Paula Gale)

The Regional Council Executive agree to instruct Cochrane Centre to arrange a conference call with all parties involved; including Cochrane Centre, First Light Native Friendship Centre, the regional Division of Finance and Administrative Resources, the national United Church of Canada and Scotiabank, and that no decisions regarding the financial request will be made until this all party meeting takes place.

CARRIED

The Executive Minister will advise Erik Mathieson of the above motion.

Property Policy**Property Policy**

The Executive Minister presented the Property Policy as a handbook for communities of faith. This document has been a year in the making, and undergone many revisions. The Executive Minister highlighted the definitions and processes involved in dealing with property transactions; whether renovations, closures, sales, amalgamations, etc. The definitions include a requirement to ask permission for transactions over \$5000 (five thousand) or 15% (fifteen) of the operating budget; whichever is greater. The policy also includes a new definition for distribution of funds realized from property assets.

MOTION: (Simon Muwowo/Paul Vardy)

That the property policy be approved as presented, with thanks to the Executive Minister and Brenda Andrews for their work.

CARRIED

Humber United Church

Humber United Church

Roy West will follow up on this matter and bring an update to the next Executive meeting.

CORRESPONDENCE

Correspondence

1. **French Ministries Covenant** – A letter and draft covenant was received from Eric Hebert-Daly regarding working together to strengthen French Ministries. There are not currently any French ministries operating in the Region. This discussion is deferred to the next meeting to allow Executive to review the covenant.
2. **Joan Brinston** – Letter to request end of appointment. Will be dealt with under the Human Resources report.
3. **Thank you and Appreciation** – Letter received from Marjorie Mercer to thank the Executive for their work with the Coley's Point Review.

French Ministries Covenant

Joan Brinston

Thank you and Appreciation

REPORTS

Reports

EXECUTIVE MINISTER

Executive Minister

Faith March-MacCuish, Executive Minister, presented her report. The work has been rewarding and joyful. The work load is demanding as the new structure is developing, however she is working to be a non-anxious presence with the leadership of the Regions to collectively be open and present as we continue to move forward and be our best selves. Having our Mission Statement before us will help us to do our work while remembering who we are and who we are here to serve.

MOTION: (Grant Stuckess/Simon Muwowo)

That the report of the Executive Minister be accepted with thanks and appreciation for her work.

CARRIED

LUNCH AND GRACE

Lunch and Grace

Bob Bennett offered grace.

REPORTS - (continued)

UNITED CHURCH WOMEN

United Church Women

Marion Stratton presented a report from the United Church Women. She expressed thanks as very few regions in the new structure have a UCW representative on the Executive. She shared information from the national report of the UCW.

FINANCE AND ADMINSTRATIVE RESOURCES - Appendix A

Finance and Administrative Resources

Roy West presented the report of the Division. The report is included in the appendix and outlines the decisions of the Division. One additional item not included in the report is the decision to share the remaining \$10,000 (ten thousand) from the 2019 Mission Support Grants with the three camps in the region (Burry Heights Camp and Retreat Centre, Loon Bay Camp and West Haven Camp).

Mileage Rate**Mileage Rate****MOTION:** (Roy West/Paul Vardy)

That as of October 31, 2019:

1. the mileage rate for regional members travelling on church business within the First Dawn Eastern Edge Regional Council be .30 (thirty) cents per kilometer. This includes individuals travelling on team/division business and those attending annual meetings.
2. Incremental steps be taken to bring this amount closer to the national rate so that all persons travelling on regional business be more equitable
3. The rate be reviewed annually to determine an appropriate increase within the limits of our resources.

CARRIEDPacquet United Church**Pacquet United Church****MOTION:** (Roy West/Simon Muwowo)

That the Executive endorses the request from Pacquet to rebuild the church. The cost of the new church should not exceed the payout from the insurance.

CARRIEDIncorporated Ministries Team**Incorporated Ministries Team**

The Division expressed concern for the membership of this team and the need to recruit more members.

Future Planning**Future Planning**

The Division has had some discussion regarding the need to enable communities of faith in future planning. The Division feels that more in depth support is needed to help struggling congregations understand information that needs to be collected as the basis for future planning. This is an issue that spans several Divisions. The Regional Ministers will be meeting in October and may have information to share with Executive on strategies to help identify these struggling congregations. This information will be shared with the Division chairs and brought to the next Executive meeting.

MOTION: (Roy West/Paula Gale)

That the report of the Division of Finance and Administrative Resources be accepted as presented.

CARRIEDRegional Council Services and Support**REGIONAL COUNCIL SERVICES AND SUPPORT** – Appendix B

Simon Muwowo presented the report of the Division. He reported that the site visit has taken place for the annual meeting. Everything is in order for this event taking place on May 29-31, 2020 in St. John's.

The Clergy retreat is scheduled for October 23-25 and the fall learning event is October 25-27. The fall learning event is on faith formation. This is a pilot event that is expected to be quite exciting and an important shift in focus from the recent structure and governance work that has taken place throughout the church.

There is a concern that the fall learning event is dependent on funding for its success. The Division is looking at ways of having this event become more self-sustaining.

MOTION: (Simon Muwowo/Paula Gale)

That the 2020 fall learning event be facilitated by a team from the Atlantic School of Theology under the theme Ministry in Times of Fear – Moving Towards Resilience and Renewal.

Fall Learning Event

CARRIED

Mental Health First Aid

MOTION: (Simon Muwowo/Paula Gale)

That the Burin and Epworth Pastoral Charges be allowed to conduct a Mental Health First Aid Course before the end of this year and make application for funding from the Coughlan College Trust Fund.

Mental Health First Aid

CARRIED

Communications Team

A team is being formed to develop an electronic newsletter from the region.

Communications Team

MOTION: (Simon Muwowo/Grant Stuckless)

That the report of the Division be accepted as presented.

CARRIED

Faith Formation Team

Many unsuccessful attempts have been made to contact the convenor of this team. The Division of Human Resources is asked to consider making this position vacant so that a new convenor can be sought.

COMMUNITIES OF FAITH SUPPORT AND PLANNING – Appendix C

Bob Bennett presented the report of the Division. A mandate document for the Pastoral Charge and Accountability Team has been prepared and will be circulated to the Executive for review. This matter will be brought to the December Executive meeting for discussion and approval.

Communities of Faith Support and Planning

MAP Document

A number of changes are requested to be made to the MAP document. Heather Sandford, Grant Stuckless, and Bob Bennett have offered to work with the consultant to make these changes.

MAP Document

MOTION: (Bob Bennett/Grant Stuckless)

That the report of the Division of the Communities of Faith Support and Planning be approved as presented.

CARRIED

DIVISION OF HUMAN RESOURCES – Appendix D

Paul Vardy presented the report of the Division included in the appendix, including the motions made by the Division.

Division of Human Resources

MOTION: (Paul Vardy/Paula Gale)

That we move in camera.

In Camera

CARRIED

Out of Camera

MOTION: (Paul Vardy/Grant Stuckless)

That we move out of camera.

CARRIED

Nominations
Team

Nominations Team

The Executive discussed the nominations process in the new structure.

MOTION: (Elizabeth Dawson/Paula Gale)

That given that the Regional Council Executive is concerned with the current Nominations process, Paul Vardy, Faith March-MacCuish and Heather Sandford are asked to take whatever action is necessary to move the nominations process forward.

CARRIED

Order of the
Day

ORDER OF THE DAY

MOTION: (Bob Bennett/Grant Stuckless)

That the Order of the Day be extended to 3:45pm.

CARRIED

Sacraments
Elders Policy

Sacraments Elders Policy

Heather Sandford highlighted the draft document *Sacraments Elders Policy*; outlining regulations and standards of practice for individuals who offer to share their gifts by working with a community of faith to celebrate the sacraments.

MOTION: (Paul Vardy/Bob Bennett)

That the Sacraments Elders Policy be adopted as presented.

CARRIED

PC Considering
Part-Time for
Ministry
Personnel

Pastoral Charges Considering Part-Time for Ministry Personnel

Heather Sandford introduced the new policy, outlining steps that a community of faith would need to take before the Region would consider allowing a pastoral charge to move to part-time ministry.

MOTION: (Paul Vardy/Simon Muwowo)

That the policy document Pastoral Charges Considering Part-Time for Ministry Personnel be adopted.

CARRIED

MOTION: (Paul Vardy/Simon Muwowo)

That the report of the Division of Human Resources be adopted as presented.

CARRIED

MOTION: (Paula Gale/Bob Bennett)

That the Order of the Day be extended to 4:00pm.

CARRIED

GENERAL COUNCIL REPRESENTATIVE - Appendix E

GC
Representative

Paula Gale, Commissioner, presented a report of the General Council. She encourages everyone to use the national church website and United Church Commons for regular updates and actions.

STAFFING COMMITTEE

Staffing
Committee

Paula Gale reported on the first meeting of the tri-regional staffing committee. The committee is comprised of the Executive Minister and two representatives from each region in the Atlantic

MOTION: (Paula Gale/Grant Stuckless)

That the job title Minister for Youth and Young Adults be changed to reflect the nature of the position's work to read Minister for Children, Youth and Young Adults.

CARRIED

MOTION: (Paula Gale/Paul Vardy)

That the report of the staffing committee be adopted.

CARRIED

NEW BUSINESS

New Business

GOVERNANCE HANDBOOK

Governance
Handbook

The Executive Minister presented the most recent version of the Governance Handbook with changes previously recommended by the Executive. New sections regarding quorum, minutes, accountability and appeals were highlighted. Division chairs are reminded that work still needs to be done on what authority the teams have for decision making. Also, the new terms of reference for the Tri-Regional Staffing Committee are added on page 36 (thirty six) of the handbook.

