

ATTENDANCE

Attendance

Anne Cameron, Alicia Cox, Deborah Hawkins, Catherine MacDonald, Shannon MacLean, Faith March-MacCuish, Max Martin, Jane McDonald, Donald Morrison, Janet Sollows.

REGRETS

Regrets

Lesley Hamilton, Peter Hardy.

WELCOME AND OPENING PRAYER

Welcome and
Opening
Prayer

Janet Sollows, President, welcomed the Executive to the meeting. The President opened the meeting by sharing some recent conversations about how we are continuing to be church in these times. The Executive took time for silent reflection and prayer.

QUORUM AND CONSTITUTION OF THE COURT

Quorum and
Constitution of
the Council

The President, Janet Sollows, noted that a quorum was present and constituted the council.

ACKNOWLEDGING THE LAND

Acknowledging
the Land

Janet Sollows, President, acknowledged the land on which we gather. We strive to live in right relations and move toward becoming the community that God calls us to be together. We are all treaty people.

AGENDA

Agenda

MOTION: (Jane McDonald/Catherine MacDonald)

That the agenda be adopted as presented.

CARRIED

MINUTES

Minutes

MOTION: (Max Martin/Donnie Morrison)

That the minutes of the June 4, 2020 meeting of the Executive be adopted as presented.

CARRIED

MOTION: (Deborah Hawkins/Alicia Cox)

That the minutes of the October 15, 2020 meeting of the Executive be adopted as presented.

CARRIED

BUSINESS ARISING

Business
Arising

Future Directions Technology Proposal

This proposal is with Future Directions; however, this committee has been focused on the strategic planning. The Executive Minister has been in touch with Randy Boyd regarding a hub site. Anne Cameron reported that there have already been three or four pastoral charges request to be the hub site. An application process is needed to request and then process applications. It was agreed that the Division of Ministry Resources will proceed with this work.

Future
Directions
Technology
Proposal

In Memoriam Policy – Appendix A

The President presented the in memoriam policy.

In Memoriam
Policy

MOTION: (Anne Cameron/Alicia Cox)

That the In Memoriam Policy be approved as circulated.

CARRIED

HALO Report**HALO Report**

The Executive Minister will forward this information to the Property Committee for a recommendation. It was also recommended that the proposal be brought to Future Directions for their review. Catherine MacDonald agreed to bring this work forward.

Annual Meeting
Re-Call**Annual Meeting Recall Meeting**

The meeting will take place on November 5, 2020. The President reported that six (6) proposals have been brought forward.

Celebration of
Ministry Service**Celebration of Ministry Service**

The Executive Minister reported that the four (4) students have received their letters regarding the in-person service planned for November 8, 2020 at First United Church in Truro, NS. Attendance will be by invitation only. The service will also be live streamed for all who wish to participate in this milestone event.

Correspondence**CORRESPONDENCE**Clyde-Carlton
PC

1. **Clyde-Carlton PC** – Letter received regarding a letter to the Moderator from Clyde-Carleton PC. The congregation has not yet met to further discuss this correspondence.

Jack Harris, MP

2. **Jack Harris, MP** – Letter to acknowledge receipt of the region's statement condemning the Israeli government's plans to annex Palestinian land.

Letters of
Thanks

3. **Letters of Thanks** – Received from Sambro-Jollimore PC and First United Church, Musquodoboit Harbour, for the summer worship services.

Mission &
Service

4. **Mission and Service** – Letter from the Moderator of The United Church of Canada thanking the region for donations of \$1,440,983 (one million four hundred and forty thousand nine hundred and eighty three) to Mission and Service.

Kent Gibbons

5. **Kent Gibbons, Justice, Mission & Outreach** – Letter regarding an emerging anti-racism network and asking that the region consider working towards adopting an intentional process similar to the affirming process which might include developing a statement committing to anti-racism in the region. This letter is received for information and will be forwarded to Justice, Mission and Outreach.

Justice, Mission
& Outreach

6. **Office of the Prime Minister** – Letter to acknowledge receipt of the region's statement condemning the Israeli government's plans to annex Palestinian land.

Prime MinisterReports**REPORTS**President**PRESIDENT**

The President thanked the staff for their support in running the virtual Annual Meeting. The recall meeting is now scheduled for November 5, 2020. The President provided an update on the work of the Bermuda synod task group, who hope to soon bring a recommendation to the Executive. The President also shared that she has had a busy fall, including having been involved in planning the Celebration of Ministries Service, and attending committee meetings, General Council Executive meetings, and a meeting with Nora Sanders and presidents from across the country.

Executive
Minister**EXECUTIVE MINISTER**

The Executive Minister presented her report. She was pleased to note that the region's affirm committee has met and named a chair and secretary to continue the work. The fall has been busy with annual meetings from all three regions, including a Celebration of Ministry Service in First Dawn Eastern Edge Regional Council, which will help greatly in the planning for this region. A webinar has been planned for the annual meeting recall in order to deal with the six (6) proposals that have come forward. Work continues to be extremely busy. Attending the Maine Conference this past weekend highlighted that much of the busy work in these Covid times is shared across denominations.

FINANCE AND ADMINISTRATION – Appendix B

Finance and
Administration

Jane McDonald reported that the division met October 21, 2020. The chair highlighted some concerns of the property committee, including the fact that properties are being disposed of without proper process, and that some cemeteries exist where there is no longer an active community of faith. The Financial Accountability and Investments committee have approved \$165,500 (one hundred and sixty five thousand five hundred) in Mission Support Grants for the year. Approximately \$36,000 (thirty six thousand) from reserves were used to meet the allocated 2021 Mission Support Grant amounts. The Executive were reminded that there will be further cuts to mission support grants going forward as the General Council works to remove an additional \$4 (four) million from the budget.

Mission Support Grants

Mission
Support
Grants

MOTION: (Jane McDonald/Anne Cameron)

That the Mission Support Grants for 2021 be approved as presented.

CARRIED

Investment Policy

Investment
Policy

MOTION: (Jane McDonald/Anne Cameron)

That the Investment Policy for Regional Council 15 be adopted as presented.

CARRIED

By-Laws

By-Laws

MOTION: (Jane McDonald/Anne Cameron)

That Regional Council Executive approve the amended by-laws for Camp Kidston.

CARRIED

REGIONAL SERVICES AND SUPPORT – Appendix C

Regional
Services and
Support

Donnie Morrison presented the report of the division. The chair highlighted that Faith, Formation and Leadership Development and Communications are having some issues on how to engage members and how to address some overlap in responsibilities with other committees. They will continue to do some work on the mandates and responsibilities. The communications committee is preparing a regional newsletter and are looking for column ideas.

It was noted that Children, Youth and Young Adults has confirmed a chair for the committee, but the Annual Meeting Planning team are without a chair or secretary.

MOTION: (Jane McDonald/Anne Cameron)

That the governance document be updated for consistency with respect to committees and work under Children, Youth and Young Adults.

