

THE UNITED CHURCH OF CANADA
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL
REGIONAL COUNCIL EXECUTIVE

RC1

December 1, 2020 at 9:30am via video conference

ATTENDANCE

Bob Bennett, Elizabeth Dawson, Paula Gale, Peggy Johnson, Faith March-MacCuish, Christopher Mazhandu, Simon Muwowo, Heather Sandford, Debra Sparkes-Mercer, Grant Stuckless, Paul Vardy, Roy West.

Attendance

WELCOME AND OPENING PRAYER

The President welcomed all members to the meeting. Christopher Mazhandu led the devotions, and opened the meeting with prayer.

Welcome

Opening Prayer

QUORUM AND CONSTITUTION OF THE COUNCIL

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, Peggy Johnson acknowledged the territory on which we gather. We strive for respectful partnerships with all the peoples of this land as we work towards healing and reconciliation.

Acknowledging
the Land

CORRESPONDING MEMBER

MOTION: (Bob Bennett/Simon Muwowo)

That Heather Sandford be a corresponding member.

Corresponding
Member

CARRIED

AGENDA

MOTION: (Roy West/Paula Gale)

That the agenda be adopted as circulated.

Agenda

CARRIED

MINUTES

MOTION: (Debra Sparkes-Mercer/Christopher Mazhandu)

That the minutes of the September 29, 2020 Executive meeting be adopted.

Minutes

CARRIED

BUSINESS ARISING

Vacant Land at 320 Elizabeth Avenue

The Executive Minister asked that this item be left on the agenda to come to the next meeting of Executive. There is currently no use of the existing parking spaces as the university remains closed during the pandemic.

Business Arising

Vacant Land

Future Planning Working Group

The Regional Minister reported that no work has taken place on this matter. The group commits to meeting before the next Executive meeting. The Executive Minister added that this work comes from the Manual. It is asking the region to develop a self-assessment tool for communities of faith. This group hopes to make the planning work more streamlined for users so that there is no overlap or duplication in reporting. Elizabeth Dawson and Roy West will work with the Regional Minister on this piece of work.

Future Planning
Working Group

Swift Current
PC**Swift Current Pastoral Charge**

The Regional Minister reported that she and Paul Vardy have spoken with the Minister. On line worship is taking place on the Pastoral Charge and going well. The Minister did not share any financial issues on the Pastoral Charge at this time.

HALO Report**HALO Report**

The Executive Minister reported that this report has been requested and work has begun on the report for the region.

Annual Meeting**Annual Meeting**

The Executive Minister reported that, while an unusual year, the meeting was very successful. The Executive feel that it is possible that the spring meeting may also be virtual and some decisions will need to take place in the new year around this.

Legal Counsel**Legal Counsel**

The Executive Minister reported that the region has engaged new legal counsel. Some preliminary meetings have taken place. We are still waiting on file transfer from the previous legal office.

Affirm Standing
Committee**Affirm Standing Committee**

This proposal was approved at the annual meeting. It was discussed how best to proceed so that the Nominations Team could begin work on the mandate and membership for this new committee. The Executive shared that it is exciting to see interest in this work. In order to not lose momentum for the work, Nominations will be asked to begin this work and have terms of reference drafted for January, 2021.

Correspondence**CORRESPONDENCE**Emerging Anti-
Racism Network

1. Emerging Anti-Racism Network – a letter was received from Kent Gibbons, Chair of Justice, Mission and Outreach Committee of Fundy St. Lawrence Dawning Waters Regional Council, asking the Atlantic Regional Councils to commit to practicing anti-racism and develop tools to listen, learn and discern.

The Executive discussed this correspondence at length. The Executive agreed to write a letter of support to Kent Gibbons, acknowledging the region's commitment to this work, and stating the Executive's commitment to work on this piece until there is a full committee in the First Dawn Eastern Edge Regional Council to work with the group. The regional council Executive expressed the need to work in sync with the General Council anti-racism initiatives. Nominations are asked to find a point person to enable this work in the region. The Executive feel that this is a priority for the region, and are asked to forward any names to Nominations that they feel may have a passion for this work.