MOTION: (Simon Muwowo/Paula Gale)

That the Faith Formation and Leadership team be renamed Faith Formation, Christian Education and Leadership Development

CARRIED

MOTION: (Paul Vardy/Bob Bennett)

That the updated Governance Manual be accepted as presented.

CARRIED

PRESIDENT OF REGIONAL COUNCIL

President of
Regional
Council

The new job description for President of Regional Council was circulated. This matter was deferred to the December meeting of Executive.

NEXT MEETING

Next Meeting

The next Executive meeting is December 12, 2019. The Executive are reminded to submit reports for distribution one week in advance of the meeting. In order to have a more clear understanding of agenda time, Division chairs can also request time required for business being brought forward. It was also recommended that the order of reports on the agenda be changed.

RC18

First Dawn Eastern Edge Regional Council, October 10, 2019 at 10:30am, Gander, NL

Adjournment

ADJOURNMENT

MOTION: (Simon Muwowo/Paul Vardy)

That the meeting adjourn.

CARRIED

Benediction

BENEDICTION

Simon Muwowo closed the meeting with prayer.

Rev. Peggy Johnson
President

Rev. Faith March-MacCuish
Executive Minister

Appendix A

FINANCE AND ADMINISTRATIVE RESOURCES

Report of Division of Finance and Administrative Services to the Regional Executive of First Dawn Eastern Edge Region, The United Church of Canada
October 10th, 2019

A) Introduction

The Division of Finance and Administrative Services met on Thursday, September 19th, 2019 and brings forward the following business to the Regional Executive

B) For Action

1) Regional Mileage Rates

At present, mileage rates are as follows:

- Division/Team lay representatives travelling on church business within FDEE region – 30 cents per kilometer
- Community of Faith lay representatives attending Regional Annual Meeting – 25 cents per kilometer (one vehicle per Pastoral Charge)
- Clergy attending Regional Annual Meeting – 42 cents per kilometer (national rate)
- Clergy travelling on Pastoral Charge or Regional Business – 42 cents per kilometer (national rate)
- All persons (clergy and lay representatives) travelling on national business – 42 cents per kilometer

There is recognition that we have limited financial resources and that must use them wisely. It was felt that it was imperative that we continue to pay travel expenses for those attending the Regional Annual Meeting. However, It is noted that there now is considerable discrepancy between the rates paid to clergy and lay representatives for travel within the Region. It was agreed that there is a need for us to strive to make the rates more equitable and to work towards bringing them in line with the national rate.

The following motion was carried:

That the Division of Finance and Administrative Resources make the following recommendation to the First Dawn Eastern Edge Regional Executive:

- (a) As of October 31, 2019, the mileage rate for lay representatives travelling on church business within the First Dawn Regional Executive will be 30 cents per kilometer. This will include individuals travelling on Division/Team business and those attending the Regional Annual Meeting.
- (b) that incremental steps be taken to bring this amount closer to the national rate so that the rates for all persons travelling on Regional business will be more equitable
- (c) that the rate be reviewed annually to determine an appropriate increase within the limits of our resources.

2) Pacquet United Church

The Pacquet Church was destroyed by fire. They are requesting to rebuild their church from funds obtained through insurance. The Division of Finance and Administrative Resources endorses the request from Pacquet to rebuild the church and recommends approval to the Regional Executive. The current level of need should be considered, and the cost of the new church should not exceed the payout from the insurance.

3) Summerside-Bethany Mission Unit

Further financial information has been received from the Mission Unit and the Regional Office has undertaken the administration of these funds. The next steps in the process of finalizing the closure need to be considered and undertaken

4) Nomination Process

The Division of Finance and Administrative Resources requests that the Regional Executive enhances the Nomination Process in a way that will facilitate the recruitment of the necessary volunteers to allow the committees to carry out their work.

Appendix A - continued**FINANCE AND ADMINISTRATIVE RESOURCES** - continued**5) CCOPC Request for deferment of loan repayment****6) Future Planning**

The Division had some preliminary discussion regarding the need to do some work around enabling Communities of Faith to undertake future planning. Some information will be coming forward via the MAPS, but only a very few of our Communities of Faith have undertaken that process to date. We shouldn't wait until all of the MAPS are completed to get the information that is necessary for future planning as this could take quite some time. We need to find a way to support our congregations to sync with the MAP and be on the one track.

It was felt we should find a way to get a snapshot of the "state of the Region" – what are our resources like in our communities of faith? Do we have an inventory of churches and manses? Which communities of faith are struggling? Who's selling property and using the proceeds just to keep the church going? Etc.

We need to explore options for gathering this type of information as the basis for future planning. Do we need a consultant to help produce such a "state of the Region"? or could this be under taken by a working group?

C) For Information**1) Adams Cove Hall**

The Adam's Cove Community Hall has advised that they have now received registered charity status from CRA. The Executive Minister has requested that they forward a copy of the letter and has asked our lawyer to start the process of transferring the property.

2) Brigus Cupids – Technology Grant

That the Division support the application from the Brigus-Cupids Pastoral Charge for a technology grant, in the amount of \$177.08, towards the purchase of a printer/copier for forwarding to national office.

3) Burry Heights Camp – National Camp Support Grant

The Division recommended to National Church a grant of \$4000 towards the cost of a new dishwasher.

4) Buchans United Church – Manse

That, if the current offer is the best one received after the issuance of a public advertisement at fair market value for a period of two weeks, the Division of Finance and Administrative Resources approve the sale of the United Church manse in Buchans

5) Hants Harbour Pastoral Charge Manse

A request was made to have a manse inspection carried out on the Hant's Harbour Pastoral Charge Manse. This request came about as a result of damage that was done by a pet of the previous occupant. Property team members carried out an inspection, and a report has been submitted along with photos of the damaged areas. The Manse Committee was instructed that, if it was their wish to have the previous occupant pay for the damages, then a letter to that effect would have to be written and submitted to the Division. No letter has been received to date.

6) Gander United Church – Sale of Land

At our July meeting the Division of Finance and Administrative Resources approved in principle the sale of a piece of land, 4 ft. x 100 ft., along the edge of the Fraser Road United Church property in Gander, subject to receiving requested information regarding value of the property. The motion was carried and sent via letter to the Pastoral Charge. To this date we have not heard from the Church council of Fraser Road United Church as to the value of the property.

7) Burin-Epworth Mental Health Event

A request was received from Burin Pastoral Charge, in partnership with Epworth Pastoral Charge, for assistance in the amount of \$4,750 for participants to attend a Mental Health First Aid Event. Total cost is \$5,340. This was felt to be a very worthwhile endeavor and was approved.

8) Nipper's Harbour – 90th Anniversary Celebration

A request was received from Nipper's Harbour United Church for assistance to help them celebrate the 90th Anniversary of their Church building. The Division approved a contribution of \$200 to the Nipper's Harbour Pastoral Charge to assist them with their 90th Anniversary celebrations.

Appendix A - continued

FINANCE AND ADMINISTRATIVE RESOURCES - continued

9) **Little Bay Islands – Donation of Benches**

The Town Council has requested permission to obtain two seats from the old United Church to use as park benches at a tourist site in Little Bay Islands.

The Division gave permission for two seats from the Little Bay Islands Church to be provided to the Little Bay Islands Town Council to use as park benches at a tourist site.

10) **Little Bay Islands – Church and Manse**

Little Bay Islands closed last summer. The congregation has been disbanded. The Executive Minister has visited the area three times, and it was still unclear about the wishes of a few members who attended the meetings. There seemed to be consensus regarding the manse but not the church building. This year, resettlement will happen December 31st, 2019, and all services to the Islands will cease shortly thereafter. The Region will need to determine disposition of the two remaining properties, the manse and the Faith United Church building.

The Division requested the Executive Minister to write to the Department of Municipal Affairs and Environment to determine whether or not funds might be available as compensation for the United Church Manse in Little Bay Islands in light of the effects of resettlement in the area and failing a favourable response from the Government to our request for compensation for the Little Bay Islands Manse in light of the effects of resettlement in the Little Bay Islands area, the Division of Finance and Administration recommends that the First Dawn Eastern Edge Region attempt to sell the church and the manse "as is where is".

11) **Denominational Assessments**

Regional Office has received a report (for information purposes) outlining pastoral charges in our Region that have not submitted any payments for their 2019 assessments as of August 29, 2019. There are five in total.

12) **Draft Property Handbook**

The draft Property Handbook was reviewed. The Secretary conveyed the suggestions received to the Executive Minister.

Respectfully submitted,

Roy West
Chair, Division of Finance and Administrative Services

Appendix B**REGIONAL COUNCIL SERVICES AND SUPPORT****REGIONAL COUNCIL SERVICES AND SUPPORT REPORT
OCTOBER 10, 2019**

1. Next years Regional Council meeting will be held in St. John's May 29-31 at the St. John's Curling Club. The celebration of Ministries Service will take place at Cochrane Street United Church and the Lion's club will be booked as space for workshops. A site visit to the spaces mentioned here was done and we believe they are ideal for a successful hosting of our forthcoming Regional Meetings. Information with regard to others logistics and information about registration will be communicated in due time.

2. The Designated Lay Ministers Retreat which was supposed to take place from October 21-22 at the Lion Max Simms Memorial Camp, has been postponed to next year at a date to be determined in due time. The reason for postponing was due to overload in our programming.

CLERGY RETREAT OCTOBER 23-25 (Lion Max Simms Memorial Camp)

As of October 9, 2019, 20 people were registered including presenters. Registration is on going. We are looking forward to a successful Retreat.