CARRIED

NOMINATIONS – Appendix D

Nominations

Alicia Cox presented the Nominations report. The full report is attached in the appendix. Information requesting volunteers willing to serve on committees was collected through registration for the annual meeting in June. The committee has made contact with all those who volunteered to serve.

MOTION: (Alicia Cox/Jane McDonald)

That the following resignations be accepted with regret: Betty Anne Wells (Incorporated Ministries), Mat Whynott (Children, Youth and Young Adults), Annika Sangster (Faith Stories and Covenants), and Barry Zwicker (Financial Accountability and Investments).

CARRIED**MOTION:** (Alicia Cox/Jane McDonald)

That the following be named to the following positions:
Paige Fraser, Children, Youth and Young Adults chair; Heather Fraser, Faith Stories and Community Covenants chair; Ivan Gregan, Affirming Working Group chair; Mary Jo Harrison, Affirming Working Group secretary; Rick Gunn, Brunswick Street Mission Board representative; Mavis Peddie Peters AST Senate representative.

CARRIED**MOTION:** (Alicia Cox/Max Martin)

That the resignation of Matt Fillier from the Faith Stories and Covenants committee be accepted with regret.

CARRIEDMinistry
Resources**MINISTRY RESOURCES** – Appendix E

Anne Cameron presented the report of the division. The division has met twice this fall. The motions from the committees are included in the report, including church closures, licensing, appointments and calls. A proposal has come forward from the Retiree Support Committee, which will be brought to the recall meeting on November 5, 2020.

United Church
Women (UCW)**UNITED CHURCH WOMEN** – Appendix F

Deborah Hawkins presented the report of the United Church Women (UCW). One concern of the UCW is that there will no longer be info-packs distributed by mail, so the national UCW is looking for a new way to connect with members. An editor has been hired to work on a newsletter for news and updates that can be sent electronically. Many UCW groups have not met during the pandemic, and this will affect the fundraising and support of mission and service. The executive of the UCW will remain in place until an annual meeting is held. Members are finding it very difficult to stay connected. The Executive discussed using the regional announcements and website as an opportunity to connect and discuss the value of membership.

New Business**NEW BUSINESS**Annual Meeting
Recall Agenda**ANNUAL MEETING RECALL AGENDA**

The Executive Minister presented the draft agenda of the recall meeting. The students who will be ordained/recognized will be asked to conduct opening worship, and also invited to introduce themselves to the council at this time. As there are now six (6) proposals, a webinar is scheduled for November 3, 2020 so that the proposals can be presented. Justice, Mission and Outreach have also asked for time for an educational piece.

MOTION: (Jane McDonald/Alicia Cox)

That the agenda for the annual meeting recall meeting on November 5, 2020 be approved as discussed.

CARRIED

The Executive discussed who would present the proposal motions for the annual meeting recall, as there is not currently a named person to this position. A person previously in this position may be agreeable to take on the role. Alicia Cox will reach out to the former volunteer. Jane McDonald volunteered to present the proposals should the position not be filled.

NEXT MEETING

Next Meeting

The next meeting of the Executive is scheduled for December 7, 2020 at 9:00am.

ADJOURNMENT

Adjournment

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

BENEDICTION

Benediction

The Executive Minister closed the meeting with prayer.

Janet Sollows
President

Faith March-MacCuish
Executive Minister

Appendix A**IN MEMORIAM POLICY****Memorial Guidelines**

Regional Council 15 recognizes that many people contribute to the life of their individual churches, of Regional Council 15 and of the Denominational Council. Regional Council 15 would like to acknowledge the work of a person who contributed to the life of Regional Council 15 and/or the former Maritime Conference, after that person has died. An 'In Memoriam' will happen as part of the opening worship service at the Annual Meeting of the Regional Council.

Regional Council 15 will recognize Ministry Personnel and Lay persons whose membership is with Regional Council 15. We will also recognize persons who have served in ministry or lay leadership in the Regional Council 15 and/or the former Maritime Conference.

Obituary notices should be forwarded to the Regional Office by the Community of Faith clergy or family member, along with a description of how the person served the Regional Council (if not stated in the obituary) and a picture.

An announcement of the death will be made in Region 15's weekly announcements for those notices we have received. Those notices will make up the In Memoriam list for the Annual Meeting. (Please make every effort to inform the regional office as soon as possible)

Appendix B

FINANCE AND ADMINISTRATION

**Divisional Reports to Regional Council Executive Regional 15
Division of Finance & Administration
October 26, 2020**

Division Name: Finance & Administration

Committees: Property
Financial Accountability & Investments
Archives
Incorporated Ministries

Date of Divisional Meetings: October 21, 2020

Report of the discussions & decision from the Division:

Dates of Committee Meetings:

Committees of Property – met monthly continued their work over the summer
Finance Accountability and Investments met monthly with a break over the summer
Archives did not meet
Incorporated Ministries continues to do it's work.

Reports of the decisions and discussion items from the Committees:

Property:

1. Concern on the availability of Annual Reports for Communities of Faith. These are necessary for the committee to do their due diligence when approving grants and approvals associated with property matters. This was expressed at the June meeting as well.
2. Properties being disposed of without the proper authority of the Committee and the Region. There was significant concern around this issue because there are legal liability consequences in this taking place. We need to come up with a mechanism that notifies all parties involved during the sale/disposal of ANY UCC property. Perhaps a Strong letter may be appropriate as well as tightening our processes. This was expressed at the June meeting as well.
3. The Region owns three properties. Lower Ship Harbour: Building was demolished but a cemetery remains. Oyster Pond: Maritime Conference paid for demolition. Remaining funds are to be used for upkeep. A cemetery also remains. Round Island: Property bequeathed to the Conference/Region. Have had difficulty selling it. The committee is attempting to resell the property. Because of these issues the questions of the responsibility of Cemeteries arose and what does the region do with remaining cemeteries. Should we be looking at a fund for upkeep? The committee is working on a Cemetery operation and Maintenance Manual.
4. Between the Property Committee and Finance Accountability and Investments Committee there is work being done on capturing all Pastoral Charges and buildings. Each was doing their own piece of work and discussions led to perhaps a more inclusive database that could be used by multiple purposes of the Region. Questions being on where it could be stored so that Committees could have access to it. Also, we would need someone to be responsible for it. Discussions continue.

Finance, Accountability & Investments:

1. Committee has approved Mission Support Grants for the coming year. The total is ~ \$165,000. This draws approximately \$36,000 from the Mission Support Reserve. It was felt that most organizations would be struggling because of COVID-19 and the extra support that the committee could give might help some of the financial struggles. The document indicating the level of request, grant approved and the purpose will be forwarded.

Appendix B – continued**FINANCE AND ADMINISTRATION** - continued

2. The Committee has also developed the Investment policy for the Region, and we ask it to be approved by the executive. Please see the Policy in Appendix A.

Archives: No meeting

1. The Archives Committee awaits the mandate being organized after the meeting in London in June of 2019. Due to various reasons the report has not been finalized to date.

