

THE UNITED CHURCH OF CANADA
FUNDY ST. LAWRENCE DAWNING WATERS REGIONAL COUNCIL

May 1, 2020 at 1:00pm
via video conference

Attendance

ATTENDANCE

Julielynne Anderson, Heather Donnelly, Kimberley Douglass, Sheila Gallant, Catherine Gaw, Kent Gibbons, Ruth Kennedy, Audrey Lounder, Faith March-MacCuish, Cindy Ramsay, Jack Spencer, Martha Vickers.

Regrets

REGRETS

Brett Anningson.

Welcome and
Opening Prayer

WELCOME AND OPENING PRAYER

The President, Audrey Lounder welcomed everyone to the meeting. The Executive Minister thanked the Executive for all their work in this uncertain time. The President opened the meeting with a reading from the book *100 Wisdom Stories from Around the World* by Margaret Silf, and prayer.

Acknowledging
the Land

ACKNOWLEDGING THE LAND

The President, Audrey Lounder acknowledged the territory on which we gather. We strive for respectful partnerships with all the peoples of this land.

Quorum and
Constitution of
the Council

QUORUM AND CONSTITUTION OF THE COUNCIL

The President noted that a quorum was present and constituted the council for the business that shall properly come before it.

Agenda

AGENDA

MOTION: (Catherine Gaw/Ruth Kennedy)

That the agenda be accepted as amended.

CARRIED

Minutes

MINUTES

MOTION: (Jack Spencer/Kent Gibbons)

That the minutes of the March 13, 2020 meeting of the Regional Council Executive be adopted.

CARRIED

MOTION: (Heather Donnelly/Cindy Ramsay)

That the minutes of the April 1, 2020 meeting of the Regional Council Executive be adopted.

CARRIED

Business
Arising

BUSINESS ARISING

Trinity-Clifton Pastoral Charge Review - Appeals

Trinity-Clifton
PC Review

The Executive Minister reported that the 30 (thirty) day time period has lapsed since both notices of appeal were received, and therefore the matter regarding appeals of the review is closed.

Appeals

Extra Members to the Annual Meeting

Jack Spencer and Faith March-MacCuish are working on this piece. They have received the most up to date list for Ministry Personnel for the region and now need to compile the list of lay members. A question has been sent to legal counsel regarding whether lay membership numbers include the total number that can be elected from a pastoral charge, or the number of positions filled. Work on this matter is ongoing.

Extra Members
to the Annual
Meeting

Our Mission Our Vision

The President reported that she has reviewed the interview sheets and is compiling her report. She hopes to have a draft report available for the Affirming Committee and Executive within the next 2 weeks.

Our Mission
Our Vision

Regional Planning Committee – Appendix A

Sheila Gallant presented the report of the committee. The planning committee is recommending a fall meeting to tentatively take place at the end of September, which would include agenda time for business of the region, election of the president-elect, election of General Council commissioners, remit voting, Jubilarians banquet and Celebration of Ministries. A letter will be sent by the Executive Minister outlining hosting requirements for congregations, and requesting invitations to host. If restrictions prohibit a gathering in September, then the committee will investigate an electronic version of the meeting to conduct the business of the region. The committee felt that if the date does need to be moved, the planning work would help the region to feel optimistic and hopeful for an event at a later date.

Regional
Planning
Committee

MOTION: (Sheila Gallant/Kimberley Douglass)

That the annual meeting be tentatively scheduled for September 25-27, 2020, depending on restrictions around the ability to gather, and that the business portion of the annual meeting be held electronically on September 26, 2020 if restrictions prohibit the region from gathering in person.

CARRIED

MOTION: (Sheila Gallant/Catherine Gaw)

That the Regional Planning Committee be given decision making authority to move ahead with plans for the annual meeting.

CARRIED

Regional Council Elected Commissioners

The Nominations Committee will be asked to look at a process to elect commissioners to General Council.

Regional
Council
Elected
Commissioners

REPORTS

Reports

NOMINATIONS – Appendix B

Nominations

Sheila Gallant presented the Nominations report. She noted one correction for term length on the Incorporated Ministries Committee and brought forward the recommendation that Rose Hannah Gaskin be chair of Nominations and be added to the Executive.

MOTION: (Jack Spencer/Heather Donnelly)

That Rose Hannah Gaskin be named chair of Nominations effective May 1, 2020 and be added to the Executive.