FALL LEARNING EVENT OCTOBER 25-27 (Fraser Road United Church)

As of October 9, 2019, 21 people were registered including presenters. Registration is on going. This is an improvement from last year when we had less than 10 people that had registered by this time of the year.

There is a concern however about funding to the Fall learning Events. It was suggested some time ago that this program should be self sustaining at least rather than depending on funding from other sources to make it happen. Beginning the year 2020 we will start looking at the best way to make the program self sustaining. We will welcome new ideas on how to make this happen.

PROPOSALS

1. We propose that the 2020 Fall Learning Event be facilitated by a team from the Atlantic School of Theology under a theme: Ministry in times of Fear- Moving towards Resilience and Renewal. The main facilitators would be Jody Clarke and the Rev. Dr. Susan Mac Alpine-Gillis (Assistant Professor of Pastoral Theology)

2. We propose that the Burin/Epworth Pastoral Charges be allowed to conduct a Mental Health First Aid Course with funding from the Coughlan College Trust Fund before the end of this year.

Appendix C

COMMUNITIES OF FAITH SUPPORT AND PLANNING

Communities of Faith Support and Planning

The Following MAPS have been approved:

Bloomfield-Musgravetown
Brigus- Cupids- Georgetown
George Street.
Cowan Heights
Central Labrador

We have received a request from the Pastoral consultation and accountability team asking that a number of changes be made to the Mandate of this team. The document has been circulated for your review.

MAP document: We have had a number of pastoral charges who have used the MAP document. At present it is still in draft form. We are wondering if this would be a good time to work on completing the document. We have a couple of MAPs that have been completed by our pilot sights but many who have completed the MAP because they were experiencing a change in pastoral relations.

We are wondering where the executive would like to go in completing the handbook. One thought would be for Grant as Convenor of Missional Assessment – Bob as Chair of Division of Communities of Faith Support and Planning, Heather and whoever the executive would like to add, to work with Sheere to evaluate, make changes and complete the document.

Boundaries have a meeting scheduled for October 11

Up Coming:

Future Liaison Training sessions: tentative

A. by webinar

Train the trainers: led by Heather and Grant

Wednesday November 6, 7:00 P.M.-9:00 P.M.

The webinar will prepare MAP Team members to train future liaisons.

B. by webinar

Pastoral Relations and Search: led by Shane Foote, Chair of Pastoral Relations and Heather

November 13, 7:00-9:00 P.M.

Appendix D**HUMAN RESOURCES**

Division of Human Resources Accountability Report
to Regional Executive
October 9, 2019

Since being authorized by the Regional Executive to act on request, the following motions and concerns have been dealt with:

July 24, 2019

Motions:

- **St. John's Cochrane Street Pastoral Charge**

It was moved and carried that, in consultation with the Church Council of Cochrane Street United Church, we support Rev. Miriam Bowlby's request for unpaid leave from January 13 - May 3, 2020.

- **Ms. Wendy Lowden, DLM, Shoal Harbour Pastoral Charge**

Wendy has requested a Change in Pastoral Relations effective September 30, 2019.

- **Topsail Pastoral Charge**

It was moved and carried that Rev. Dr. Wayne Cole be appointed to the Topsail Pastoral Charge as full-time Intentional Interim Minister for the period August 1, 2019 - July 31, 2020.

- **St. Anthony Pastoral Charge**

It was moved and carried that Rev. John Maich be appointed to the St. Anthony Pastoral Charge for the period July 1 - August 31, 2019.

- **King's Point Pastoral Charge**

It was moved and carried that Rev. Donna Hann be appointed to the King's Point Pastoral Charge, 20 hours per week, for the period July 15, 2019 - July 13, 2020.

- **Burgeo Pastoral Charge**

It was moved and carried that a Sacrament Elder's license be granted for Mr. Victor Hamlyn while serving on the Burgeo Pastoral Charge.

- **Green Bay South Pastoral Charge**

It was moved and carried that Ms. Joan Brinston, DLM, be appointed to the Green Bay South Pastoral Charge, 30 hours per week, for the period July 1, 2019 - June 30, 2020.

Outstanding Issues

- **Gander Pastoral Charge**

A Pastoral Charge Supervisor is required for the period of April 15, 2020 - July 15, 2020 to cover Rev. Kathy Brett's sabbatical leave.

- **Summerville Pastoral Charge**

There was some questions re. the number of hours of work requested for Ms. Vera Abbott on the Summerville Pastoral Charge. This is something we are in the process of getting more clarification.

- **Bloomfield-Musgravetown Pastoral Charge**

Their MAP is completed and they are ready to begin the search process. A trained liaison is required.

- **Wesleyville-Valleyfield Pastoral Charge**

It was agreed that Rev. Larry Noseworthy be appointed as Pastoral Charge Supervisor.

- **Stoneville-Change Islands Pastoral Charge**

It is agreed that Mr. Bill Matchem be appointed as Pastoral Charge Supervisor.

- **Hant's Harbour Pastoral Charge**

Requires Pastoral Charge Supervisor and trained liaison.

- **UCW Representative to Regional Council**

Marion Stratton.

- **Green's Harbour Pastoral Charge**

requires MAP information.

- **Bonavista Pastoral Charge and Elliston-English Harbour Pastoral Charge**

Require appointment of Pastoral Charge Supervisors while Rev. Amanda Barnes is on sabbatical leave.

Appendix D - continued

HUMAN RESOURCES - continued

September 12, 2019

Motions:- **Rev. Adekunle B. Adeniyi, Central Labrador Pastoral Charge.**

It was moved and carried that Rev. Adeniyi's request for a change in Pastoral Relations be approved effective December 31, 2019.

- **Bethany United Church, Summerside, NL**

It was moved and carried that approval be given for the closure of Bethany United Church, Summerside, NL.

- **Port Blandford Pastoral Charge (approved Learning Site)**

It was moved and carried that approval be given for the appointment of Ms. Stephanie Rose, Candidate for Ministry, to the Port Blandford Pastoral Charge, 20 hours per week, for the period September 8, 2019 - June 30, 2020.

- **Fogo Island Pastoral Charge**

It was moved and carried that approval be given for the appointment of Rev. Liberty Matabire to a full-time position on the Fogo Island Pastoral Charge effective September 1, 2019 - August 31, 2022.

- **St. John's George Street Pastoral Charge**

It was moved and carried that approval be given for the appointment of Rev. John Maich to the George Street Pastoral Charge, as full-time supply, effective September 3, 2019 - December 31, 2019.

- **St. John's Cowan Heights Pastoral Charge**

It was moved and carried that approval be given for the appointment of Rev. David Guzzwell to Cowan Heights Pastoral Charge in a part-time position, 20 hours per week, for the period September 1, 2019 - November 30, 2019.

- **Nipper's Harbour Pastoral Charge - FaithUnited, Woodstock**

It was moved and carried that approval be given for the closure of Faith United Church, Woodstock.

- **Summerville Pastoral Charge**

Have requested part-time ministry personnel (10 hours per week). Still getting some clarification around this matter.

- **Burin and Epworth Pastoral Charges**

It was moved and carried that approval be given for a change in the wording of the covenant document to include one manse only for the Burin and Epworth Pastoral Charges.

OutstandingBrigus-Cupids-Georgetown Pastoral Charge

There is some discussion at their Board level re moving into a relationship with Bay Roberts-Shearstown Pastoral Charge. This item is tabled to deal with later when more information is received.

Freshwater Community of Faith

There is some discussion around the need for pastoral care. Shane and his team, in consultation with Heather, will work with this and bring back recommendations to our next meeting.

Bay Roberts - Shearstown Pastoral Charge

This Pastoral Charge is requesting to move from full-time ministry to part-time. We need more information before we can take action.

Springdale Pastoral Charge

The ministry personnel, Rev. Rachel Robinson, has requested to move from the manse to private accommodation. This request is passed to the Division of Finance and Administration as it will require new covenant forms completed before we can give approval.

Humber and Pasadena-Howley Pastoral Charges

There is some discussion on sharing ministry personnel. More information forthcoming.

Coley's Point Pastoral Charge

A review of the Coley's Point Pastoral Charge has been completed.

Members of the Regional Council met and recommended the following:

- that someone from the Region be required to sit in on Board meetings (Rev. Wayne Blackwood); that they look at healing work within the congregation; that a small team from the Region be formed to work with the Pastoral Charge on the recommendations from the Review Board.

Appendix D - continued**HUMAN RESOURCES** - continued

Motion: It was moved by Joan Brinston, seconded by Jane Taylor, that Paul and Heather will brainstorm names of people and ask them to form a team to work with the congregation of Coley's Point Pastoral Charge. Motion Carried.

Pastoral Charge Supervisors Required for the following Pastoral Charges

(Attention: Shane)

- St. John's Cochrane Street Pastoral Charge (September 2019 - May 2020)
- Elliston-English Harbour Pastoral Charge (while Rev. Amanda Barnes is on sabbatical)
- Gander Pastoral Charge (April 15, 2019 - July 15, 2020)
- Bonavista Pastoral Charge (while Rev. Amanda Barnes is on sabbatical)
- Catalina-Little Catalina (while Rev. Amanda Barnes is on sabbatical)
- Clarenville-Deep Bight (while Rev. Bob Mercer is on sabbatical)
- Shoal Harbour Pastoral Charge (until Ministry Personnel is found)

For information:

- Heart's Content Pastoral Charge Supervisor is Rev. John Davis.
- Hant's Harbour Pastoral Charge Supervisor is Mr. Ray Case.

RETIREE SUPPORT TEAM

Jane reported that she has familiarized herself with the Mandate for this team and with the Pensions and Benefits Requirements. She needs more Team Members and feels it is important to make retirees aware that this support is available.