Incorporated Ministries:

1. The Committee has been working hard to introduce themselves to the various incorporated ministries in the Region. There are approximately 16. The committee has divided up the list and is trying to meet with each to check in on how they are doing. It is not an audit process it is a care check in. This way if they seem to be having issues they can be discussed as far as options at our Division meetings and if necessary, bring to the Executive table. We are so glad that Christine-Marie has stepped forward to take on this important role.
2. The bylaws for Camp Kidston are in need of being approved at the Regional level before they can go to GCO for final check. Please find the By-laws in Appendix B at the end of this document.

Concerns of the Division and the Committees:

1. How do we get control of Communities of Faith needing approval for the sale/disposal of properties without taking legal action?
2. Understanding and thinking about long term costs to run programs without having to dip into reserves on an annual basis.

Recommended Motions from the Division to the Executive:

1. **Region 15 executive approve the Investment Policy for Region 15.**
2. **Region 15 approve the amended by-laws for Camp Kidston.**

Appendices:

Appendix A: Investment Policy for Region 15

Appendix B: By-Laws for Camp Kidston

Appendix B – continued

FINANCE AND ADMINISTRATION - continued

Appendix A:

Investment Policy Guidelines

The purpose of this document is to define:

- A) Responsibility and the authority of the Financial Accountability and Investment Committee
- B) Describe the extent of Investment funds held by Region 15
- C) Committee authority and responsibilities
- D) Investment Goals
- E) Investment Policy Guidelines
- F) Use of professional investment managers
- G) Investment Policy amendment process

A) Responsibility of the Financial Accountability and Investment Committee (FAIC)– Region 15

The FAIC is responsible for the administration, management and safeguarding the Region's designated funds and investment portfolio. The primary role is to ensure the funds are invested, secure and available for the benefit of the Communities of Faith within Region 15. The following Investment Policy Guidelines will be utilized by FAIC in achieving its mandate.

B) Investment funds

- Region 15 has inherited a range of designated and undesignated funds from Maritime Conference and the Presbyteries that now make up Region 15.
- Several of the funds include directions as to their management and intended purpose. Many do not provide specific direction.
- FAIC will in some cases consolidate funds, collapse others and develop specific guidelines with respect to the purpose of the fund, the extent of the size of the fund, who will be managing the fund and how and under what conditions these funds are accessed by the Region or Communities of Faith within the Region.
- Funds are currently held in a variety of forms, cash in a bank account, GIC, and equity stock holdings.
- During 2020 FAIC will determine the appropriate form of holding funds for each of the newly created funds.

C) Committee Authority and Responsibilities

1. Recognizing that Region 15 Council is ultimately responsible for the investment assets of the Region and that it is necessary and appropriate to have a specific group within the governance structure of the Region to manage and administer such assets, Region 15 Council has established the Accountability Finance and Investment Committee. Within its mandate FAIC is to be responsible for the safe keeping, growth, and utilization of these assets. FAIC will report annually or as otherwise directed by Region 15 Council on the status of each fund under its responsibility. The report will include opening balance, type of investment all changes in the fund including distribution of funds and any growth in the fund through either investment gains/losses or donations to the fund.

D) Investment Goals

The investment goals of the funds are to:

1. Provide a reasonable return on the investments while providing the necessary degree of security and flexibility for use of the funds.
2. Provide for growth in these assets equal to or greater than the rate of inflation.
3. Investment will be in environmentally and ethically operated sources.

Appendix B – continued**FINANCE AND ADMINISTRATION** - continued**E) Investment Policy Guidelines**

The appropriate asset mix should reflect the perpetual nature of the Designated Funds and the need to achieve a reasonable rate of return. Therefore, the asset mix shall consist of fixed income, cash equivalents and equity investments.

The risk quality of the portfolio should be extremely conservative, including only equity and fixed income securities considered to be high quality and conform to the ethical investing guidelines of the United Church of Canada. Companies whose securities are selected should be well established in their business and possess investment merit with regard to capable management, financial structure, competitiveness, and growth prospects.

Fixed Income Investments: The purpose of the fixed income portion of the portfolio is to provide security, stability and predictable income. Access without penalty to the funds will be a factor in selecting the appropriate instrument.

Equity Investments: Several inherited funds only permit earned income to be utilized while protecting the principle. In these cases, equity investments may be utilized that provide a reasonable return through dividend or interest payments. The purpose of the equity portion of the portfolio is to provide an opportunity for capital gains to ensure the ongoing growth of the investment while providing access to dividends. There is no specific percentage of the total investment portfolio that could be placed in an equity instrument. The decision to place funds in an equity type of investment will be based upon the direction provided by the initial donators or the management of any specific fund as determined by FAIC.

High quality income trust units and preferred shares are often an acceptable equity investment.

General Investment Guidelines

1. A preference will be given to funds being invested in Canadian equities.
2. Only those securities that pay (and not accrue) an annual income by way of interest, dividends, warrants or royalties may be selected for the fund.
3. Capital gains on equity investments may be realized. The committee may reinvest 100% of all capital gains and should consider reinvesting a minimum of 60% to offset the effects of inflation.
4. Funds for specific purposes may be established at the discretion of the FAIC with the final approval of Region 15 Council through the Division of Finance and Administration.
5. In the case of specifically endowed securities, FAIC may, with the Council's approval, exclude the specific endowments from the terms of these investment policy guidelines to satisfy the terms of the endowment.
6. The committee shall report the income, transactions and change in fair market value to the Council annually.
7. FAIC may purchase investment securities directly or may delegate said purchases, in part or in entirety, to professional investment managers, including the United Church Foundation, banks and private investment firms. The professional investment managers shall adhere to these Investment Policy Guidelines.

F) Use of professional investment managers

FAIC shall have the authority to delegate management of the investments in part or entirety to professionally managed investment product, with the approval of the Council through the Division of Finance and Administration.

The following guidelines shall apply in the event funds are directed for investment to professional investment managers:

1. In soliciting managers FAIC shall adhere to general intent of this Investment Policy Guideline.

Appendix B – continued

FINANCE AND ADMINISTRATION - continued

2. Managers shall be selected and monitored based on the following general guidelines:
- Proven long term record of proper investment management
 - Long term stability of the organization employing the investment managers.
 - Ability to meet the investment policy guidelines either individually or as part of the multi-manager investment solution.
 - Managers shall be selected and evaluated based on their performance ratings as consistently in the top two quartile rankings in comparison to other managers in their investment style grouping. Managers are to be evaluated on their four-year moving average of their performance.
 - FAIC shall have the authority to appoint, replace or terminate investment managers based on performance or failure to maintain the asset quality or guidelines as deemed appropriate by the committee.
 - FAIC shall review the performance of investment managers on an annual basis. Changes in managers may occur earlier based on recommendations by advisers or due to performance issues.
 - FAIC is empowered to sell investments in the event of a known impending significant decrease in value or if rebalancing of the portfolio is required to decrease the risk of the entire portfolio.

G) Investment Policy Amendments:

Any changes to this Investment Policy must be approved by Region 15 Council Executive through the Division of Finance and Administration.