CARRIED

President**PRESIDENT**

Audrey Lounder reported that her work continues on *Our Mission Our Vision*. The President has been hosting two zoom chats per week to check in with the region and to help stay connected. The President also hosted a Town Hall meeting with the Executive Minister and Regional Minister in order to provide up to date information to the region. Another Town Hall is scheduled for May 6, 2020.

Executive
Minister**EXECUTIVE MINISTER**

Faith March-MacCuish presented the report. The Executive Minister reported that it has been a very busy time preparing communications to the region regarding available financial support and the latest information surrounding restrictions resulting from the pandemic. The next step will be to communicate the restrictions around reopening and what measures will need to be put in place to keep people safe. She noted with gratitude that the government of New Brunswick invited participation from the denominational leaders with respect to the plan for reopening churches.

The Executive Minister thanked ministry personnel and their congregations for staying connected and for working so hard to pull together during this difficult time. She thanked staff and the Executive for their support throughout all the extra meetings and demands for discussion and decision making.

(Sheila Gallant left the meeting).

Financial and
Mission
Services**FINANCIAL AND MISSION SERVICES** – Appendix C

Kimberley Douglass presented the report of the Financial and Mission Services Committee. She especially thanked the Executive Minister and Jennifer Whittemore for their guidance and support.

The Executive Minister added that General Council Executive has met, and in order to fulfil the mandate to live within our means there will need to be a further \$4 (four) million to come out of the budget. This will result in a cut of 15% (fifteen) to mission support grants for the regions. The region currently has some reserves that may help maintain the mission support grants for 2021 and therefore provide some notice to the ministries supported that they need to plan for the likelihood that grants may be cut going forward.

Pastoral
Relations**PASTORAL RELATIONS** – Appendix D

Catherine Gaw presented the Pastoral Relations report. She reported that the Commission established to work with the Trinity-Clifton Pastoral Charge has been stalled as a result of the pandemic. Some planned workshops have not yet taken place, but hope to resume in the near future.

The committee is planning a zoom meeting to support ministry personnel who are dealing with some additional stress around learning new technology and providing pastoral care when you cannot be present with people.

The Chair also noted that some covenanting services have been postponed as a result of the pandemic.

Actions from the committee, including recommendations relating to the HALO Project, United Fresh Start, appointments, and changes in pastoral relations are included in the appendix.

Faith and
Education
Formation**FAITH AND EDUCATION FORMATION**

Cindy Ramsay reported that the committee has not met since the last meeting of the Executive.

STAFF COMMITTEE – Appendix EStaff
Committee

The Executive welcomed Martha Vickers as a new member. The last meeting of the Staff Committee was on February 27, 2020. The committee have determined that their primary focus is support to the Executive Minister, who in turn provides support to the regional staff. It was also noted that there is a new member on the committee, Debbie Aitken.

JUSTICE, MISSION AND OUTREACHJustice
Mission and
Outreach

Kent Gibbons reported that the committee has met once since the last meeting of the Executive. He noted that the work is ongoing, with some workshops being planned.

Ban on Assault Style RiflesBan on Assault
Rifles

The Executive discussed the recent announcement by the Prime Minister, Minister of Public Safety and Minister of Justice to ban over 1,500 models and variants of assault-style firearms effective immediately.

MOTION: (Catherine Gaw/Kent Gibbons)

That a Letter of support and thanks be sent to federal representatives including the Prime Minister, Minister of Justice and Minister of Public Safety for the announcement that Canada will ban assault-style firearms effective immediately.

CARRIED**ARCHIVES AND RECORDS**Archives and
Records

Julielynn Anderson presented the report of the committee. She noted that a national group is being formed to deal with the work around collecting and cataloguing artifacts. The Archives committee plans to meet in June when the Region's archivist returns to work.

INCORPORATED MINISTRIESIncorporated
Ministries

Jack Spencer reported that the work of the committee is ongoing.

UNITED CHURCH WOMEN (UCW)UCW

Ruth Kennedy reported that the biannual UCW meeting has been cancelled. Ruth Kennedy will remain president until such time as the group can meet and elect a new president.

MOTION (Cindy Ramsay/Jack Spencer)

That the reports to Executive be received as presented.

CARRIED**ADJOURNMENT**Adjournment

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

NEXT MEETINGNext Meeting

A doodle poll will be circulated to determine a time for an additional meeting of the Executive using zoom video conferencing during the week of June 22, 2020. A proposal for the next year of meetings will be brought to the June meeting.