LICENSING TEAM

Bruce reported that there will be a Team meeting shortly and they will discuss the need for a Sacrament Elders Policy and the Marriage Policy.

CHAPLAINCY

A chair is urgently required for this Team, as well as members from Grand Falls-Windsor and Corner Brook. Secretary is Gneid (Walsh) Lackey; Treasurer, Doreen Barbour, Team member Bonnie Adams (Gander).

Team Concerns

- 1) Some training and mandates required for Team Leaders in order for them to work efficiently in their roles.
- 2) We need a policy/procedure for Pastoral Charges requesting that ministry personnel be retained for half-time rather than full-time positions.
- 3) It is difficult to recruit volunteers for the Divisions/Teams.
- 4) There is a need for more trained Liaisons.
- 5) Sacrament License for DLM (R) who are helping specific Pastoral Charges.
- 6) Chaplaincy Team

Appendix E

GENERAL COUNCIL EXECUTIVE

General Council Report to the Executive of FDEE Region – October 2019
Submitted By: Rev. Paula Gale, Commissioner

- Encourage everyone to follow The United Church of Canada on Facebook and the national church website. Each place will have regular updates of actions taken and news to be shared. It is important for us to follow the workings of the national church, especially for response to crises such as the current hurricane damage in The Bahamas.
- Anyone can check in to the United Church Commons to see the Minutes of the General Council Sub/Executive. The most recent meeting was an online meeting on September 21st but those minutes are not posted yet.
<https://commons.united-church.ca/Documents> The Governance folder contains minutes of the Sub/Executive and many documents that help explain current issues and decisions made.
- October 19, 2019 – annual meeting of General Council 43 will be held via webinar with all Commissioners present.
- Much of the GC Executive's first year has been in building relationship and figuring out how to work as this smaller executive and how they are part of committee work and such in the wider church.
- As the work of the former Permanent Committees is not the responsibility of the GCE, it is inviting input from various groups in the church, in light of the need for more understanding and, no doubt, to continue to decrease expenditures and reassess spending priorities. As the UCC elected member of the Governing Board of the Canadian Council of Churches, I, along with staff Rev. Dr. John Young, spoke to them in a webinar in September outlining our role in that body and the importance of our continued presence there. They also heard about our global partners and the work we do in company there. It is a positive sign, as no doubt decisions will have to be made in this triennium about our priorities as church, that the GCE is educating itself about the work we do as a whole. (see i.iv below)
- The GO Project is now an incorporated ministry of the United Church. Oversight of this incorporated ministry has been assigned to Shining Waters Regional Council.
- The bill to amend the United Church of Canada Act passed parliament on April 11, 2019, to make the changes required by our restructuring. GCO began with the federal legislation and are now making provincial contacts to begin similar processes with provincial legislation, using the federal bill as a precedent. How does that affect us in FDEE/NL?
- GC44 will be held in Calgary, AB from July 20-25, 2021....it will be the first ever GC held at a convention centre
Local Arrangements Chair – Sue Broderick
Business Coordinator - Alan Buckingham
Youth Forum Coordinator – Katie Vardy
Worship Coordinator –Graham Brownmiller
- At its June 10th meeting, the GCE approved the following principles and assumptions:
 - a. The COLA factor for 2020 will be 1.9%.
 - b. 2nd year of assured assessment income funding for regions in 2020. If income higher than expected, 100% would flow to regions. If shortfall, reserves to fund.
 - c. 2nd year of assured M&S funding for regions in 2020 to the regions despite anticipated decline. This is intended to offer a degree of stability during the larger transitions allowing regions to establish mission priorities and begin to make allocation decisions accordingly.
 - d. Project for continued decline in M&S (\$1,000,000 per year) and in other revenue sources including some decline in retail sales.
 - e. Any budget for further one-time restructuring costs outside the core operating budget to be approved in the fall 2019.
 - f. Commit to restoring the annual transfer of 50% of bequests to the Foundation but delay this step until the 2021 budget year.
 - g. Work with the indigenous church in continuing our right relations journey while identifying and implementing cost reduction from current expenditure levels.

Appendix E - continued**GENERAL COUNCIL EXECUTIVE** - continued

h. Continue to forego any increase in the amount of M&S allocated to Embracing the Spirit.

i. Aim to balance the Core General Council Office budget for 2021, with direction to the General Secretary to undertake the following work and report back to the Finance Committee and the General Council Executive by February, 2020:

i. Develop a realistic plan including some new steps for building or rebuilding Mission and Service givings, which might include giving donors more opportunities to make choices about how their funds are directed;

ii. Review the organization of the General Council Office to identify any possible savings through restructuring;

iii. Review the work of the General Council Office to identify any areas which could be done differently or which could be reduced or eliminated because they may not be meeting current needs or demands of the church;

iv. Review partnerships and ecumenical involvements of the General Council Office to identify any areas that could be set aside, or continued without financial contributions being at the centre of it;

v. Where appropriate in this work, involve a consultant who would bring an outside perspective on the established organization and allocations of the General Council Office.

- National Indigenous Spiritual Gathering held in August. National Indigenous Council not in operation.

- Technology/shared services – Most Regional Councils are now sharing website services, financial administration, telephone and computer systems, incorporated ministry administration, etc.

- Archives: The re-structuring remits gave the General Council responsibility for “maintaining”

denominational archives, and the Regional Councils responsibility for “managing” regional archives. In light of the denominational re-structuring and the decision going forward to have records created and maintained digitally, as much as possible, a consultation of approximately 40 people from across the country took place in London June 16-18. The purpose was to explore the future roles and management of archives and record keeping in the United Church. The Consultation included archivists, Regional Executive Ministers, and representatives from Regional Councils and the Indigenous Church. Matters discussed included the agreements that some Regional Council archives have with third parties for space and service, common approaches to managing Regional Council and congregational records, policies, procedures and staffing qualifications, and the relationship between Regional Council archives and General Council archives.

A key objective was equipping the archives and records programme to support new Church structures, meet challenges arising from changing technologies, and continue a vital, faithful ministry to the Church. A Post-Consultation Working Group is preparing an implementation plan for the 23 recommendations developed at the consultation.

- Clusters and networks: The EDGE Network is now taking the lead on clusters and networks throughout the church and will be working with staff in the General Council and regional council offices to determine what can be most helpful and do-able within the financial and human resources constraints within the church.

- Covenants: A template covenant has been drafted for use by communities of faith and regional councils. Feedback will be received by the end of January, and then a final version will be circulated to the regional councils for them to use, modify or reject as they see fit.

- ChurchHub is the new online portal that gives access to the Office of Vocation database that will contain ministry personnel and community of faith data and profiles. The initial roll out in December was to ministry personnel. Communities of faith began populating the database in January. As well as the eventual repository of all ministry personnel and community of faith data, ChurchHub also serves as the main vehicle for identifying ministers available and communities of faith searching for a call or appointment. As subsequent phases are implemented through 2020, the database will allow for more accessible and comprehensive data for analyzing current status and emerging trends in many aspects of our denominational life.

Appendix E - continued

GENERAL COUNCIL EXECUTIVE - continued

- Work around White Privilege, Intercultural Church and racism continues.
- On a proposal from BC Confence to GC43, there is work being done by Kate Rodd and David Armour with a communications agency who will develop several concepts that are often called branding toward "A Vision to Ground Us." The hope is that these concepts will offer the denomination a framework in which to define itself for its members and non-members. These concepts will be the result of consultations with the leadership including the Executive as well as other church leaders and members.
- United Church of Canada is committed to reducing its carbon emissions by 80% by 2050, starting with a focus on its buildings. Faithful Footprints program ideas, tools and grants to help us live our climate commitments. Encourage communities of faith to seek out the program.
- Check the Commons for final M&S Report for 2018 and results of the Youth and Young Adults survey especially.

Respectfully Submitted,

Reverend Paula Gale, Commissioner, GC43

THE UNITED CHURCH OF CANADA
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL
December 12, 2019 at 9:30am
Via webinar

Attendance

ATTENDANCE

Bob Bennett, Elizabeth Dawson, Paula Gale, Peggy Johnson, Faith March-MacCuish, Christopher Mazhandu, Simon Muwowo, Marion Stratton, Paul Vardy, Roy West.

Regrets

REGRETS

Grant Stuckless.

Welcome

WELCOME

The President welcomed all to the meeting.

Opening Devotions

OPENING DEVOTIONS

Paula Gale, General Council Representative, asked the Executive to take time to reflect in this advent season and to remember that God sent Jesus to be present with us. Remember to make time in the midst of business for the people in our lives. Paula Gale then opened the meeting with prayer.

Acknowledging the Land

ACKNOWLEDGING THE LAND

The President acknowledged the land on which we gather. We strive for respectful partnerships with all the peoples of this province as we search for collective healing and true reconciliation.

Quorum

QUORUM

The President, Peggy Johnson, noted that a quorum was present.

Constitution of the Court

CONSTITUTION OF THE COURT

The President constituted the council in the name of Jesus Christ, the head of the church, for all the business that shall properly come before it.

Corresponding Member

CORRESPONDING MEMBER

MOTION: (Bob Bennett/Christopher Mazhandu)

That Heather Sandford be made a corresponding member.

CARRIED

Agenda

AGENDA

MOTION: (Simon Muwowo/Paula Gale)

That the agenda be adopted with the addition of three items- Insurance Renewal, and correspondence from Swift Current and Victoria-Freshwater Pastoral Charges.

CARRIED

Minutes

MINUTES

MOTION: (Paula Gale/Roy West)

That the minutes of the October 10, 2019 Executive meeting be adopted.