Approved by:
Region 15 Division of Finance and Administration: _____ 2020

Approved by:
Region 15 Council Executive: _____ 2020

Appendix C**REGIONAL SERVICES AND SUPPORT****Divisional Reports to Regional Council Executive
Regional Council 15****Division Name:** Regional Services and Support**Committee Names within the Division**

Faith Formation and Leadership Development
 Communications
 Youth, Children and Young Adult
 Stewardship
 Justice, Mission & Outreach
 Annual Meeting Planning
 Association of Ministers

Date of Divisional Meetings: Oct. 8, 2020**Report of the decisions and discussion items before the Division:**

The Chairs of Communications and FFLD reported that their committees are having difficulty nailing down what they are supposed to do and how to engage members. A good discussion ensued with those chairs and other members of the division noting there was overlap among committees in how they could be doing their work. There are opportunities for collaboration. Committees will continue to discuss how they should proceed and the division will continue to discuss collaboration.

Dates of Committee Meetings:

Faith Formation and Leadership Development June 12, Sept. 11, Oct. 9, 2020
 Communications ∅
 Youth, Children and Young Adult ∅
 Stewardship ∅
 Justice, Mission & Outreach Oct. 16, 2020
 Annual Meeting Planning ∅
 Association of Ministers ∅

∅ = no meeting dates

Reports of the decisions and discussion items from the Committees:**Faith Formation and Leadership Development**

Discussion:

The committee has noted that there is an increased number of opportunities for online training for ministry personnel with the shutdown. Are there new opportunities for lay leader training? Of concern was the decreased number of opportunities for lay volunteers to participate in the life of the community of faith without in-person activities.

The group determined that helping ministry personnel with mentorship, identifying gifts and equipping lay people were areas where the church needs help. Could they give ministry personnel resources to help them identify lay leaders who sometimes have the skills, but lack the confidence, to put themselves forward? The Aspire program at Tatamagouche is a program designed to equip lay leaders – is the FFLD Committee the one to do this work, or is it enough to identify and promote resources?

New networks are being created for Faith Formation. Co-chair of the committee, Kevin Parks, has a network for music leaders, "Music Leaders UCC East and friends" that reaches further than RC15 and another network for music leader collaboration with clergy.

The pilot program for a digital church experience designed for individuals aged 30s-50s might have a product in place before Christmas. They are meeting again near the end of the month.

Appendix C - continued

REGIONAL SERVICES AND SUPPORT – continued

Communications

The Communications Committee is putting together a regional newsletter. The Newsletter is a literary effort to share ideas as opposed to administrative tasks and hopefully will be monthly. The committee wants feedback and column ideas. An invitation to contribute will be forwarded in the Weekly Announcements. The Newsletter will be online and churches can print off copies for distribution.

Youth, Children and Young Adult

The Minister for Children, Youth and Young Adults, Catherine Stuart, will call the committee together to see if a member will take the Chair, in the wake of the Chair's resignation. If not, the Nominations Committee will be approached.

A Virtual Youth Forum was held on the May 23 weekend. Camp Kidston and Sherbrooke Lake Camp, since they couldn't function as usual, had Camp in a Box programs this summer, and Sherbrooke Lake rented out their cabins to families. Rendez vous was held online. A decision was made not to have a virtual Intermediates at Conference due to concerns about screen fatigue.

Justice, Mission & Outreach

This committee is a joint committee with members from Region 15 and Fundy St. Lawrence Dawning Waters RC and they often collaborate with First Dawn Eastern Edge RC.

The committee is planning to meet at Tatamagouche Centre on Nov. 12-13, depending on public health restrictions.

Although there hasn't been a committee meeting since May, the working groups met independently. The working groups and the committee are organizing their proposals/presentations for the November recall meeting of the Regional Council.

The committee is struggling with finding ways to engage congregations.

The Ecological Justice Working Group has a new name, "Mining Working Group".

After the "White Fragility" book study, an Antiracism network has formed. Intentional work must be done to encourage people to talk about anti-racism and recognizing aboriginal rights in the constitution.

Proposals will be brought to the recall AGM about Climate Change, Anti-racism and the Palestinian children's rights.

Annual Meeting Planning

This committee is currently without a Chair.

The recall of the RC15 Annual Meeting was hoped to be an in-person meeting, but, of course, not able to happen due to public health restrictions, so it will be a virtual meeting, to be held on Nov. 5. It will be an opportunity for proposals and presentations.

Association of Ministers

We welcomed Chair, Ross Bartlett, to the Division. The Association of Ministers has not met since coming over from the Division of Community of Faith Support and Nurture. An advisory group has met.

Ross's report is attached in Appendix I to this report.

Concerns of the Division and the Committees:

FFLD has already provided a survey to Regional Council members but wondering if the Executive members have suggestions about what is the work of the church that FFLD needs to get done. There is a question about what they are supposed to be doing vs. what is already being done by staff. Indeed, as most of our committees are evolving, I would welcome insight from the Executive.

-Donnie Morrison
Chair
Division of Regional Services and Support

Appendix C - continuedREGIONAL SERVICES AND SUPPORT – continued

Appendix I

Association of Ministers Committee Report

Since our committee is a new addition to this Division a little background might be helpful. The Committee consists of three members: Linda Yates (ordained, retired, Secretary); Lori Crocker (diaconal); Ross Bartlett (ordained, chair) with one vacancy for a DLM following the resignation of Bill Drysdale for health reasons. We work with an advisory committee of approximately fifteen members from across the Region to fulfill the mandate required of the Region to establish the Association of Ministers.

We have a working purpose statement: ““To create a community of care where members can safely receive spiritual support, develop lasting relationships, engage in social activities and develop skills through engaging and relevant learning events while advocating for members shared needs with the denomination,” focussed on C – community A – advocacy R – renewal E – education.

The primary purpose of an Association is to fill the gaps left with the disbanding of Presbytery, in areas such a collegiality, support, and advocacy for ministry personnel. For purposes of membership in the Association, eligible persons are: serving members from the three streams of ministry (also retired and retained), and candidates serving in appointments. We hope, someday, that there will be a national association but at present our focus is in the Region. Ours is the only Region with any form of functioning Association. Some of the things we have done:

- Funding: in addition to the regular budget line item from the Region we have secured grants (Seeds of Hope, \$4,000 and Region, \$15,000). These monies are currently held by the Region as we continue to determine the financial/organizational future of the Association. With this money we have engaged in the following:
 - Activities: hosted a one-and-a-half day gathering of interested ministry personnel (approximately 75 in attendance) before the Region Annual Meeting in 2019; built and established a web site and retained an administrator; retained a consultant to advise us in the growth and establishment of the Association;
 - Facebook: has been our primary means of communication. Our FB page currently has 81 members from within the Region. The estimated number of active ministry personnel is about 125. During the pandemic we have opened the page to the Regional Minister as another vehicle for clergy support;
 - Collegiality: clergy isolation is a primary concern, so we have worked (in concert with the Regional minister), to encourage clergy clusters throughout the Region, with varying degrees of success;
 - Advocacy: having been alerted to the possibility that UCCan clergy are not covered under the provisions of the Human Rights Code, we have initiated discussions with General Council Office, reported to the membership, and are preparing a Proposal for the upcoming Regional Council gathering in November;
 - Discipline: have prepared and published materials informing ministry personnel of their rights and obligations during discipline proceedings in the church.