Reports**REPORTS**President**PRESIDENT**

(Grant Stuckless assumed the chair)

The President thanked the Executive for their work and for continuing to do the work of the region in these very challenging times. The President acknowledged that there will be many challenges ahead and that everyone is to be commended for their work. The President expressed gratitude for the annual meeting, to the organizing committee, the regional staff, leadership, and all who participated in bringing the virtual meeting into being. The Milestones in Ministry Service was heartfelt and inspirational. The President thanked the Executive Minister and staff for dealing with the challenges and doing the work of the region.

MOTION: (Peggy Johnson/Simon Muwowo)

That the report of the President be accepted as presented.

CARRIED

(Peggy Johnson reassumed the chair)

EXECUTIVE MINISTER

Executive Minister

The Executive Minister thanked the Executive and staff for their support. These are most unusual times and the work during the pandemic has been a challenge, but we are not in this work alone, and we are upheld through the support of the church and each other.

The Executive Minister highlighted some pieces of work, including sending a letter to the provincial government with the appeal that funding for pandemic recovery may include churches in the region. The Town Hall gatherings have continued. These gatherings are well attended, and it is felt that this connection should to continue even during non-pandemic times. It was agreed that a gathering in the new year could focus on the congregations and planning for annual meetings and budgeting.

MOTION: (Faith March-MacCuish/Simon Muwowo)

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

CARRIED

HUMAN RESOURCES (Appendix A)

Human Resources

Paul Vardy presented the report of the Division of Human Resources. There has been some confusion around the Appeals Team in the organization structure. The Executive Minister explained that this group are trained in appeals and can be called upon should the need arise for a team to hear an appeal. The Governance document outlines the team with a convenor and secretary, whereas the appeals process more requires a pool of members that can be drawn upon if the need arises.

MOTION: (Roy West/Simon Muwowo)

That the Appeals Team be removed from the Organization Chart under the Division of Human Resources.

CARRIED

MOTION: (Paul Vardy/Bob Bennett)

That one additional member at large position be added to the Division of Human Resources, to be filled by the Nominations Team.

CARRIED

Licensed Lay Worship Leadership

Licensed Lay Worship Leadership

Paul Vardy, Chair, presented the new certificate for Licensed Lay Worship Leaders. Once approved, lay worship leaders will receive certificates, which will be issued by the Regional Council.

Pastoral Charge Spreadsheet

Pastoral Charge Spreadsheet

The chair presented a spreadsheet for information, outlining pastoral relations in process, pastoral charge vacancies and pastoral charge supervisors.

MOTION: (Paul Vardy/Bob Bennett)

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

CARRIED

COMMUNITIES OF FAITH SUPPORT AND PLANNING (Appendix B)

Communities of Faith Support and Planning

Bob Bennett, chair, presented the report of the division and highlighted the MAP documents approved since the last Executive meeting.

MOTION: (Bob Bennett/Simon Muwowo)

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

CARRIED

Regional
Council
Services and
Support

REGIONAL COUNCIL SERVICES AND SUPPORT (Appendix C)

Simon Muwowo presented the report of the division. The chair reported on the very successful clergy retreat and fall learning events. Both were presented online this year. The attendance for the fall learning events was low, but much was learned about the preparation and delivery of the events.

The chair reported that the communications team is still looking for members, with the hope of developing a newsletter to share stories of the region. As well, the convenor of the Regional Planning Team has completed their term and the division needs members to fill these positions and to keep quorum in order to continue the work of the division.

MOTION: (Simon Muwowo/Paul Vardy)

That one member at large position be added to the Division of Regional Council Services and Support, to be filled by Nominations.

CARRIED

Paul Vardy asked Executive members to forward any recommendations for vacancies in the nominations report to the Nominations Team

MOTION: (Simon Muwowo/Christopher Mazhandu)

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

CARRIED

Finance and
Administrative
Resources

FINANCE AND ADMINISTRATIVE RESOURCES (Appendix D)

Roy West presented the report of the division. The chair reported on the Mission Support Grant allocations for 2021. The chair reported that there has been a decrease of 15% (fifteen) over 2020 from General Council for Mission Support Grants. The division worked very hard to make up this reduction for 2021 by using some remaining funds from the Regional Council Chaplaincy Fund.

Going forward, the division recommends that recipients need to examine their budgets to become less reliant on the grants in order to account for future reductions from General Council. In addition, there is great concern that the chaplaincy model will need to be revisited as the region cannot maintain support in this way in the future.