CARRIED

BUSINESS ARISING

Business Arising

Cochrane Centre

Cochrane
Centre

(Heather Sandford left the meeting).

Faith March-MacCuish updated the Executive on the most recent meetings regarding Cochrane Centre. A letter was sent to the Board of Cochrane Centre, based on the motion made at the October 10, 2019 Executive meeting. The Board of Cochrane Centre responded that they did not want to involve the bank at this time, and would prefer to plan the future with the United Church first. A meeting then took place with Erik Mathieson (General Council Office), Faith March-MacCuish, Roy West, Peggy Johnson and Brenda Andrews (First Dawn Eastern Edge Regional Council) and representatives of the Board of Cochrane Centre. The proposal from Cochrane Centre is that all payments (interest and principle) be deferred until 2025. As a result, the following recommendation is presented to Executive:

That the First Dawn Eastern Edge Regional Council agree the defer loan payments to 2025, with provisions around the protection the congregation with regard to use of sanctuary for Sunday worship, an office for the minister and church secretary, and that a representative of the region be present at the bank negotiation. After some discussion, it was felt that no other options are available at this point. The Bank meeting and negotiations are to happen before December 31, 2019.

MOTION: (Roy West/Simon Muwowo)

That the First Dawn Eastern Edge Regional Council agree to defer loan payments to 2025, with the provision around the protection of the congregation with regards to use of the sanctuary for Sunday worship and an office for the minister and church secretary, and that a representative of the region be present at the bank negotiation.

CARRIED

(Heather Sandford rejoined the meeting)

Humber United Church

Humber United
Church

Humber United Church had requested to use \$60,000 (sixty thousand) from their reserves. Roy West noted that this has been approved.

French Ministries Covenant

French
Ministries
Covenant

Request from Eric Hebert-Daly to request that where it is possible to have a French ministry, this Region would enable that to happen. The Executive agreed that this covenant be endorsed.

MOTION: (Paula Gale/Elizabeth Dawson)

That the Executive Minister endorse the French Ministries covenant with signature.

CARRIED

Future Planning

Future Planning

The Regional Minister, Heather Sandford reported that, in conversation with the Division of Finance and Administrative Resources, it has become apparent that there is a great deal of reporting required from the communities of faith, especially at the first of the year. All communities of faith are currently requested to submit 4 (four) reports, including statistics, MAP and Annual Reports. The Regional Minister has a draft self-assessment tool, but some work is still required on the document, which may allow for a streamlined reporting system useable to all divisions for future planning. The Regional Minister proposes that a working group be formed to continue work on this reporting document; perhaps with a checklist that all reporting items for accountability are being addressed.

This reporting is required by General Council, but the tools to report have not been provided to congregations. Executive have asked that this matter be referred to a working group under Regional Minister, Heather Sandford. Elizabeth Dawson and Roy West volunteered to be a part of the working group.

Pastoral
Consultation
and
Accountability
Team Mandate

Pastoral Consultation and Accountability Team Mandate

Tony Dingwell, Team Convenor, has prepared a revised team mandate. The Executive reviewed the proposed changes and made the following motion:

MOTION: (Bob Bennett/Paula Gale)

That the mandate of the Pastoral Consultation and Accountability Team be updated to remove the second bullet under duties and add "*when required*" to bullet 5 (five).

CARRIED

Sacrament
Elders Policy

Sacrament Elders Policy

Heather Sandford reported that the recommended changes are being made to the policy, and the policy will then be distributed to the Licensing Team and posted on the website.

Part-Time
Ministry

Part-Time Ministry

Heather Sandford reported that the recommended changes are being made and the resource will be posted on the region's website.

Property
Handbook

Property Handbook

The Executive Minister reported that the new Property Handbook is available on the website, but will also be sent to the pastoral charges.

Nominations

Nominations

Paul Vardy, Chair of Human Resources reported that the work requested of Paul Vardy and Faith March-MacCuish in the current nominations process has taken place. Bruce Rideout is the new chair of the Nominations Team.

President Job
Description

President Job Description

The Executive Minister presented the updated job description for the President of Regional Council.

MOTION: (Roy West/Marion Stratton)

That the revised job description for President of Regional Council be accepted as presented.

CARRIED

Correspondence

CORRESPONDENCE

Thank you

1. Thank You and Appreciation

The Executive Minister read cards of thanks for the support of the Regional Council.

Swift Current
PC

2. Swift Current Pastoral Charge

Roy West received a letter from the pastoral charge requesting emergency funding.

In Camera

MOTION: (Paul Vardy/Roy West)

That we move in camera.

CARRIED

MOTION: (Paul Vardy/Roy West)

Out of Camera

That we move out of camera.

CARRIED

MOTION: (Paul Vardy/Bob Bennett)

That the Division of Finance and Administrative Resources contact the Swift Current Pastoral Charge to request current financial statements from all points on the pastoral charge in order to determine if the pastoral charge meets the requirements for a loan of up to \$10,000 (ten thousand).

CARRIED

REPORTS

Reports

HUMAN RESOURCES – Appendix A

Human Resources

Paul Vardy presented the report of the Division of Human Resources. He highlighted two pieces that are not a part of the report.

Victoria-Freshwater Pastoral Charge

Victoria-Freshwater PC

Peggy Johnson, Pastoral Charge supervisor, reported on the work of the pastoral charge regarding disbanding into two separate pastoral charges. The official boards have met regarding shared responsibilities, including the sale of the manse.

MOTION: (Paul Vardy/Bob Bennett)

Whereas Victoria and Freshwater United Church congregations have each, at separate duly called and constituted congregational meetings, passed motions requesting the disbanding of the Victoria-Freshwater Pastoral Charge and that each of the said congregations will continue as active congregations of The United Church of Canada, and

Whereas the Official Board of the Victoria-Freshwater Pastoral Charge had earlier met and determined that all issues related to shared assets, liabilities and responsibilities will be resolved by December 31, 2019 (with the exception of the future sale of the manse which is being handled by the Regional Council) and

Whereas the Victoria-Freshwater Official Board had earlier passed a motion requesting that the Pastoral Charge be officially disbanded effective December 31, 2019:

That First Dawn Eastern Edge Regional Council agree with the recommendation that Victoria-Freshwater Pastoral Charge be disbanded as a Pastoral Charge effective December 31, 2019, and that each of Freshwater United Church and Victoria United Church be recognized as separate Pastoral Charges/Communities of Faith effective January 1, 2020. However, each Pastoral Charge/Community of Faith is to maintain their pre-existing financial arrangement for maintenance of the manse until it has been sold and funds disbursed accordingly by Regional Council.

CARRIED

Membership

Membership

It was noted that there are still a few teams without convenors and there is a tremendous amount of work coming through the Division. The Division is requesting two members at large to help with the work of the Division.

MOTION: (Paul Vardy/Roy West)

That two member at large positions be added to the Division of Human Resources and that the Governance Handbook be updated.

CARRIED**MOTION:** (Paul Vardy/Simon Muwowo)

That the report of the Division of Human Resources be adopted.

CARRIEDPastoral Relations**Pastoral Relations**

The Executive expressed concern for the number of pastoral charges currently closing or seeking a move to part time ministry. The Executive asked the Regional Minister to report on the pastoral charges in the region, including which are half-time and which are working without ministry personnel.

(Paul Vardy left the meeting).

General Council Executive Representative**GENERAL COUNCIL EXECUTIVE REPRESENTATIVE** – Appendix B

Paula Gale presented her report, encouraging all members to access the United Church Commons. She highlighted the retirement of Nora Sanders, General Secretary in September 2020.

MOTION: (Paula Gale/Elizabeth Dawson)

That the report of the General Council Executive representative be received for information.

CARRIEDStaff Committee Report**STAFF COMMITTEE** – Appendix C

Paula Gale, representative to the Staff Committee reported that a meeting has taken place for all staff to meet with the staff committee. She asked for patience and grace for staff who are working in new positions and learning new roles. Two meetings have been planned in the new year to review the mandate for clarification purposes in order to be the best support possible to staff. The successful candidate for the position of the Child, Youth and Young Adult Minister will soon be announced.

MOTION: (Paula Gale/Roy West)

That the report of the Staff Committee be received for information.

CARRIEDPresident**PRESIDENT**

The President, Peggy Johnson reported that she attended the closing of the church in Woodstock, has been present at the funeral home for several members of the region who have recently passed, and attended a service at the penitentiary.

The President reported her gratitude for the Executive Minister and the Regional Council for all their hard work and efforts. After Meeting with Presidents of other Regional Councils, she feels that this region is functioning well in the new structure.

MOTION: (Peggy Johnson/Marion Stratton)

That the report of the President be accepted as presented.

CARRIED

EXECUTIVE MINISTER

The Executive Minister asked for time on the agenda of the next meeting to report on her trip to the Philippines.

Executive
Minister

COMMUNITIES OF FAITH SUPPORT AND PLANNING – Appendix D

Bob Bennett reported on behalf of the Division. He highlighted the MAPs recently approved and the success of the recent liaison training.

Communities of
Faith Support
and Planning

MOTION: (Bob Bennett/Elizabeth Dawson)

That the report of the Division of Communities of Faith Support and planning be adopted.

CARRIED

REGIONAL SERVICES AND SUPPORT – Appendix E

Simon Muwowo, chair of the Division, presented the report. He highlighted the successful clergy retreat, fall learning event and mental health first aid training for the Burin Peninsula which took place this fall. Simon Muwowo also shared the concern of Marilyn Rees and the lack of members for the Communications Committee. It is hoped that the nominations team can help with this.