These activities are largely carried out by the Advisory Body. Anything involving money or polity is approved by the Association of Ministers' Committee of the Region before action. Our current focus is working with our consultant to clarify issues of identity and offering.

Ross Bartlett, Chair

Appendix D

NOMINATIONS

DIRECTORY OF DIVISIONS AND STANDING COMMITTEES

October 22nd, 2020

*Terms lengths are normally three years, renewable for one year.
An effort will be made to stagger the terms.*

Regional Executive

President	Ms. Janet Sollows (2021)
President-Elect	Ms. Jane McDonald (2021)
Past President	Rev. Catherine MacDonald (2021)
Chair of the Division of Finance and Administration	Ms. Jane McDonald (2021)
Chair of the Div. of Regional Services and Support	Mr. Donnie Morrison (2022)
Chair of the Division of Ministry Resources	Ms. Anne Cameron (2023)
Chair of Nominations Committee	Rev. Alicia Cox (2022)
Staff Committee Liaison	Rev. Lesley Hamilton
Members at Large	
1. Mr. Peter Hardy	
2. Mr. Max Martin	
3. Ms. Shannon MacLean	
UCW Representative	Debbie Hawkins

Nominations Committee

Chair Rev. Alicia Cox (2022)
Secretary Mr. Tony Orlando (2021)
Members
 1. Ms. Sue Lahey (2023)
 2. Rev. Angela MacLean (2022)

Division of Finance and Administration

Chair Ms. Jane McDonald (2021)
Secretary Ms. Fay Smith

Financial Accountability and Investments Committee

Chair Mr. Allan Davis
Vice Chair Mr. Mac MacLeod (2023)
Secretary Mr. Michael Ball (2022)
Members
 1. Mr. Geoff Lewis (2021)
 2. ~~Mr. Barry Zwicker (2023)~~

Incorporated Ministries Committee

1. Chair Rev. Christine Marie Gladu
2. Secretary VACANT
3. Members
4. Ms. Brenda Munro (2022)
5. Ms. Elaine Gray
6. Rev. Kevin Little
7. ~~Betty Anne Wells~~

Property Committee

Chair Mr. Ron Patterson
Secretary Ms. Fay Smith

Appendix D - continued**NOMINATIONS** - continued

Members

1. Mr. Gary Wilkie
2. Mr. Rob McArel
3. Rev. David LeBlanc
4. Mr. Larry Evans
5. Jack Logan
6. Grant MacKenzie

Archives, Records, and History Committee

Chair Ms. Joyce Wylie

Secretary

Members

1. Ms. Heather MacLean
2. Lesley Burrows
3. Mr. Shane Doucette
4. Mr. Ross Cameron

Division of Regional Services and Support

Chair Mr. Donnie Morrison (2022)

Secretary Rev. Mike Henderson (2023)

Communications Committee

Chair Rev. Kevin Cox (2022)

Secretary

Members

1. Rev. Wayne Smith
2. Rev. Kym Burke-Cole
3. Mr. Ron Shaw
4. Mr. Jack Morrison

Faith Formation and Leadership Development

Chair Rev. Kim Curlett (2021)

Vice Chair Kevin Parks (2021)

Secretary Rev. Heather Ferrier (2022)

Members

1. Rev. Sharon Lohnes (2023)
2. Ms. Carolina Tucker (2022)
3. Ms. Karen Crowley (2022)

Child, Youth, and Young Adult CommitteeChair ~~Mr. Mat Whynott (2023)~~ Ms. Paige Fraser

Secretary VACANT

Members

1. Ms. Emma Taylor
2. Ms. Terry Skidgmor
3. Ms. Paige Fraser
4. Mr. James O'Connell
5. Rev. Penny Nelson
6. Rev. Linda Yates
7. Ms. Dana Pardy

Stewardship Committee

Chair Ms. Shauna MacDonald (2023)

Secretary VACANT

Members

1. Ms. Margaret Ann Dodson (2021)
2. Cora Fanning (2022)
3. Sheila van Schaik (2023)

Appendix D - continued

NOMINATIONS - continued

Mission, Justice, and Outreach Committee

Chair Rev. Anne Hoganson (2022)

Secretary VACANT

Members

1. Ms. Kathryn Anderson, Diaconal Minister (2023)
2. Ms. Linda Scherzinger (2022)
3. Ms. Lenora Timmons (2023)
4. Rev. Sarah Raeburn (2021)
5. Rev. Penny Nelson (2023)
6. Ms. Bev MacDonald (2022)
7. Mr. Art Jensen (2023)
8. Ms. Sandra Tomsons (2023)

Annual Meeting Planning Committee

Chair VACANT

Secretary VACANT

President of the Region Ms. Janet Sollows

Designated Individuals:

1. Rev. Heather Manuel (Local Arrangements)
2. Fay Smith
3. Jane McDonald (Incoming President)

Association of Ministers Committee

Chair Rev. Ross Bartlett (2022)

Secretary Rev. Linda Yates (2022)

Members

1. Ms. Lori Crocker, Diaconal Minister (2021)
2. DLM Minister-VACANT

Division of Ministry Resources

Chair Ms. Anne Cameron (2023)

Secretary Ms. Nan Corrigan, Diaconal Minister (2021)

Pastoral Relations

Chair Rev. Tom Woods (2022)

Secretary VACANT

Members

1. Jennifer Robarts (2021)
2. Sheila Stewart (2022)
3. Sean Boulger (2023)

Licensing Committee

Chair Rev. John Moses (2022)

Secretary

Diaconal Minister Hubert den Draak, Diaconal Minister (2021)

Designated Lay Minister Ms. Dale Crawford, DLM (2020)

Qualified Supervisor Rev. Helene Burns (2022)

Members

1. Mr. David Forbes (2022)
2. Mr. Wayne Jarvis, DLM (2020)
3. Rev. Joan Griffin (2021)

Faith Story Community Covenant Committee

Chair ~~Annika Sangster, DM~~ Rev. Heather Fraser (2022)

Secretary VACANT

Members

1. Rev. Alex Constable
2. Rev. Matthew Fillier

Appendix D - continued

NOMINATIONS - continued

Future Directions Committee

Chair Rev. Carol Smith

Secretary VACANT

Members

1. Rev. Catherine MacDonald
2. Rev. Don Sellsted
3. Rev. Jeff Chant
4. Rev. Alison Etter

Retiree Support Committee

Chair Ms. Ruth Gamble, DLM (2022)

Secretary Wanalda Parsons (2023)