Benediction

BENEDICTION

The President, Audrey Lounder, closed the meeting with prayer.

Audrey Lounder
President

Faith March-MacCuish
Executive Minister

Appendix A

REGIONAL PLANNING COMMITTEE

Annual Meeting Planning Committee

The Annual Meeting Planning Committee met with Region 15's Committee once in-person in Sackville and three by Zoom. Arrangements were well in hand when Covid-19 hit, and at our March meeting a recommendation was passed to be taken to our respective Executives to postpone our May 2020 combined annual meetings.

Once the recommendation was accepted by Fundy St. Lawrence Dawning Waters Regional Council Executive, as Chair of our Annual Meeting Planning Committee a meeting of the FSLDW committee. We started planning for an in-person annual meeting in September 2020 and sketched out a possible agenda to include a Jubilarian/Retiree Banquet; cover the essential business that is required including the election of Commissioners for General Council next summer, budget, reports, remit(s), election of President-elect, any changes to the Governance manual, etc.; and a Service to recognize the ordinands, admissionands, etc. for our Region. We are looking at a late Friday afternoon to Sunday noon time frame. All of course is subject to change as the health emergency constraints allow. There will be no workshops.

Rev. Faith March-MacCuish has sent out a request for applications to churches to see if anyone would like to host the meeting and we hope to have responses back by our next meeting scheduled for May 26th.

We have had a busy year. When I was asked to take on the role of chair when the Past-President went on sabbatical, I was not sure what to expect but it has been enjoyable. As we look forward to the fall, let us hope and pray that Covid-19 will be behind us and we can meet in-person. If not, we will consider meeting electronically and/or conference call to do only the essential items of business that need to be done and move to planning for May 2020.

I wish to thank the members of the Planning Committee for their time and to those asked to work on the worship services, music, local arrangements, registration, parking and the youth liaison. We could not accomplish and active our plans without you.

Blessings, peace and health be with you all.

Sheila Gallant
Acting Chair of FSLDW Annual Planning Committee

Appendix B

NOMINATIONS

Nominations Committee Report

Nominations has had a busy year seeking people to fill positions both on the Region's committees and on various community concerns that have a United Church representative on their governing body.

This was my first and only year chairing the Committee and when appointed I was asked to ensure lay representatives on the various committees. Lay people completing the form were small in number. Most appointees are ministry personnel as you can see from the list of Committees. We need to encourage our lay representatives from our Pastoral Charges to the Region to complete the form on the website and to say yes when contacted as we need their input.

With the resignation of Stephen Brown from Nominations, Rev. Ron Vincent has been appointed to join the Committee and we are seeking one more member. Rose-Hannah Gaskin will return as chair and looking for someone to co-chair the committee with her.

Scott Stuart has resigned from the Staff Support Team and Debbie Aitken has accepted our request to be on the Team.

Nominations is still seeking a secretary for the Property Committee.

After receiving Pastoral Relations request to have someone to look after the Licensed Lay Worship Leaders licensing process, we began our search. We have appointed Rev. Brian DeLong as chair of the subcommittee of Pastoral Relations along with Rev. Stephen Brown and Rev. Barbara Cairns.

We are still trying to find out from each Committee what the length of each member's term is to allow Nominations to stagger the appointment process so not all would be replaced in the same year.

Nominations is recommending to the Executive to formally appoint Rose-Hannah Gaskin as chair of the committee effective May 1, 2020 and she would then join the Executive.

With the return of Rose-Hannah as chair, my time has ended on the Committee. I enjoyed renewing acquaintances and meeting new people, even if it was by email, when seeking to fill positions. Thank you all for taking the time to consider our request.