Regional
Services and
Support

Clergy Retreat

MOTION: (Simon Muwowo/Roy West)

That the Continuing Education Clergy Symposium, followed by Clergy Retreat be held at Lion Max Simms Memorial Camp from September 28, 2020 – October 2, 2020, beginning with the symposium and ending with the Clergy Retreat.

Clergy Retreat

CARRIED

It was agreed that the Moderator, Rt. Rev. Richard Bott be invited to be the guest at the clergy retreat.

Fall Learning Event

There was discussion around the timing of the event for 2020, as numbers over the past several years have declined. There are some great ideas for future events, especially a proposed focus on pastoral relations, but it was agreed that it may be time for some input from pastoral charges around topics and timing of the event. It was agreed that this item be deferred to the next meeting to allow the Division to gather more information.

Fall Learning
Event

MOTION: (Simon Muwowo/Elizabeth Dawson)

That the report of the Division of Regional Council Services and Support be adopted.

CARRIED

Division of
Finance and
Administrative
Resources

DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES – Appendix F

Roy West, chair of the Division of Finance and Administrative Resources presented the report of the Division.

Mission Support Grants

MOTION: (Roy West/Marion Stratton)

That the Executive accept the recommendation of the Division of Finance and Administrative Resources for the Mission Support Grant amounts for 2020.

CARRIED

Insurance
Renewal 2020

Insurance Renewal 2020

Members of the Division met with Steers Insurance to discuss insurance renewal for 2020. The group were told that property insurance as a whole has gone up by 30% (thirty) across Canada, and that unfortunately will translate to increases to the region. After much discussion, the following options were presented:

1. If deductibles remain the same as 2019, then 2020 insurance goes up by 51% (fifty-one); assuming the Region still contributes from the Insurance Reserve Fund.
2. If the deductibles are increased to \$10,000 (ten thousand) and the Region still contributes from the Insurance Reserve Fund– the 2020 insurance goes up by 38% (thirty-eight)
3. If the deductibles are increased to \$20,000 (twenty thousand) on every claim and the Region still contributes from the Insurance Reserve Fund – the 2020 insurance goes up by 29% (twenty-nine)

The Division noted also that there were several large insurance claims made in 2019 that have an impact on insurance rates. The Division is recommending the second option for 2020 insurance renewal.

MOTION: (Roy West/Bob Bennett)

That the recommendation to increase the deductible on wind and water damage to \$10,000 (ten thousand), and that \$20,000 (twenty thousand) be contributed from the Insurance Reserve Fund, resulting in an increase of 38% (thirty-eight) to all communities of faith.

CARRIED

MOTION: (Roy West/Elizabeth Dawson)

That the report of the Division of Finance and Administrative Resources be adopted.

CARRIED

UCW

UNITED CHURCH WOMEN (UCW)

Marion Stratton reported on the busy work of the season. The UCW have been busy preparing hampers, visiting elderly and still working on contributions for Mission and Service.

New Business

NEW BUSINESS

Remit 1

Remit 1

The Executive Minister shared a letter from General Secretary Nora Sanders. The letter states that at the October 19, 2019 meeting of General Council Executive, *the General Council approved a change to the Basis of Union to make article 10.0 (ten point zero) inclusive of persons of all gender identities.*

It also authorized a Category 1 Remit to test the will of the church with respect to this change. This remit will be brought to the annual meeting for voting. The deadline for response to the remit is June 30, 2020.

Property Sale – Area Adjacent to 320 Elizabeth Avenue

Property Sale –
320 Elizabeth
Avenue

There has been some interest in the vacant property adjacent to the Regional Council office. The Executive Minister updated the Executive that a small working group will meet to discuss the possible sale of the property and will bring recommendations back to the Executive.

ADJOURNMENT

Adjournment

Having no further business, the President declared the meeting adjourn.

BENEDICTION

Benediction

The President wished everyone a very safe and merry Christmas and closed the meeting in prayer.

NEXT MEETING

Next Meeting

The next Executive meeting is scheduled for March 26, 2020 via video conferencing.

Rev. Peggy Johnson
President

Rev. Faith March-MacCuish
Executive Minister

Appendix A

HUMAN RESOURCES

Motions and Actions of Division of Human Resources October - December 2019

Coley's Point Pastoral Charge - a Team consisting of Ian March-MacCuish, Ray Case and Dave Guzzwell has been put in place to work with the Coley's Point Pastoral Charge on the recommendations of the Review Board.

Pastoral Charge Supervisors

It is noted that we are in urgent need for Pastoral Charge Supervisors.

Barbara Noble Sacrament Elder

Motion: It was moved and seconded that approval be given for Barbara Noble to be licensed as a Sacraments Elder for the Baie Verte Pastoral Charge. Motion Carried.

CHAPLAINCY TEAM

There is an urgent requirement for members for the Chaplaincy Team especially those with gifts in Finance and Human Resources.

Bethany United Church, Summerside

A service of closure and deconsecration of Bethany United Church, Summerside, NL will be held on December 8, 2019 at 2:00 p.m. Rev. Peggy Johnson, President of Conference, will be in attendance.

Fogo Island Pastoral Charge

The immigration process is in progress for Rev. Liberty Matabire and his family to move from Africa to the Fogo Island Pastoral Charge. This is now in the hands of the Canadian Immigration Department.

Summerville Pastoral Charge

Motion: It was moved and seconded that the appointment of Rev. Vera Abbott to the Summerville Pastoral Charge, 10 hours per week, be approved. Motion Carried.

Brigus-Cupids-Georgetown Pastoral Charge

Motion: It was moved and seconded that the call of Rev. Stephen Barbour to the Brigus-Cupids-Georgetown Pastoral Charge, 20 hours per week, effective November 17, 2019 be approved. Motion Carried.

Bay Roberts-Shearstown Pastoral Charge

Motion: It was moved and seconded that we approve the request for the Bay Roberts-Shearstown Pastoral Charge to move from full-time (40 hours per week) ministry personnel to half-time (20 hours per week), effective January 7, 2020. Motion Carried.

Bay Roberts-Shearstown Pastoral Charge

Motion: It was moved and seconded that the 90 day notice for change in the terms of call for Rev. Stephen Barbour to the Bay Roberts-Shearstown Pastoral Charge, be waived. Motion Carried.

Bay Roberts-Shearstown Pastoral Charge

Motion: It was moved and seconded that the call of Rev. Stephen Barbour to the Bay Roberts-Shearstown Pastoral Charge, 20 hours per week, effective November 17, 2019 be approved. Motion Carried.

Rev. Wayne Blackwood, Salmon Cove Pastoral Charge

Motion: It was moved and seconded that Rev. Wayne Blackwood's request for a change in Pastoral Relations be approved effective June 30, 2020. Motion Carried.

Lower Island Cove Pastoral Charge

Motion: It was moved and seconded that the appointment of Rev. Roscoe Cole to the Lower Island Pastoral Charge, 12 hours per week effective September 1, 2019 - June 30, 2020, be approved. Motion Carried.

Appendix A - continued

HUMAN RESOURCES - continued

Botwood Pastoral Charge

Motion: It was moved and seconded that Mr. James Martin-Carter be reappointed to the Botwood Pastoral Charge, effective October 15, 2019 - October 15, 2020, 20 hours per week. Motion Carried.

Springdale Pastoral Charge

Motion: It was moved and seconded that approval be given for a change in the terms of call for Rev. Rachel Robinson to the Springdale Pastoral Charge reflecting the move from Manse Salary to Comprehensive Salary in accordance with Rev. Robinson's request to live in her own home versus the manse effective January 1, 2019. Motion Carried.

Perry's Cove United Church, Salmon Cove Pastoral Charge

Motion: It was moved and seconded that permission be granted for the closure of the Perry's Cove United Church. Motion Carried.

Stephanie Rose, Port Blandford Pastoral Charge

Stephanie has completed the Sacraments Elder Course and is now licensed to celebrate the sacraments on the Port Blandford Pastoral Charge.

Doreen Locke has been thanked for her service and her Sacraments Elder license has been repealed for the present time as there is ministry personnel in place on the Port Blandford Pastoral Charge.

Representative to the Atlantic School of Theology Senate

Motion: It was moved and seconded that Rev. Amanda Barnes-Butt be appointed as First Dawn Eastern Edge's representative to the AST Senate. Motion Carried.

Cowan Heights Pastoral Charge

Motion: It was moved and seconded that the appointment of Rev. Jim Von Rieson to the St. John's - Cowan Heights Pastoral Charge, part-time 20 hours per week, effective December 1, 2019 - February 29, 2020, be approved. Motion Carried.

Bethany United Church, Summerside

A service of closure and deconsecration of Bethany United Church, Summerside was held on December 8, 2019.

Nipper's Harbour Pastoral Charge

A service of closure and deconsecration of Woodstock United Church was held on December 3, 2019.

Little Heart's Ease Pastoral Charge

Motion: It was moved and seconded that approval be given for a change in the terms of call for Rev. Brian Hannon to the Little Heart's Ease Pastoral Charge from full-time ministry 40 hours per week to part-time ministry 20 hours per week, effective March 10, 2020. Motion Carried.

It was noted that Rev. Brian Hannon and the congregations and Official Board of the Charge are in agreement.

Freshwater Community of Faith

Request to proceed without hired ministry personnel. Motion: It was moved and seconded that we table discussion on this request until a meeting time is arranged with this Division and the Rev. Faith March-MacCuish. Motion Carried.

Corner Brook-Humber / Pasadena-Howley Pastoral Charges

Motion: It was moved and seconded that approval be given for a change in the terms of call for the Rev. Jocelyn Cook and the Corner Brook-Humber Pastoral Charge to reflect the move from full-time 40 hours per week to part-time 20 hours per week effective January 1, 2020. Motion Carried.