The Executive discussed at length how this important issue can be addressed. The Regional Minister recommended naming one person from Finance, one person from pastoral relations and one person from chaplaincy to form a chaplaincy options working group and bring options to the March meeting of the Executive so that recommendations can be made.

MOTION: (Debra Sparkes-Mercer/Christopher Mazhandu)

That a Chaplaincy Options Working Group be formed with one person from chaplaincy, one person from finance, and once person from pastoral relations, in order to bring options to the March 9, 2020 meeting of the Executive.

CARRIED

Stoneville-Change Islands

The chair noted that a very productive meeting took place with the Executive Minister, chair of Human Resources, Chair of Finance and Administrative Resources, and representatives of this struggling pastoral charge.

Stoneville-
Change
Islands PC

Board of Trusts Team

The Executive Minister reported that there is no longer a convenor of this team. The Team members met with Phillips, Hagar and North to discuss the investments of the region.

Board of
Trusts Team

MOTION: (Roy West/Paula Gale)

That the disbursement of funds from the Investments be as follows:
2% (two) to the trust funds and 2% (two) to administration. Earnings above the 4% (four) disbursement to be directed to the discretionary fund.

CARRIED

MOTION: (Roy West/Paul Vardy)

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

CARRIED

GENERAL COUNCIL REPRESENTATIVE (Appendix E)

Paula Gale presented the report of the work of the General Council. The report is included in the appendix. Everyone is encouraged to follow the United Church Commons.

General
Council
Representative

MOTION: (Paula Gale/Paul Vardy)

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

CARRIED

STAFFING COMMITTEE

Paula Gale reported that the committee is meeting later today. It was shared that Jim Evans will now fill the second position on this committee from First Dawn Eastern Edge Regional Council. A report will be available for the next meeting.

Staffing
Committee

UNITED CHURCH WOMEN

Debra Sparkes-Mercer reported on the work of the United Church Women (UCW). A very successful online event was held with 42(forty-two) participants from all across the province.

United Church
Women

MOTION: (Debra Sparkes-Mercer/Paula Gale)

That the report of the UCW be received for information.

CARRIED

OTHER BUSINESS

The Executive were asked for an update on the Cochrane Centre, however there is no update expected, as loan payments have been deferred to 2025.

Other
Business

ADJOURNMENT

MOTION: (Simon Muwowo/Paula Gale)

That the meeting adjourn.

Adjournment

CARRIED

Next Meeting

NEXT MEETING

A special meeting will be required before the March 9, 2020 Executive meeting to deal with the annual meeting planning and Affirm Standing Committee terms of reference. A doodle poll will be sent to determine a January meeting date.

Benediction

BENEDICTION

The President, Peggy Johnson, closed the meeting with prayer.

Rev. Peggy Johnson
President

Rev. Faith March-MacCuish
Executive Minister

Appendix A

HUMAN RESOURCES

First Dawn Eastern Edge Region Human Resources Accountability Report

Meeting of Thursday, October 15, 2020

It was moved, seconded, and carried that Ms. Emma O'Rourke be appointed to the Elliston Pastoral Charge, 25 hours per week effective October 19, 2020 - October 18, 2022.

Meeting of Tuesday, October 20, 2020

Fogo Island Pastoral Charge - It was noted that the immigration process for the Rev. Liberty Matabire has slowed due to Covid-19. We are looking at ways of expediting the process.

Burgeo Pastoral Charge

We continue to work with Burgeo Pastoral Charge as they work through their MAP.

Stoneville-Change Islands Pastoral Charge

Pastoral Relations (Human Resources), Finance and Admin have met with the Chairs of the various Boards on the Pastoral Charge and are working with them in finding a way forward.

Covenanting Services

All liaisons have been contacted and strongly encouraged to plan services either virtually or in-person.

Victoria Pastoral Charge

It was moved, seconded, and carried that approval be given for the appointment of Rev. John Davis to the Victoria Pastoral Charge, 20 hours per week, effective September 30, 2020 - June 30, 2021.

Freshwater Community of Faith

Worship services are being conducted by lay leadership at the present time. Rev. Peggy Johnson is the Pastoral Charge Supervisor.

Half-time Ministry

We are working on a document to help Pastoral Charges better understand what half-time ministry looks like.