Sheila Gallant
Chair, Nominations Committee

Appendix B - continued**NOMINATIONS** - continued**Nominations for Fundy St. Lawrence Dawning Waters**

April 24, 2020

Nominations Committee - (8)

Rose-Hannah Gaskin	2022	CoChair	rosehannahwilmot@gmail.com
Pix Butt, Secretary	2021		pixonsand@gmail.com
Wayne Trail, Executive rep.	2022		waynetrail@rogers.com
Blair Lewis, Executive rep.	2021		blairlewis@bellaliant.net
Jane Johnson	2022		revjane81@gmail.com
Susan Estabrooks	2021		susanestabrooks@hotmail.com

Regional Planning Committee - (5)

Sheila Gallant – President Elect	sfgallant@bellaliant.net
Audrey Lounder, Secretary, Regional rep.	alounder@gmail.com
Kyle Grant	Kylegrant1000@hotmail.com
Andrea Rogers	karogers05@hotmail.com

Property - (5)

Karen MacNeill	kmacn@live.ca
Jim Postlewaite	jepostle@gmail.com
Brett Anningson - Chair	brettanningson@gmail.com
Robert Christie	drrobertchristie@gmail.com
Mark Glass	greybeard2019@sissonridge.ca
Scott Stuart	revstuart@outlook.com
JD Kennedy	thejdman2003@yahoo.co.uk

Financial and Mission Services - (6)

Kimberly Douglass, Chair	douglassting@bellaliant.net
Bob Fisher, Secretary	mltvrs@gmail.com
Richard Boulter	richardbvictoria@gmail.com
Joy Noble	enjoy.noble@gmail.com
Nathan Wright	revnathanwright@icloud.com

Pastoral Relations - (8)

Catherine Gaw, Chair	chgaw@eastlink.ca
Steve Longmoore, Secretary	slongmoore@hotmail.com
Barbara Prowse	Barbara.prowse@gmail.com
Kelly Burke	revkelly08@gmail.com
Heather MacDougall	heathermacdougall15@gmail.com
Marion Green	mc44doak@rogers.com
Larry Hale	lhale@upei.ca
Hugh Ellis	Hugh.Ellis@gnb.ca
Lic Lay Worship Leader coordinators	
Brian DeLong	rev.brian.delong@gmail.com
Stephen Brown	brown_stephen@rogers.com
Barbara Cairns	barbarajcairns@gmail.com

Faith and Education Formation - (9)

Cindy Ramsay, Chair	cmramsay123@gmail.com
Michelle Armstrong, Secretary	michellenarmstrong@hotmail.com
Heather Donnelly	oldfarm1867@gmail.com
Alice Szemok	rev.aliceszemok@gmail.com
Angie Gallant	angielgallant@gmail.com
Bonnie Fraser	montagueunitedrev@gmail.com
Kelly Hudson	huc@nb.aibn.com
Alicia Walls	saintdavidsyouthminister@gmail.com
Neil Palmer	clergy.first@nb.aibn.com

Staff Support Team - (2 x 3 Regions)

Martha Vickers	martha.vickers@rogers.com
Debbie Aitken	daitkenucc@gmail.com

Appendix B - continued**NOMINATIONS** - continued**Mission, Justice and Outreach (8)**

Kent Gibbons, Chair 2022
 Norm Laverty 2022
 Steve Berube 2022
 Jim Wicks, Secretary 2021
 Myrna Wicks 2021
 Emma Seamone 2021
 Gail Wylie 2021
 Keith MacPherson

kentgibbons@rogers.com
lavertynw@gmail.com
srjberube@gmail.com
mjwicks@eastlink.ca
myrnaw@eastlink.ca
077813h@acadiau.ca
wylie1@nb.sympatico.ca
kr_macpherson@hotmail.com

Archives & Records (7)

Julielynn Anderson, Chair
 John Wilson, Secretary
 Elaine Burrows
 Sharon Moyse
 Rhianna Edwards
 Timothy Howatt
 Barbara Mahaffy

jmandrs@mta.ca
johnacwilson1@pei.sympatico.ca
elaineb@pei.sympatico.ca
moyfive@pei.sympatico.ca
rhiply2rhi@gmail.com
 506-391-5630
silverfalls@nb.aibn.com

Incorporated Ministries (4)

Jack Spencer, Chair 2022
 Charlene Maguire-Mc Knight, Secretary 2023
 Robert Crowley 2024
 Bob Budge 2025
 Bill Peters 2024

jackrspencer@gmail.com
clergy@rogers.com
robertgcrowley@gmail.com
realbazaar@gmail.com
bpeters1150@gmail.com

AST Senate rep

Kelly Burke

revkelly08@gmail.com

Affirm Task Group

Randy Breckenridge
 Elizabeth Stevenson
 Jane Johnson
 Tony Burnett

randybreck@gmail.com
elizstevenson@gmail.com
revjane81@gmail.com
anthonyburnett178@yahoo.ca

Appendix C

FINANCIAL AND MISSION SERVICES

FINANCIAL AND MISSION SERVICES COMMITTEE

April 2020

The committee has met six times since our report of May 2019. One meeting was in person, the others were virtual.