Members

1. Linda Winton (2022)
2. David MacLean (2021)
3. Rev. Glenn MacLean (2023)
4. Rev. David Hann (2023)

Other Appointments

Region 15 Representatives to the Staff Support Committee

1. Rev. Lesley Hamilton (Liaison to the Executive)
2. Rev. Derek Ellsworth

Affirming Ministries working group

Chair Rev. Ivan Gregan

Secretary Rev. Mary Jo Harrison

Members

1. Ms. Shannon MacLean
2. Ms. Sandra Nimmo
3. Rev. Mike Henderson
4. Ms. Miranda Newhook
5. Ms. Arlene Richardson

Representative to Atlantic School of Theology Senate

1. Mavis Peddie-Peters

Representative to Brunswick Street Mission Board of Directors

1. Rick Gunn

Representative to Tatamagouche Centre Society

1. Allan McIntosh

Appendix E

MINISTRY RESOURCES

**Divisional Reports to Regional Council Executive Regional 15
Division of Ministry Resources
October 26, 2020**

Division Name: Ministry Resources

Committees: Faith Story and Community Covenant
Future Directions
Licensing
Pastoral Relations
Retiree Support

Date of Divisional Meetings: June 30th, September 25th, 2020

Report of the discussions & decision from the Division:

The newly –configured Division of Ministry Resources met in late June to welcome the chairs of the Faith Story and Community Covenant, Future Directions, and Retiree Support Committees - to connect, to have a conversation and to hear from one another and to share what is happening within our Committees.

The Division met again on September 25th for its regular quarterly meeting to receive reports and updates on the work of the committees within this Division and review the financial statement for this Division.

A motion was approved from the Future Directions Committee regarding the request from the Southampton United Church to formally disband, effective October 5th, 2020.

Dates of Committee Meetings:

Faith Story and Community Covenant
Future Direction - September 9th, October 28th
Licensing -
Pastoral Relations – June 26th, August 19th, September 26th,
October 16th
Retirees Support

Reports of the decisions and discussion items from the Committees:

Faith Story and Community Covenant

We have had a slow start to the fall, September saw us starting with a committee of two. But I have called in some help, and we have a couple of extra people willing to give us a try, at least temporarily, and we are having our first meeting of the season on 27 October. The Rev Ivan Gregan, former GC Executive Rep, is coming to talk to us about the original vision of Regional Meetings from the Fishing on the Other Sidereport. Our goal for this year is to develop cluster meetings for education and fellowship, which in their first iteration would do an education piece around helping Faith Communities get their Faith Stories on Church Hub.
Heather Fraser, Chair

Future Direction Committee for Region 15: October 21, 2020.

Since early fall, the five members of Future Direction Committee have been actively engaged in the Strategic Planning Task Group. We have been joined by two members of Region 15 Executive: Leslie Hamilton and Shannon MacLean. Meetings of this new group took place on Sept 9 (Zoom); Oct 14 (in person all day meeting); the next meeting is set to take place on Zoom on Oct. 28 at 1pm. One of our Future Direction Committee members, Jeff Chant, is chairing the Strategic Planning Task Group. Our staff support person, David Hewitt has attended every meeting. I have asked Jeff if he has a brief update on the work of the Strategic Planning process to date, and if so, to send it to you directly.

Appendix E - continued**MINISTRY RESOURCES** - continued

While the work of the Future Direction Committee is more or less on hold until we have completed the Strategic Planning work, we are available if David Hewitt needs our help. Recently, I have followed up on an inquiry about the Multi-Site Worship Program and I would like to pass this on to the executive. Randy Boyd is the Director of a national UCC initiative, Rural Connect, which is a program of Edge. He explained to me that the first phase of this initiative is a satellite program, the Multi-Site Worship Program. They have developed a box which contains all that is needed by way of technical equipment for a congregation to connect with live worship at their site. If an area has cell phone service, they can utilize the technology to make use of this program. It is possible for a congregation to rent the equipment for \$50 a Sunday to try it out. Randy expressed that they have some satellite boxes ready to be sent to us in Maritimes. It is our job here in Region 15 to find out if there are congregations who would like to give the concept a try. The Future Direction Committee will discuss how to best inform congregations of the program. And also to explore the question? Do we have a United Church Rural Church network in Region 15? There is currently a national United Rural Ministry Network which produces newsletters and offers workshops.

Carol Smith, Chair

The Strategic Planning Task Group

The Strategic Planning Committee has had one virtual Meeting and one all day in person session. We are working on formulating clear proposed objectives for the region considering key areas we feel need the most attention and care at this point. We hope to have a draft of these in the next 6 weeks.

From: Jeff Chant, Chair

Licensing

We continue to interview applicants for licensing as Lay Worship Leaders. We also respond to requests for sacramental privileges and marriage licenses for Student Ministry Appointments.

The following motions were approved by the Licensing Committee:

- That Keith Wiseman be given authority to celebrate the sacraments of baptism and holy communion from this date (February 4, 2020) to the end of his appointment as a DLM at the St. Peter's-Grand Lake-Loch Lomond pastoral charge, which is November 11, 2021.
- That Sandra Curtis continue as a sacrament elder in the North Highlands Pastoral Charge for a two-year period, from January 30, 2020 to January 30, 2022.
- That Robert Costelo be authorized to continue as a sacraments elder in the North Highlands Pastoral Charge for a two-year period, from February 11, 2020 to February 11, 2022.
- That April Hart be granted sacramental privileges (baptism and communion) and a marriage license for the balance of her SME appointment at the Coldstream-St. David's cooperative ministry, effective August 14, 2020 to April 30, 2021.
- The Sacramental privileges for Rick Gunn for the time of his appointment as student supply at North Highlands Pastoral Charge (August 4, 2020 to April 4, 2021).
- That Linton Worrell be granted sacramental privileges and a marriage license for the duration of his SME appointment at the Rawdon Hills Pastoral Charge beginning September 8, 2020, and continuing to July 31, 2021
- That Jennifer Billard be granted sacramental privileges (baptism and communion) and a marriage license for the duration of her appointment as Student Supply at 3/4 time (30 hours per week) at the Whycocomagh-East Lake Ainslie Pastoral Charge, effective September 1, 2020 to August 31, 2022.
- That Ruth Gamble be granted sacramental privileges (baptism and communion) and a marriage license for the duration of her appointment as DLM at the Spring Hill Pastoral Charge, October 1, 2020. April 11, 2021.
- That Patricia Elaine Stevenson be relicensed as a Licensed Lay Worship Leader within Region 15 for a two year period beginning October 5, 2020, and ending October 5, 2022.

Appendix E - continued**MINISTRY RESOURCES** - continued

- That Sandi Irving be re-licensed as a Lay Worship Leader within Region 15 for a two year period, from October 16, 2020 to October 16, 2022.
- That Penny Steele be licensed as a Lay Worship Leader within Region 15 for a two year period, from October 16, 2020 to October 16, 2022.
- That Shane Doucette be licensed as a Lay Worship Leader within Region 15 for a two year period, from October 16, 2020 to October 16, 2022.
- That Marie Slivocka be re-licensed as a Lay Worship Leader within Region 15 for a two year period, from October 16, 2020 to October 16, 2022.
- That Jack Morrison be licensed as a Licensed Lay Worship Leader within Region 15 for a two-year period beginning October 14, 2020 and ending October 14, 2022.