Clarenville Pastoral Charge

It was moved, seconded, and carried that a mediator be appointed to work with the Clarenville Pastoral Charge and the Pastoral Relations Team.

Topsail Pastoral Charge

It was moved, seconded, and carried that approval be granted for the call of the Rev. Kathy Brett to the Topsail Pastoral Charge, full-time, effective November 16, 2020. It was also moved, seconded, and carried that the 90 day notice be waived and adjusted to reflect 82 days for the move of the Rev. Kathy Brett from Gander Pastoral Charge to the Topsail Pastoral Charge.

Concern re Vacant Pastoral Charges

Pastoral Relations are in the process of contacting our vacant Charges as a means of follow-up.

Current Nominations Report

CHAPLAINCY TEAM - It was reported to the Division that our two chaplains are presently on medical leave.

Appendix A - continued**HUMAN RESOURCES - continued****Meeting of Monday, November 30, 2020**

Hant's Harbour Pastoral Charge - It was moved, seconded, and carried that Mr. Glenn Jarvis be appointed to the Hant's Harbour Pastoral Charge effective October 15, 2020 - June 30, 2021, part time (20 hours per week).

Salmon Cove Pastoral Charge - It was moved, seconded, and carried that Rev. Dr. Wayne Cole be appointed to the Salmon Cove Pastoral Charge, effective October 1, 2020 - September 30, 2021, part time (20 hours per week).

Green's Harbour Pastoral Charge - It was moved, seconded, and carried that the request from the Green's Harbour Pastoral Charge to become a Learning Site be approved.

Stoneville-Change Islands Pastoral Charge - Members of the Pastoral Relations Team and Finance and Admin have met with members of the congregations involved. It was noted that the Change Islands church building and the Horwood church building both need major repairs. Another meeting will be held to decide how they should move forward in the future.

Shoal Harbour Pastoral Charge - Their M.A.P. is completed. Search is in process.

Pastoral Charges without Ministry Personnel - A questionnaire is being forwarded to those Charges to understand their requirements.

Covenanting Services - Covenanting Services have been conducted for the following Pastoral Charges: Salmon Cove, Cowan Heights, and St. Anthony.

Covenanting Services to be conducted in the near future:

George Street, Whitbourne, Wesleyville, Central Labrador, Topsail, Portugal Cove-St. Phillips, and Hant's Harbour.

LaScie Pastoral Charge - Rev. Christopher Mazhandu has requested a three-month Sabbatical effective June -August 2021.

Oakland Pastoral Charge - Some irregularities in process were detected on the Pastoral Charge. The Pastoral Relations Team will send a Listening Team to the Charge to work things out.

Northern Arm Pastoral Charge - Their M.A.P. has been approved.

It was moved, seconded, and carried that the Northern Arm Pastoral Charge's request to no longer be a Learning Site be accepted.

Clarenville Pastoral Charge - We are continuing to work with the Clarenville Pastoral Charge around some conflict resolution.

LICENSING TEAM

Bruce Rideout presented a copy of a certificate recommended to be presented to Licensed Lay Worship Leaders (with the inclusion of the Regional Council logo). Linda Green (LLWL) - It was moved, seconded, and carried that we approve Ms. Linda Green (Gambo Pastoral Charge) to be licensed as a Licensed Lay Worship Leader.

CHAPLAINCY TEAM

It was noted that Karen Thorne has returned to her Chaplaincy position after medical leave; and Rev. Bill Bartlett is returning on ease-back.

Request of Executive:

It was moved, seconded, and carried that some clarity be requested from the Regional Executive regarding the position of Convenor of Appeals Team and that we seek Region's approval to add a third Member-at-Large position to the Division of Human Resources if necessary.

Appendix B

COMMUNITIES OF FAITH SUPPORT & PLANNING

Communities of Faith Support and Planning
September 24, 2020

The Following MAPS Have been Approved since our Last Meeting:

Hearts Content
Green Bay South
St. James
Shoal Harbour

MAPS in Process:

Raleigh-Griguet
Change Islands
Nippers Harbour
Newtown-Lumsden
Red Bay
Gambo
Gander

Appendix C

REGIONAL COUNCIL SERVICES AND SUPPORT

REGIONAL COUNCIL SERVICES AND SUPPORT DECEMBER 1, 2020

This report covers the activities of two teams, Faith Formation, Christian Education & Leadership development plus the communications team. I am glad to report that despite the challenges of the year 2020 the division was able to fulfil some of the planned activities though in a different form than earlier hoped for. Allow me before I proceed to give the report to thank Rev. Kathy Brett who served as Convenor for the planning team and has since stepped down from the role. Her valuable contribution to the division will be greatly missed.