Appendix A - continued**HUMAN RESOURCES** - continued**Corner Brook-Humber / Pasadena-Howley Pastoral Charges**

Motion: It was moved and seconded that approval be given for a shared ministry between the Corner Brook-Humber and the Pasadena-Howley Pastoral Charges, 20 hours per week per Pastoral Charge, effective January 1, 2020. Motion Carried.

Fortune Pastoral Charge

Request to move from full-time 40 hours per week to part-time ministry 20 hours per week. Note: Rev. Grant Stuckless will be asked to appoint a trained liaison to work with the Pastoral Charge as they prepare their MAP. Also, a letter is required from Rev. Marilyn Rees indicating her willingness to accept this change of call or make a request for a change in pastoral relations.

St. John's - George Street Pastoral Charge

Motion: It was moved and seconded that approval be given for the appointment of the Rev. John Maich, full-time 40 hours per week to the St. John's-George Street Pastoral Charge effective January 1, 2020 - June 30, 2020. Motion Carried.

SUMMERFORD-MORETON'S HARBOUR PASTORAL CHARGE

Motion: It was moved and seconded that approval be given for Mr. Ray Clouter to celebrate the sacraments on Dec. 22, 2019 and January 26, 2020 on the Summerford-Moreton's Harbour Pastoral Charge. Motion Carried.

BAIE VERTE PASTORAL CHARGE

In light of the difficulties being experienced on the Baie Verte Pastoral Charge, it was agreed that Bruce Rideout and Heather Sandford travel to the Charge to discuss with the Board their intentions as they move forward.

Paul Vardy
Chair

Appendix B

GENERAL COUNCIL EXECUTIVE REPRESENTATIVE

-the annual online meeting of the 42nd GC was held via webinar on October 19, 2019

-the Moderator reported that the transition between the previous General Council Executive and the current General Council Executive has been smooth.

-The Moderator and Executive have done intentional work around how we are to do the necessary work of decolonization in the UCC as well as addressing white privilege and racism.

-The National Indigenous Organization within the church is finding its way in the new structure and helping the church walk into the Calls to the Church in the reconciliation process.

-our General Secretary Nora Sanders has given notice of her retirement which will happen in September of 202. A search committee has been struck to find her replacement. We are so very thankful for Nora's service and especially her guidance and vision through all of the change in these recent years.

-the UCC has become full communion partner The United Church of Christ and the Christian Church (Disciples of Christ) in the US and Canada.

-no report from the GCE meeting in November as the United Church Commons server has not been accessible for 2 weeks.

-as of the October GC meeting, most revenue and expense categories were generally tracking within target ranges, but there is still the potential for considerable fluctuation in results. Our 2019 operating budget included more optimistic assumptions and separate tracking of one time transition expenses to balance. As examples of this volatility, it is noted that the year over year decline in Mission and Service giving ranges from 3-6% in our weekly tracking. Similarly, investments were up over 10% at mid-year but we don't expect that to be sustainable. Last year, investments were up approximately 6% at this time and finished slightly negative. Overall, though, investment results in recent years have given us more capacity to manage transitions.

We are thankful for the generous gifts to the Mission & Service of the church. Congregational stewardship is by far the largest area of giving and it is a tangible expression of how we each live out our life of faith and discipleship. In 2018 amidst all of the changes and restructuring in our church, total giving from congregations, the UCW and individuals was \$22.257M. While this was a decrease of 4% from 2017 giving, it was within the previously budgeted decrease. It must be noted though, that in previous years we have included a conservative (cautious) estimate in our budget projection and the outcome has been better than projected: this year the result was very close to the cautious projection.

It is important to note that the new financial model was never projected to "solve" our financial challenges, but rather to promote greater sharing of resources across the church and a more integrated and transparent way to approach ongoing cost reduction.

-Concern has been expressed that the work of the candidacy boards (there are seven: Mountain; Prairie; North and Central Ontario; Southwestern Ontario; Quebec and Eastern Ontario; Atlantic; Indigenous Council on Learning) is overly onerous. The previous Education and Students system was volunteer heavy – 84 presbytery Education and Students Committees, 13 Conference Education and Students Committees, 13 Conference Internship and Educational Supervision Committees and 13 Conference Interview Boards. The number of people serving on each of these varied across the country. Conservative estimates would be that about 1,300 elected members were part of the system. Within the Office of Vocation, the candidacy boards each have a dozen members.

Appendix B - continued**GENERAL COUNCIL EXECUTIVE REPRESENTATIVE** - continued

The current candidacy boards have decision-making authority. The candidacy pathway system is less complex than the previous five committee Education and Students system. People who served on presbytery education and students committees are noting the increased workload serving on a candidacy board. The Office of Vocation ministers are monitoring feedback.

-a task group has been authorized to work on issues around small and rural ministry to advise on

- whether the Statement on Ministry (2012) continues to reflect the denomination's understanding and practice of ministry in The United Church of Canada or new realities and requirements of communities of faith dictate that it needs to be revised;
- how the current three groups of minister personnel (designated lay, diaconal and ordained) and two groups of trained lay ministry leaders (licensed lay worship leaders and sacrament elders) can best be equipped and leveraged to better ensure access in smaller or marginalized communities of faith to ministry services and the sacraments;
- whether the role of designated lay ministry and the needs of the church have evolved to such an extent that preparation should be changed to align with distance/field-based programs for the diaconal and/or ordained streams;
- whether the needs of the church are evolving the role of licensed lay worship leaders closer to the original concept of designated lay ministry and warrant a more comprehensive and rigorous licensing preparation;
- what scope the church needs licensed lay ministry (Licensed Lay Worship Leaders and Sacrament Elders) to incorporate in order to better meet the needs of smaller or marginalized communities of faith;
- what by-laws and policies need to be revised to better meet the needs of smaller or marginalized communities of faith.

- development of an initial two-part proposal towards a larger national rural strategy. This proposal will include funding to support Multi-Site Worship through web-video technology. This infrastructure would provide local internet access and technology hubs needed for rural congregations to access Multi-Site Worship services. Funding would be in response to specific requests from communities, and based on the availability of technical support to assist with implementation. The proposal also includes a grant program to expand access to the United in Worship Dropbox project. The Dropbox project provides the elements of a full service including prayers, readings, a sermon in both text and video format, through a Dropbox link (or similar option that allows congregations to easily download). The grant program part of the proposal would provide funding to assist in the purchase of the equipment (laptop and large screen monitor) to allow the use of the materials in worship, where adequate internet access is available.

-Part of the work assigned to the General Secretary after the 43rd General Council comes from two proposals (ANW 7 and MAR 1) focused on mental health in the church, including training and education. A working group has been formed to help the church become intentionally caring and welcoming to people living with mental illnesses, as well as proposing that training be offered to paid accountable ministers on combating the stigma surrounding people with mental illness.

-UCRD has a new online platform

-Faith Formation initiatives...

The Prayer Room is an initiative begun at GC43 that has now grown in scope and application. The vision is that each region may develop its own prayer room practice – two have already done this. The prayer cycle web site (www.prayercycles.ca) developed alongside this project is a great complementary tool. Prayer workshops and prayer days are being initiated in the regions in collaboration with Faith Formation staff.

The Presence Project encourages believers to be aware of God's presence everywhere. Right now it is being pre-tested (prior to a full pilot) in about 10 congregations across Canada.

Appendix B - continued

GENERAL COUNCIL EXECUTIVE REPRESENTATIVE - continued

The Practice theme emphasizes the practice of spiritual habits that include fellowship (via small groups around a meal) and Bible study. Beginning in September, the “Immersion” study series developed by the Moderator and Rev. Dave Anderson will be tested in about 18-20 churches across the country. The lessons learned will be applied to the next phase, which will be made available to wider participation.

United Property Resource Corporation

At its April, 2019 meeting, the General Council Executive approved a property proposal focusing on three major components:

- the authorization to incorporate a Property Development Corporation (PDC),
- a commitment of \$2 million in seed funding (in addition to a previous \$1 million commitment made in 2014), to be structured as a market rate loan, and
- a commitment for the Executive to consider a larger seed funding arrangement if matching funding possibilities make this strategically compelling.

This Corporation will be available to provide project leadership or support to churches and church entities who face major decisions about property.

A thorough legal review was commissioned to recommend the corporate structure for the Property Development Corporation. Simultaneously, an opportunity to explore Canada Mortgage and Housing Corporation’s (CMHC) Innovation Fund for additional seed funding was underway. On June 10, the United Church was successful in its presentation to the Innovation Fund Committee. Negotiations with CMHC are underway and it is expected that significant additional seed funding might be confirmed as early as Fall/Winter of 2019.

On July 17, 2019 the United Church of Canada incorporated the Property Development Corporation as a separate for-profit corporation in which The United Church of Canada is the sole shareholder. It is formally registered as the United Property Resource Corporation (UPRC). At incorporation, the United Property Resource Corporation was immediately capitalized through a \$3 million long-term market rate loan from The United Church of Canada. The initial officers to get the corporation started were Don Hunter as President, as well as staff members Kristopher Tavella, Rob Dalglish, and Terry Harrison. As board members are recruited these staff members will be replaced on the board, and a Chief Executive Officer will also be recruited.

Iridesce

In this final year of the Iridesce project, the project is seeking to broaden and deepen its connection with LGBTQIA2S+ people who are racialized, Two-Spirit/Indigenous, or have (in)visible disabilities. It will also focus on connecting with communities and individuals who have never talked about what happened in 1988 and/or may feel isolated from the church on these issues. We are hoping to have a final report early in 2020, and to work with the Executive a proposed process to determine what response or proposal to bring to the 44th General Council.