The committee reviewed and made recommendations on all mission support applications. We established a New Ministry Initiative Fund, reviewed and approved applications for learning grants, Youth Opportunities, Camping Ministries, other bequests and emergency funding for partners with Breaking the Silence.

The Fundy St. Lawrence Dawning Waters Funds Document was written and reviewed; the funds continue to be considered for development, and an application process as well.

An operating budget for 2021 was developed, requests for budgets and funding for projects from the Regional committees were a part of that process. It is ready for the approval of the Region. We are anticipating a cut to our Mission Support Grant for 2021, so some adjustments may have to be made when that information is clear.

Bob Fisher remains as secretary of the committee and I as the chair.

Our staff support is the Executive Minister Faith March-MacCuish, and her guidance and the assistance of Jennifer Whittemore, Office Manager/Administrative Support have been invaluable.

Submitted by Kimberley Douglass, Chair, Finance and Mission Services Committee

Appendix D

PASTORAL RELATIONS

Fundy St. Lawrence Dawning Waters Pastoral Relations Report to the Executive
May 1, 2020

The Pastoral Relations Committee meets at least monthly. It is our hope that the work will be addressed as promptly as possible. At this point in time we are meeting as a whole committee on the third Tuesday of the month.

The work is wide ranging. One continuing challenge is finding a roster of individuals who are willing to serve as liaisons with the various faith communities requesting assistance. The committee hopes to have a training session once the added stress from the current Covid 19 emergency eases.

The Committee has identified the need to establish a co-ordinating committee to maintain the work of the Licensed Lay Worship Leaders program. We are presenting a mandate for the information of the Executive. You will find it attached. We are very pleased that a group of three individuals has been nominated to serve on this team. The mandate will be forwarded to them following the meeting of the Executive on May 1, 2020.

Also attached is the report of the actions of the pastoral relations committee. Our secretary, Steven Longmoore continues to do an impressive job of keeping track of the work of the committee. And Kendall Harrison is addressing a new range of issues in the midst of these difficult days.

Concern was expressed at our April 21 meeting around the additional stress being faced by ministry personnel in particular. One area of additional stress is the expectation around the electronic sharing of worship and alternate ways of observing death, bereavement as well as those moments of celebration. A question was raised around how we might support ministry personnel and ministry personnel committees around vacation scheduling and the possible rearranging of any postponed or cancelled continuing education events. One suggestion was to host a Zoom meeting for ministry personnel. This could serve as a means of sharing ideas around pastoral care and the sharing of tech processes for worship and other means of maintaining connections.

Another concern is the difficult conversations around what might the church look like once restrictions are lifted. This ties in, of course, to the concerns around diminishing financial resources in some faith communities.

Two pieces for information from that April 21 meeting are found on the attached document from Steven Longmoore.

We continue to be about the work before us. We offer thanks to God for the gift of being blessed with this task.

Blessings,
Catherine Gaw, on behalf of the Pastoral Relations Committee

Appendix D - continued

PASTORAL RELATIONS – continued

Actions of Pastoral Relations Committee (For Regional Council Executive)

Appointments

Quispamsis Pastoral Charge: David Cleveland, Ordained and in receipt of a pension, full time, to begin January 1, 2020 to June 30, 2020

Wellington Pastoral Charge: Ches Boutilier, Ordained and in receipt of a pension, part time 20 Hours, to begin July 1, 2020 to June 30, 2021

Port Elgin – Baie Verte – Tidnish Bridge Pastoral Charge: Carolyn Rushton, Ordained and in receipt of a pension, part time 20 hours May 1, 2020 to June 30, 2021

Alberton-Elmsdale Pastoral Charge: Bob Lockhart, Ordained and in receipt of a pension, part time 20 hours February 23, 2020 to June 30, 2020

King's United (PEI): Catherine Ann Dickson, Candidate in the SME process, part time 30 hours July 1, 2019 to June 30, 2021

Change of Pastoral Relationship

approve the request of Catherine Stuart for a change of pastoral relations for the purpose of being retained on the roll while serving in a combined Region 14-15-16 Youth Ministry Role, effective March 1, 2020 from the Bedeque Pastoral Charge.

approve the request of Betty-Jean Friedman for a change of pastoral relations for the purpose of retirement, effective June 30, 2020 from the Chipman Pastoral Charge.

approve the request of Karen MacLeod-Wilke for a change of pastoral relations for the purpose of being retained on the roll, effective June 30, 2020 from the South Shore Pastoral Charge

recognize the change of pastoral relations Lynn MacKinnon for a change of pastoral relations for the purpose of accepting a new call, (late 2019) from the Alberton-Elmsdale Pastoral Charge.

approve the request of Catherine Crooks for a change of pastoral relations effective March 1, 2020.