The Report:

1. **Faith Formation Christian Education and Leadership Development Events Planning**

As we moved closer to the events planned for the fall of 2020, the decision was made to involve the Regional Minister in the budgeting aspect of the events. Susan Sheppard and Lynda Goy-Flint from the FFCELD team met with Heather Sandford to plan the finances for the three fall events. Given the Covid-19 pandemic and the prohibitions on gathering, there was considerable uncertainty as to whether any of the three events could be held as envisioned. Because budgeting in these circumstances was so challenging, the group of Heather, Susan and Lynda continued to meet, along with Catherine Stuart, the newly appointed Minister for Children, Youth and Young Adults for UCC East and Bill Matchem and Alice Moores, DLMs who were interested in having a specific DLM-focused component to the Clergy Retreat. Many thanks are extended to Heather Sandford, Catherine Stuart and Faith March-MacCuish.

After many iterations, the following is how the events transpired:

- ***Continuing Education Clergy Symposium***
 - Catherine Stuart and Simon Muwowo communicated with Susan McAlpine-Gillis from AST who advised that the symposium was not readily translatable to an online version, and so the symposium was postponed until it can happen in person
 - Proposed Theme: Ministry Through Resilience in Times of Change
 - Offered through Atlantic School of Theology
 - Presented by: Susan MacAlpine-Gillis
 - Open to order of ministry—active, retired, inactive
- ***Clergy Retreat/DLM Education Event***
 - Wednesday, October 21/20 to Friday, October 23/20 online
 - Proposed Theme: Celebrating Ministries and Working Toward Vitality
 - Open to order of ministry—active, retired, inactive
 - Presenters:
 - Janice MacLean, host of Prayer Bench online ministry at prayerbench.ca who provided an online meditation and reflection resource “Sounding Vitality” for each of the three days of the retreat that attendees could access as they wished during the retreat and for several weeks after
 - Moderator Richard Bott
 - This event was held in a series of Zoom gatherings:
 - Opening worship led by Heather and Catherine with Janice MacLean, including an introduction to the “Sounding Vitality” resource – a moving worship that set the tone for the rest of the gathering
 - A reflection by the Moderator on discipleship with time for questions and sharing – a really beautiful and helpful reflection, and very heart-felt sharing
 - Morning worship on Thursday led by Catherine – wonderful music and prayers
 - Kitchen party with music and story-telling shared by the attendees – lots of laughter and conversation, a very welcome coming together of people isolated for far too long
 - Debrief and closing worship with communion led by Heather, Faith and Catherine – a grace-filled time of prayer, music and reflection with the added gift of sharing in communion together in our separateness

Appendix C - continued**REGIONAL COUNCIL SERVICES AND SUPPORT - continued**

- 30 people registered for the retreat
- An earlier request to add a specific DLM-focused component was postponed indefinitely, as after surveying the DLMs in the region, it was determined that there was not sufficient interest at this time
- Financial
 - The only costs for the event were \$500 to Prayer Bench for the “Sounding Vitality” resource and \$75 for incidentals
 - Funding for the total cost was provided through the Coughlan College Fund
 - No registration fee was charged to participants
- **Fall Learning Event**
 - Date: November 5, 12, 19th from 11:30am to 1:00pm
 - Location: online
 - Topic: the pastoral relations process in the new structure
 - Open to accountable ministry and laypeople
 - A series of three “Lunch and Learn” sessions were held online
 - Protecting the Faith: An introduction to the United Church policies that protect your church from harassment, violence and discrimination presented by Andrew Richardson OV Minister
 - ChurchHub: Your questions answered presented by Deb Kigar of the General Council Office
 - Pastoral Relations: From beginning to end
 - An average of 15-16 people attended these sessions
 - Financial:
 - As there was no cost for the sessions, no registration was charged
- **Long-Term Planning**
 - Proposed follow-up event by the Faith Formation and Mission team at General Council Office
 - Expanding the 2019 presentation on the Prayer Room and the Presence Project-Noticing the Presence of God Everywhere
 - To be held in 2021
 - Current Action: no further action has occurred at this time

2. Communications

In addition to the chair of the Communications, since the last report, the team has secured two members, yet it has still been quite frustrating trying to secure additional members to join the group. The three-member group is not representative of the Regional Council hence and appeal to the nominations team to help with more volunteers to serve as team members.