John Moses, Chair

Pastoral Relations

The following motions were approved by the Pastoral Relations Committee, June 26th, 2020:

1. Moved that Region 15 approve:
 - a. The Renewal of Appointment of Bill Drysdale, DLM, with the collaborative ministry of Cumberland Pastoral Charge (20 hours/week) and McCully Pastoral Charge (15 hours/week), July 1, 2020 to June 30, 2021.
 - b. The Renewal of Appointment of Mary Lynne Whyte, full time, with Woodlawn United Church, Dartmouth, November 1, 2020 to December 31, 2021.
 - c. The SME Appointment of Rick Gunn with North Highlands Pastoral Charge, full time, August 4, 2020 to April 4, 2021.
 - d. The Renewal of Appointment of Wayne Jarvis, DLM, with Northumberland Pastoral Charge, 20 hours/week, July 1, 2020 to June 30, 2022.
 - e. The Renewal of Appointment of Norma Mills, DLM, with Waterview Pastoral Charge, 20 hours/week, July 1, 2020 to June 30, 2021.
2. The Renewal of Appointment of Heather Fraser with St. Luke's United Church, Tantallon, 32 hours/week, July 1, 2020 to December 31, 2020
3. The Renewal of Appointment of Lynda MacCulloch with Brunswick Street North River Pastoral Charge, Truro, 20 hours/week, July 1, 2020 to June 30, 2021.
4. The Renewal of Appointment of Bob Biggar with Donkin, Morien, Birch Grove Pastoral Charge, 20 hours/week, August 1, 2020 to July 31, 2021.
5. The change in starting date for the previously approved Provisional Appointment of Mavis Peters with Hopewell Eureka East River Pastoral Charge from September 1, 2020 to August 1, 2020.
6. The change in terms of Call for Kathleen Anderson with Crossroads Pastoral Charge from full time to 20 hours per week, effective July 1, 2020
7. The change in position description for Rick Gunn, Candidate, with Bedford United Church to include licensing for marriages, effective immediately
8. The profile materials for Dalhousie Campus Ministry.
9. The profile materials and position description for St. Andrew's Wesley, Springhill Pastoral Charge, and authorize Search to begin.
10. The proposed position for Music Ministry Leader at Bedford United Church as a category 3 Congregational Designated Minister, subject to review at the time of hiring.
11. The development of a three-year Interim Ministry at Woodlawn United Church, Dartmouth. Development shall include:
 - a. The current Community of Faith profile preparation team shall be disbanded.
 - b. A new short-term Interim Ministry task group will be selected to work on the development of the Interim Ministry plan in cooperation with Region 15.
 - c. Linda Yates will continue as Region 15 Liaison with Woodlawn and the Interim Ministry task group until the plan for Interim Ministry is finalized, and receives Region 15 approval.

Appendix E - continued**MINISTRY RESOURCES** - continued

- d. The continuation of Appointment for Mary Lynne Whyte for the duration of the Interim Ministry, and extending to eligibility to apply for any permanent positions that may emerge following the Interim Ministry.
- e. Following the requirements for Interim Ministry as expressed in the Manual and applicable handbooks of The United Church of Canada.
- 12. The following Renewals of Appointment, pending receipt of a completed Record of Appointment:
 - a. Sandra Cox with Knox United Church, Lower Sackville, full time, July 1, 2020 to December 31, 2021.
 - b. Marty Clark-Ettinger, DLM, with Upper Stewiacke Springside Pastoral Charge, full time, July 1, 2020 to June 30, 2021.
 - c. Lori Crocker with St. Paul's Mount Uniacke Pastoral Charge, 20 hours/week, July 1, 2020 to June 30, 2021.
 - d. Elizabeth Davies with Southampton Pastoral Charge, 12 hours/week, July 1, 2020 to June 30, 2021.
 - e. Dana Party with Waverley Pastoral Charge, 20 hours/week, July 1, 2020 to June 30, 2021.

The following motions were approved by the Pastoral Relations Committee, August 19th, 2020:

- 1. The Request for Change in Pastoral Relations from Heather Ferrier of Riverport Pastoral Charge, effective September 27, 2020.
- 2. The Bridgewater Pastoral Charge profile materials and position description for a 50% ministry position focussed on Pastoral Care, and authorize Search to begin. Also approved that the position can be a SME position, if requested.
- 3. The SME Appointment of Linton Worrall with Rawdon Pastoral Charge, 20 hours/week, August 1, 2020 to June 30, 2021.
- 4. The profile materials and position description (including the possibility of SME) for a full time position from St. Mark's United Church, Port Hawkesbury, and authorize Search to begin.
- 5. The development of an Interim Ministry at Woodlawn United Church, Dartmouth. Development shall include:
 - a. The current Community of Faith profile preparation team shall develop the Interim Ministry plan in cooperation with Region 15 and then disband.
 - b. Linda Yates will continue as Region 15 Liaison with Woodlawn until the plan for Interim Ministry is finalized, and receives Region 15 approval.
 - c. The requirements for Interim Ministry as expressed in the Manual and applicable handbooks of The United Church of Canada will be followed, including the establishment of a Transition Team to work with the Interim Minister during the Interim Ministry.
 - d. The Appointment of Mary Lynne Whyte will continue for the duration of the Interim Ministry. Mary Lynne will be considered eligible to apply for any permanent positions that may emerge following the Interim Ministry.

The following motions were approved by the Pastoral Relations Committee, September 25th, 2020:

- 1. The Renewal of Appointment for Dale Crawford, DLM, with River and Lakeside Pastoral Charge, half time, September 1, 2020 to August 31, 2021.
- 2. A half-time Congregational Designated Ministry (CDM) Youth Coordinator position at Woodlawn United Church.
- 3. A temporary half-time position for Minister of Worship and Sacraments at Woodlawn United Church.

Appendix E - continued

MINISTRY RESOURCES - continued

The following motions were approved by the Pastoral Relations Committee, October 16th, 2020:

1. That Region 15 approve the Appointment of Ruth Gamble, DLM with Springhill Pastoral Charge, half-time, October 1, 2020 to April 11, 2021, while Search continues. Thanks to Ruth for also serving as Liaison.
2. The Appointment for Angela (Lydia) Clifton, with Bridgewater United Church, half time, November 1, 2020 to June 30, 2021. Noted that this position has an expectation for the administration of the sacraments and that the Pastoral Relations Committee supports the application by Bridgewater to the Licensing Committee for sacraments licensing, when eligible. Thanks to Heather Ferrier for serving as Liaison.
3. The Request for Change in Pastoral Relations for the purposes of Retirement of Vivian Moores, Petite Riviere Pastoral Charge, effective June 30, 2021.
4. The Provisional Appointment of Daniel MacDonald, ordinand, with Harmony Camden Pastoral Charge, 14 hours per week, November 1, 2020 to June 30, 2022. Noted that it is expected that Daniel will be ordained in a Celebration of Ministries service with Region 15 sometime this fall. Thanks to Fay Smith for serving as Liaison.
5. The Appointment of Dianne Kempt, DLM, with Boularderie Pastoral Charge, 10 hours per week, October 18, 2020 to January 16, 2021, while Search continues. Thanks to Alison Etter for serving as Liaison.
6. The Profile materials and position description for a half-time position at St. David's United Church, Port Hastings, and authorize Search to begin. Thanks to Peter Smith for serving as Liaison.
7. That the ministry posting currently in Search as a collaborative ministry with Lower Musquodoboit Pastoral Charge and Middle Musquodoboit Pastoral Charge be eligible for Supervised Ministry Education (SME). Thanks to Linda Atkinson for serving as Liaison.