Covenanting Services

Scott Stuart and Mount Royal was held March 8, 2020

Related to Appointments

Pastoral Relations committee of the Fundy St Lawrence Dawning Waters Region will not normally approve the appointment or reappointment of a ministry personnel in receipt of a pension (formerly retired supply) to a Community of Faith for a period of more than 12 months.

Pastoral Relations Committee of the Fundy St Lawrence Dawning Waters Region will encourage Communities of Faith that are engaged in longer term reappointments of ministry personnel in receipt of a pension (formerly retired supply) to align their terms with the traditional pastoral year (July 1st to June 30th the following year).

The renamed document "When the Financial Crisis Becomes Critical" be adopted as a protocol for Fundy St Lawrence Dawning Waters Pastoral Relations Committee to offer assistance to Communities of Faith during the Covid 2019 crisis.

Appendix D - continued**PASTORAL RELATIONS** – continuedCommunity Profiles

Memorial United Community Profile be approved, that permission granted to post their Community Profile on ChurchHub and that a Search Committee can be formed.

LLWL

Corina Bolo be approved for an initial one year licensing period as a Licensed Lay Worship Leader

Nancie Stevenson be approved as a Licensed Lay Worship Leader for an initial one year term.

Fundy St Lawrence Dawning Waters Pastoral Relations Committee adopt the mandate for the Licensed Lay Worship Coordinating Team as corrected and forwarded to the Regional Council Executive and the Regional Council Nominating Committee.

Halo Project

Pastoral Relations take no action with regards to the Halo Canada project and inform the Regional Council Executive

United Fresh Start

Pastoral Relations Committee of Fundy-St Lawrence Dawning Waters deems that there is value in working with Region 15 to explore the possibility of a shared hosting of a training event for the United Fresh Start Program and request budget allocation (15,000) from Regional Council Finance Committee

Appendix E

STAFF COMMITTEE

March 4, 2020

Report to Regional Executive's (Regions 14, 15, 16)

Tri-Region (14, 15, 16) Staff Support Committee Meeting, UCC

Reported: Rev. Lesley Hamilton (Reporting Member for Region 15)

The Tri-Region (14, 15, 16) Staff Support Committee has held 4 meetings since we last reported to Regional Executive Committee's in December. They were on December 3, 2019, January 20, and February 27, 2020.

December 3, 2019

The meeting was in two parts. The first part of the meeting we invited staff from each region to join us. We introduced ourselves to one another and each staff person had an opportunity to speak about their role and the benefits and challenges of their roles and the new structure.

- workload adjustments have been made
- committees not being fully staffed with volunteers which means the workload of those committees is falling to staff who express a general busyness
- Issues with new technology and job description confusion among colleagues
- The staff did not see the Committee's role as pastoral. All expressed these needs being met in other ways.

The second part of this meeting focused on the job description and interview process for the new Minister for Children, Youth & Young Adults which has been successfully completed. We also responded to the concerns of the Region 15 Services and Support division about employee workload and changes were made as indicated above.

January 14, 2020

This meeting focused on organization: The Staff Committee Reporting Members will rotate quarterly the tasks of notetaking, producing minutes and writing the Executive Reports that will be sent to each of the regions. As a multi-region committee, we felt it was important to streamline communication to the regions.

January 20, 2020

Much of time together was focussed on discerning our role as a staff committee and we reviewed the MOU and came to understand that our primary role is supporting the Executive Minister in her role. Our role with staff remained elusive to us as staff issues remain the prerogative of the staff members immediate supervisor.

February 27, 2020

Martha Vickers be the reporting member for Region 14 and an evaluation was completed of the MOU (attached) was revised. Some revisions still need to be made once the 2019 financials are available and the Archivist is back from maternity leave.

In Faith,

Rev. Lesley Hamilton (Reporting Member for Region 15)
on behalf of the Tri-Region (14, 15, 16) Staff Committee