- The team is hoping to go forward with The Connector in an electronic version –yet to date, with all the stress, and commitments and extra responsibilities heaped upon clergy (technology, online services, virtual services, COVID-19 Administrivia and pastoral care) the team has not been able move on with the plan.
- A request was sent through our weekly announcements during a 6 -week period and by e-mail to individuals in various areas throughout the region—to share their thoughts about their Blessings and Challenges during COVID-19, however, to date the team only received one response. The plan is on going.

The communications team is asking the Regional executive for any suggestions or direction—as to how to motivate others to join the team.

Respectfully submitted,

Simon Muwowo- Chair

Appendix D**FINANCE AND ADMINISTRATIVE RESOURCES**

Report of the Division of Financial and Administrative Resources to First Dawn Eastern Edge Region Executive

November 2020

1) **Introduction**

The Division met on November 5th.2020 and dealt with the following business.

2) **For Discussion and Decision by the Regional Executive**

a) **Mission Support Grants**

The Division approved the allocation of \$261,709 in Mission Support Grant funds for 2021. This was made up of \$239,709 received from the National Fund (a decrease of 15% from 2020) and \$22,000 held in the Mission Support Fund budget from previous years.

It should be noted that the Chaplaincy Committee requested \$110,000 for 2021. This amount was met by allocating \$93,500 from the Mission Support Grant and transferring \$16,500 from the Regional Chaplaincy Fund.

The necessary changes in the allocations for the coming year led the Division of Finance and Administrative Resources to make the following recommendations to the Regional Executive:

i) that since the national allotment for Mission and Support grants is decreasing annually, the Region work with major recipients of these funds to encourage those who are working with larger budgets to closely examine their needs versus their current resources with a view to accommodating their work within their budgets whenever possible and become less reliant on Mission Support grants.

ii) that whereas it is obvious that we cannot to continue to support the chaplaincy at the current financial level, that the Region examine the unsustainability of the current service delivery model with a view to determining the future provision of chaplaincy services within the First Dawn Eastern Edge Region.

3) **For Information**

a) **Annual Reports**

To date 42annual reports have been received by the Finance Committee for review.

b) No requests for United Church funded Covid loans have been received to date.

c) Construction of the new Pacquet United Church is well underway

Respectfully submitted,

Roy West, Chair
Division of Finance and Administrative Resources

Appendix E

GENERAL COUNCIL REPRESENTATIVE

General Council Report to FDEE Executive Meeting – December 1, 2020

Submitted By: Rev. Paula Gale, Commissioner

The Executive of the General Council met on September 27 and November 20, 2020, the Sub-Executive on October 19, 2020 and the recall of GC43 on October 24, 2020.

These highlights are not in order of occurrence or importance and further details on either of these points may be found under the Governance heading on the United Church Commons in the Minutes folder.