General Council 44 – Calgary 2021

Planning is underway for the 44th General Council, which will be held in Calgary July 20-25, 2021. Sue Brodrick is the Chair of the Planning Committee, which met in Calgary in September to look at the meeting spaces and accommodations, and to begin to shape the agenda.

-Currently, The Basis of Union article 10.0 reads as “The Order of Ministry shall be open to both men and women.”

The General Council could:

- 1) change the language of The Basis of Union article 10.0 to be inclusive of peoples of all genders, such as to read “The Order of Ministry shall be open to persons of all gender identities”; and 2) authorize a Category 1 remit to be sent to regional councils to test the will of the church with respect to this change, with the change to come into effect, if approved, on October 1, 2020.

Appendix B - continued

GENERAL COUNCIL EXECUTIVE REPRESENTATIVE - continued

-That the 43rd General Council 2019 approve the policy that Executive Ministers are automatic members in each of the regional councils they serve because they are “within the geographic bounds served by the regional council” for each of those regional councils by virtue of their office.

-GS 13 Manual Changes: Additional Regional Council Lay Membership - 1

-That the 43rd General Council 2019 clarify that the regional council has authority under section C.1.2 of The Manual 2019 to determine for itself the best way to respect a “balance” of ministry personnel and lay members who are not ministry personnel, which may include adding lay members to ensure diversity or particular experience and competencies within the regional council.

- the General Council Archives and History Committee (AHC), as currently defined by The Manual, is no longer a necessary committee, and that the AHC functions will be performed by regional councils, archives networks, staff and, as necessary, task groups.

-Approve a recommended change to The Manual to add a statement to the effect that, in addition to being responsible for maintaining the denominational archives, General Council is responsible for setting policy for both General Council and Regional Council archives and recordkeeping (Reference: D.2.11 Archives)

December 2019 – Paula Gale

Appendix C

STAFF COMMITTEE

-We held a Zoom meeting with members of the committee, our Executive Minister and all of the staff of the three regions on December 2nd. The purpose of this meeting was to put a face to one another's names and for the committee to hear the role each person serves in their region or for the 3 regions as a whole. It was a great evening as staff were each given a chance to speak to their role and especially to their feelings as the new structure/roles settle into our new ways of being church.

-Staff admitted to having to have lots of patience along the way and that things are slowly settling into a new normal as they find their "wheels" and work out the kinks in the new system. As national systems and supports (ChurchHub, as an example) and some regional committees are slow to become operational, this has meant more work for some staff and the hope is that workload will regulate itself once all systems are working as we hope. This is a reminder to us of the importance of our nominations work to see that committees are filled and to recognize that staff in this new system cannot carry the bulk of the load of the work of supporting committee work.

- We commend our staff and especially our Executive Minister for what seems like an awful lot of balls that they are having to keep in the air. We remind everyone to have patience when asking for help from staff as they are doing their best to field an awful lot of work in new ways and even in systems and places that are very new to them.

-It was good to hear Leona Laundry say that our Bookstore has been busier for her as the other two regions have provided customers now. Leona is also now in a support role to Laura Hunter as Minister for Justice and Mission.

-There was some concern from staff about loneliness in their work and also for congregations feeling somewhat disconnected from the whole, especially in the other 2 regions as they are now having to get used to not having their presbyteries. This should act as a reminder to us to make sure we use technology and other creative ways to stay connected.

-I am serving on behalf of FDEE on the hiring group for the new Children, Youth and Young Adult Minister position. It has been a very intense three weeks and our work is not complete yet. I estimate I have spent about 15 hours on this piece of work alone between short-listing, online interviews, committee deliberations and such in the last 10 days or so. We hope to have this piece of work completed very shortly and an announcement will be made regarding the successful candidate.

-There was great discussion around the actual role of the staffing committee and, we discovered, confusion as to what that actually is. Some interpreted it as simply being a bridge between the staff and the regions as we interpret the system for staff and report back to the regions as to whether the staffing model we have is effective. Others of the committee see our Staffing Committee role as more of one of support to staff and even to advocate for them and in no way meant to act in a supervisory or bureaucratic role. In response to this admitted confusion, the Staffing Committee has two meetings set for January so that we might revisit the mandate and clarify our role for ourselves.

Sincerely,
Paula Gale (also for Paul Vardy)

Appendix D

COMMUNITIES OF FAITH SUPPORT AND PLANNING

The Following MAP have been approved

Hants Harbour

MAPs in Process

Shoal Harbour

Little Hearts Ease

Salmon Cove

Change Islands

Pool's Cove

Humber

La Scie

Clarkes Beach

Boundaries

Boundaries met on October 11, 2019. They are looking at various areas in our region which will need some attention. It was decided that Calvin would visit the Northern Peninsula in the new year. This would include Englee, Raleigh Griquet, St. Anthony and Red Bay. The purpose would be to see if there was a willingness to explore different models of ministry.

LIAISON TRAINING

A successful Training events were given by Rev Grant Stuckless and Rev. Heather on November 13 for Liaisons and on Nov. 20 Training for the Search process. Thank you for all of those who participated in this event.

Appendix E

REGIONAL COUNCIL SERVICES AND SUPPORT

1. Report from Communications

We have always felt a need to be connected through our stories, and hence the origins of THE CONNECTOR. Yet while we are journeying through change, I believe there is a more pressing need for our communities of faith to feel a connection with others and share their personal stories

As convenor of the Communications, since our Inaugural meeting last May, It's been quite frustrating trying to secure members to join the group. I would like to move forward with The Connector in an electronic version –yet to date I am a one-person committee. After, I contacted Rev. Faith to seek direction, I sent our requests, once again, to the Western Central and Eastern Division of our Region and also Labrador, through clergy, yet received no response. I have personally contacted several people –folks who I thought may like to serve on our committee, yet they unsure about committing because they travel annually until May ..and only may be interested when they return.

I would welcome some feedback, suggestions and direction from Regional—as to where we go from here –because unless I can secure members to serve on this committee, I feel I am at a stand still.

Sincerely,

Rev. Marilyn Rees

2. Faith Formation and Development Team

It was recommended, seconded and unanimously agreed that the following be taken to the Regional Executive for approval

- That the Con Ed. Clergy Symposium followed by Clergy Retreat be held at Lion Max Simms Memorial Camp in Bishops Falls from September 28 – October 2, 2020 beginning with the Symposium and ending with the Clergy Retreat.
- That the Moderator of the United Church of Canada the Right Rev. Dr. Richard Bott be invited to be our guest to lead the Clergy Retreat.
- That the Fall Learning event be held on October 16-18 or November 6-8, 2020 at the Emmanuel Centre in Lewisporte or be postponed to 2021. (The team did not conclude on this matter. It is open to suggestions from the Executive)
- That the committee reviewed and reaffirmed that the name of the team be called FAITH FORMATION, EDUCATION AND LEADERSHIP DEVELOPMENT.

With thanks

Simon Muwowo

Appendix F**FINANCE AND ADMINISTRATIVE RESOURCES****Report to the Regional Executive of First Dawn Eastern Edge Region
by the Division of Financial and Administrative Services**

December 12th. 2019

The Division of Financial and Administrative Resources met on Thursday, November 28, 2019. Considerable business was conducted and recommendations from Divisional Committees approved.

A) For Approval**a) 2020 Mission Support Grant Applications**

Total budgeted amount for 2020 was \$289,000.

Motion: The Division recommends to the Regional Executive for approval the following disbursements from the Mission and Service Fund:

Salaries and Benefits for Shared Staff	\$ 59,441
Travel/Telephone	\$ 11,553
Miscellaneous for Shared Staff	\$ 2,500
Program Activities for Shared Staff	\$ 8,500
Jimmy Pratt Memorial Outreach Centre	\$ 10,000
Bridges to Hope	\$ 25,000
Deaf Ministries	\$ 4,000
Stella Burry Community Services – Emmanuel House	\$ 20,000
Stella Burry Community Services – Naomi Centre	\$ 10,000
Churchill Falls Pastoral Charge	\$ 8,000
Raleigh-Griquet Pastoral Charge	\$ 2,000
St. John's Chaplaincy	\$ 110,000
Burry Heights Camp and Retreat Centre	\$ 5,000
Loon Bay United Church Camping Centre, Inc.	\$ 5,000
West Haven United Church Camp, Inc.	\$ 10,000

B) For Information**1) Financial Accountability and Consultation**

An application was received from Jimmy Pratt Foundation for a Technology Grant in the amount of \$1,500. This money is to be used in the production of a video to assist in the recruitment of volunteers, donors and sponsors. The Division supported the request to National Office.

2) Property**a) Sale of Woodstock Church**

The Division approved the sale for \$17,500

b) Sale of Buchan's Pastoral Charge Manse

The sale of the manse has been finalized for \$37,500

3) Boards of Trust**a) Trust Payouts for 2020**

The Division of Finance and Administrative Resources approved the trust payouts for 2020 to remain at 4% (2% fund; 2% administration).

b) Retired Ministers' Christmas Gift

The Division of Finance and Administrative Resources approved the amount of \$100 for the Retired Ministers' Christmas Gift for 2019.

c) Pine Hill Divinity Hall

The Division of Finance and Administrative Resources approved a grant in the amount of \$1,500 to Pine Hill Divinity Hall for 2019.

Appendix F - continued

FINANCE AND ADMINISTRATIVE RESOURCES - continued

4) General

Community of Faith Self-Assessment

Feedback was requested on the Self Assessment form to the Regional Minister by December 2nd. The form was reviewed in detail, and comments received were noted. Roy and Brenda had a meeting with Reverend Heather to provide the requested feedback from the Division.

Respectfully submitted,

Roy West,
Chair of the Division of Financial and Administrative Resources