Tom Woods, Chair

Retirees Support Committee - September 25, 2020

We have a committee of five persons, plus the chair. There has been one general email sent to the entire Retirees membership this past summer.

On September 16th I sent an email to the team re the consideration of creating a proposal, asking for a review of our Health Care Plan.

Once I hear back from more than one person, I will then send a general email suggesting a proposal for a Review of the Health Plan. (I may send the general email soon.) Connex has information about the plan from time to time, but we aren't really sure a full- fledged review takes place.

We have had 5 complaints about the plan, which you usually don't discover you have a problem until after you retire.

Our connections are via email – team and larger group ...for the most part. When the time is right, we will suggest gathering in clusters.....

Wanalda does send out sympathy cards to various families when there are deaths in Region 15.

Ruth Gamble, Chair

Concerns of the Division and the Committees:

Proposal Name: Review of the Green Shield Benefits Plan with respect to Retirees Benefits

Appendix E - continued**MINISTRY RESOURCES** - continued

Origin: **Retirees Support Committee/Division of Ministry Resources**

1. What is the issue? - Health Care coverage for retirees of the United Church of Canada.

- a. Retirees have concerns regarding the current health care plan coverage
- b. Is there a plan that might better serve retirees?

We believe the Holy Spirit is calling us to:

Engage the topic of a review of the current Green Shield plan for retirees.

2. This issue is important for us:

- a. We believe this to be a justice issue.
- b. We believe God is asking us to support each other, especially those ministry personnel, secretarial staff, custodial staff who are retired in the United Church of Canada and those who will retire.
- c. We believe those with health concerns, who are on a retirement income need to be treated fairly with respect to the cost and return of benefits.
- d. We believe that the current policy does not meet the needs of those who are retired.
- e. The cost of current policies with the coverage offered is problematic for our retirees.
- f. We believe it is time for a review of the Benefits Policy we have with Green Shield.

3. Principals informing this issue include lived experiences from our Retirees of which we have been supporting:

- a) expensive for very little benefit
- b) Dental claims are slow to be processed, causing late fees
- c) Dental care is minimalist. Half of dental work is not covered
- d) 90 day prescription renewals is outdated – extra trips to pharmacy, inconvenient
- e) Prescriptions are staggered, not always good for people who live a distance from the pharmacy
- f) Coverage is abysmal – once retired, after giving of themselves for years, are cut off from any coverage for counselling services.
- g) No coverage for prescribed glasses
- h) Coverage for general overall health (chiropractor, naturopath, osteopath, massage therapy, foot care is barely covered
- i) Raising a granddaughter who has left home for university and is no longer covered on my policy
- j) Inconsistencies with regard to orthotics and physiotherapy – sometimes covered, sometimes not.
- k) Inconsistent with hearing aid coverage
- l) Concern about coverage caps
- m) Feeling as though we are on our own once retired living with illness with less coverage. Once retired, there is a jump in certain prescriptions.
- n) Wanting the beneficial to change between Options 1 and 2 without so many restrictions.
- o) Wanting the United Church of Canada be more lenient in releasing people from the Green Shield Plan.
- p) Green Shield is not user friendly
- q) Concern, about after making the difficult decision to remove family from plan and still having to pay for the full coverage for the plan for a full year.

4. How might General Council respond to the issue?

We call on General Council to direct the Pension and Benefits department of General Council to review the Green Shield Plan with the United Church of Canada with particular attention to the retiree plan. And develop a strategy to address the concerns raised.

5. There are no previous proposals, motion or action regarding this present proposal.

Appendix F

UNITED CHURCH WOMEN

Maritime UCW is finding its way through this Pandemic, learning how to ZOOM and Conference Call. Many UCW units are nervous about meeting in person. Some are meeting virtually. In April because of Covid 19 breaching our shores, we were forced to postpone our Biennial meeting until it was safe to meet in person. Because of that decision, Ruth Kennedy will remain as President, Elaine Burrows will remain as Vice President and Debbie Hawkins and Marilyn Bubar will remain as co Second Vices until they can be voted in to their new positions by the full court of UCW.

Mission and Service donations for the Regions for 2019 were as follows Region 15 - \$79,490... Fundy St Lawrence Dawning Waters - \$49,517 and UCW Nationally gave 1,020,034. As the pandemic lingers UCW is challenged with thinking of new ways to help their local church and Mission and Service. Some units are having on line sales with curbside pick ups. I encourage everyone to make a conscious effort to be part of these sales by buying or sharing the information with others.

Having contact with every UCW unit in the Maritimes/Bermuda continues to be a challenge. We are asking that every unit as well as any individual UCW members without a unit contact Ruth Kennedy so information can flow freely and we can have a clear idea of how many UCW we have in our two Regions. It seems when our old United Church system stopped and the New system began, and Presbytery was eliminated, some units thought and think they were on their own in their local church. This is not the case. If there is any way to share this information we would be so thankful for your help.

There was to be an appreciation day at Tatamagouche Center this fall which was cancelled for safety reasons. This will be held at a later date to celebrate our Maritime/Bermuda UCW ladies.

We recently finished our National UCW meetings via ZOOM. One item of note was that the InfoPaks will no longer be mailed. More disconcerting to UCW was the fact that the National church will no longer produce "Keeping in Touch" the UCW newsletter. It will not be in the virtual InfoPak. NUCW will now be producing its own Newsletter. An editor has been named. She as well as the President will be moving forward with the design and distribution of the National UCW Newsletter.

Because there was no one working in the General Council Offices, other than a few finance people, UCW requests for Lifetime Membership Pins have not been processed because there was no one in the mailroom to mail them out. Cheques were not cashed and are now stale dated. We are hopeful this issue is being worked out over the next few weeks.

At the end of the week of our National meetings we were afforded the opportunity, because we were meeting virtually, to invite UCW ladies from across Canada/Bermuda to join our national executive as we gathered in worship and participated in communion led by Rev. Michael Blair. Approximately 88 ladies joined us from coast to coast.

We continue to be challenged to get UCW work done, however it seems many are seeing the way through the Covid fog. We look forward to 2021 with expectation and hope.

Ruth Kennedy - FSLDW
Debbie Hawkins - Region 15

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