- The retirement of Nora Sanders, General Secretary, became effective at the end of October.
- At the GC recall meeting, the church said farewell to Nora and covenanted with our new General Secretary, Reverend Michael Blair.
- The Moderator reminds the church that we have moved from the emergency place we were in last Winter as the pandemic began and that we now have to move into living now and figuring new ways of being for the long haul. He thanked clergy and lay for doing a great job of just that. Thanks we also extended to the Moderator for his very public presence and support, especially through his writings and reflections, during this difficult time.
- The motion “Becoming An Anti-Racist Church” was approved by the GC. There will be a process and material provided to help congregations start work on that from wherever they are. We are setting an example to other Canadian denominations and faith communities in this important work. An anti-racist denomination is one that actively works at dismantling racism and white supremacy at all levels of the church, continues to work at decolonizing its theology, and strives to redistribute racial power more fairly.
- Adele Halliday has been hired as the UCC’s first ever Anti-Racism and Equity Officer and will be tasked, especially, with overseeing the work that comes with our Anti-Racist commitment.
- Plans are moving along with hopes of GC office moving to the 330 Bloor location (Bloor Street United Church which is being redesigned with office space) and talks are underway to possibly share space with the Presbyterians and maybe even the Anglicans.
- Motion was passed by GCE to approve the formalization of The United Church of Canada’s commitment with Bloor Street United Church by giving approval for The United Church of Canada to enter into a 15-year lease of the premises to be developed at 300 Bloor Street West (Toronto), approve The United Church of Canada entering into a Memorandum of Understanding with the Presbyterian Church in Canada to commit to the goal of sharing office space and services at 300 Bloor Street West, and direct the General Secretary to continue conversations with the Anglican Church of Canada and other faith groups about the possibility of sharing office space and services at 300 Bloor Street West.
- GCE issued an apology for the UCC’s role in separating mothers and their babies in maternity homes it operated from the end of World War II to 1980. “Women told us that they felt, pressured, coerced, or forced to give up their babies and the church recognizes it participated in the culture of shame that surrounded unmarried mothers at that time,” says the Rev. Daniel Hayward, chairperson of the church’s Theology and Inter-Church Inter-Faith Committee that recommended the apology.
- As a way of making things right in our global relations, the GCE also voted to return properties in Japan to our global partners there. It was noted that work also has to be done to make similar reparations with our Indigenous communities here in Canada.
- The GCE approved significant increases to premiums paid by active employees for health and dental plans and changes for retirees as well in an effort to make this plan self-funding.

That the General Council Executive:

- affirm the importance of the continuance of the core group health and dental plan as an employer paid benefit for qualifying employees of the United Church;

Appendix E - continued**GENERAL COUNCIL REPRESENTATIVE - continued**

- affirm a commitment to move the plans to fully self-funding through premiums by 2023;
- set 2021 active member premiums for:
 - core health, dental and life insurance at 6.51% of pensionable earnings (19.5% increase) paid by the employer
 - restorative care at 1.35% of pensionable earnings (19.5% increase) paid by the employer
 - employer indemnity at 0.14% of pensionable earnings (19.5% increase) paid by the employer
 - long term disability at 4.35% of pensionable earnings (31% increase) paid by the employee
 - optional health and dental at \$68.37 (single) and \$194.72 (family) monthly (50% increase) paid by employees who have selected the optional plan;
- draw an estimated \$6 million from the group plans reserves to subsidize the plans during the transition period;
- undertake a thorough review of the optional health and dental plan's design, including the option of discontinuing the optional plan and folding all employees into the core health and dental plan, with an interim report to the Executive in the spring of 2021 and recommendations in the fall of 2021;
- appoint three people, at least one of whom is from the Executive of the General Council, to review options and proposals for redesigns as they are developed by staff and consultants.

Also approved:

That the General Council Executive:

- affirm the importance of the continuance of the retiree group health and dental plans for retired employees who elect to join it at retirement;
- affirm a commitment to move the plans to fully self-funding through premiums over the next five years (by 2025);
- set 2021 premiums for the Retiree plans at \$68.67 (single) and \$138.53 (family) monthly (a 13.7% increase) with continued 13.7% increases in each of the subsequent four years;
- decrease the current Retiree plan supplement paid by employers with active plan members to \$0 by 2026;
- draw an estimated \$4.4 million from the group plans reserves to subsidize the plans during this transition period.

 I also send this reminder to all Commissioners to GC that your work extends beyond attending the actual GC meeting and that you are expected to be in attendance at all recall meetings of the GC during your term as well. On the United Church Commons, the Governance folder contains the minutes of the Sub/Executive and GC and many documents that help explain current issues and decisions made.

<https://commons.united-church.ca/Documents>

Each meeting of the recalled General Council and the GC Sub/Executive meetings have two appointed Equity Monitors (both members of the GC Executive). They hold before the participants and the work these questions and they are questions we should hold before us in all of our work as church.

Equity Self-Monitoring Questions

1. Am I responding with my bias(es)?
2. Just because we've always done it this way, should we continue?
3. Who is missing around our table in this discussion? (Do we need to consult wider?)
4. Whose voices haven't been heard? Have I spoken too much?
5. Am I using correct pronouns for colleagues?
6. Am I making assumptions based on race, sexual orientation, gender, to name a few?

Yours in Christ's service,

Paula Gale
 Commissioner, General Council 43
 Member, FDEE Regional Executive

THE UNITED CHURCH OF CANADA
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL
REGIONAL COUNCIL EXECUTIVE

RC15

December 21, 2020 at 9:00am via video conference

ATTENDANCE

Bob Bennett, Paula Gale, Peggy Johnson, Faith March-MacCuish, Christopher Mazhandu, Grant Stuckless, Paul Vardy, Roy West.

REGRETS

Elizabeth Dawson, Simon Muwowo, Debra Sparkes-Mercer.

WELCOME AND OPENING PRAYER

The President thanked the members for their attendance at this special meeting of the Executive and opened the meeting with prayer.

QUORUM AND CONSTITUTION OF THE COUNCIL

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

The President, Peggy Johnson acknowledged the territory on which we gather. We strive for respectful partnerships with all the peoples of this land as we work towards healing and reconciliation.

AGENDA

This special meeting of the Executive was called to deal with insurance decisions for the region.

INSURANCE RENEWAL 2021

Members of the Division of Finance and Administrative Resources met with Steers Insurance to discuss insurance renewal for 2021. This year, as promised, Steers Insurance, as our Broker, went to market with our portfolio. Eight Markets were approached with the portfolio and declined to even give us a quote (RSA, Intact, Frank Cowan, Travelers, Sovereign, AVIVA, Liberty, and Lloyds).

Markets that Quoted were:

- ECCLESIASTICAL (Incumbent)
- NORTHBRIDGE
- WYNWARD

Wynward's quote was over \$1,000,000.00 (one Million dollars) annually for property only, and therefore was not in our range at all. The difference in premiums between Northbridge and Ecclesiastical before taxes was, Northbridge \$1,294,894.00 (one million, two hundred and ninety-four thousand, eight hundred and ninety-four dollars) and Ecclesiastical at \$950,181.00 (nine hundred and fifty thousand, one hundred and eighty-one dollars) the difference of \$299,751.00 (two hundred and ninety-nine thousand, seven hundred and fifty-one dollars) is a 36.2% (thirty-six-point three percent) difference.

Therefore, the following motions were passed.

MOTION: (Roy West/Paula Gale)

That after receiving the market report, First Dawn Eastern Edge Regional Council continue to be insured by Ecclesiastical Insurance with Steers as our broker.

CARRIED

MOTION: (Roy West/Paul Vardy)

That First Dawn Eastern Edge Regional Council accept the quote from Ecclesiastical Insurance of \$950,181.00 (nine hundred and fifty thousand, one hundred and eighty-one dollars) as the blanket Insurance Premiums for the 2021 year.

CARRIED**MOTION:** (Roy West/Bob Bennett)

That First Dawn Eastern Edge Regional Council change the terms of the Insurance Reserve Fund to remove the internal restriction that states the fund must not go below the minimum cap of \$100,000.00 (one hundred thousand dollars) to say, funds to be used as needed by the Region.

CARRIED**MOTION:** (Roy West/Christopher Mazhandu)

That First Dawn Eastern Edge Regional Council withdraw \$20,000.00 (twenty thousand dollars) from the insurance reserve fund to help offset some of the cost to the Pastoral Charges and Ministries for the 2021 insurance year, bringing the blanket Insurance premiums from \$950,181.00 (nine hundred and fifty thousand, one hundred and eighty-one dollars) to \$930,181.00 (nine hundred and thirty thousand, one hundred and eighty-one dollars).

CARRIED**Insurance Town Hall Meeting**

Insurance options for 2021 will be presented to the Executive at a special meeting on January 21, 2021. Once the insurance options have been presented to the Executive, it was agreed that a town hall meeting on insurance would be held for the region. Jason Sharpe of Steers Insurance will attend the Town Hall to provide further information and clarification.

ADJOURNMENT**MOTION:** (Paula Gale/Grant Stuckless)

That, having no further business, the meeting adjourn.

CARRIED**BENEDCITION**

The President, Peggy Johnson, closed the meeting with prayer.

NEXT MEETING

A special meeting of the Executive will be held on January 21, 2021 at 9:30am.

Rev. Peggy Johnson
President

Rev. Faith March-MacCuish
Executive Minister