

THE UNITED CHURCH OF CANADA  
FIRST DAWN EASTERN EDGE REGIONAL COUNCIL  
**REGIONAL COUNCIL EXECUTIVE**  
March 2, 2022 at 9:30am via video conference

<u>Attendance</u>	<p><b><u>ATTENDANCE</u></b></p> <p>Bob Bennett, Elizabeth Dawson, Paula Gale, Peggy Johnson, Faith March-MacCuish, Nancy Mojica-Fisher, Simon Muwowo, Paul Vardy, Roy West.</p>
<u>Regrets</u>	<p><b><u>REGRETS</u></b></p> <p>Myra Spence, Grant Stuckless.</p>
<u>Welcome</u>	<p><b><u>WELCOME AND OPENING PRAYER</u></b></p>
<u>Opening Prayer</u>	<p>The Past President, Peggy Johnson chaired the meeting and extended a welcome to all members present. Paula Gale opened the meeting with prayer from Diana Butler Bass and reflection based on the beginning of our journey into lent. A reading from Janice McLean of the Prayer Bench and a scripture reading from Genesis were shared as part of the opening devotion.</p>
<u>Quorum</u>	<p><b><u>QUORUM AND CONSTITUTION OF THE COUNCIL</u></b></p>
<u>Constitution of the Council</u>	<p>The Past President, Peggy Johnson, noted that a quorum was present and constituted the council in the name of Jesus Christ, the head of the church, for all the business that shall properly come before it.</p>
<u>Acknowledging the Land</u>	<p><b><u>ACKNOWLEDGING THE LAND</u></b></p> <p>The Past President began the meeting by acknowledging the territory on which we gather. We recognize the island of Newfoundland as the ancestral homeland of the Mi'Kmaq and Beothuk. We also recognize the Inuit and the Innu as the original people of Labrador. We strive for respectful partnerships with all the peoples of this province, as we search for collective healing and true reconciliation.</p>
<u>Agenda</u>	<p><b><u>AGENDA</u></b></p> <p><b><u>MOTION:</u></b> (Bob Bennett/Roy West)</p> <p style="padding-left: 40px;">That the agenda be adopted as circulated.</p> <p style="text-align: right;"><b><u>CARRIED</u></b></p>
<u>Minutes</u>	<p><b><u>MINUTES</u></b></p> <p><b><u>MOTION:</u></b> (Simon Muwowo/Elizabeth Dawson)</p> <p style="padding-left: 40px;">That the minutes of the November 24, 2021 meeting of the Executive be adopted.</p> <p style="text-align: right;"><b><u>CARRIED</u></b></p>
<u>Business Arising</u>	<p><b><u>BUSINESS ARISING</u></b></p>
<u>Vacant Land at 320 Elizabeth Avenue</u>	<p><b><u>Vacant Land at 320 Elizabeth Avenue</u></b></p> <p>The Executive Minister updated the Executive on the work for the development of the vacant land. The Executive Minister is currently working with the United Property Resource Corporation to look at opportunities. This work is ongoing.</p>
<u>Governance Review</u>	<p><b><u>Governance Review</u></b></p> <p>Faith March-MacCuish reported that this work is ongoing. It is asked that this item remain on agenda for future updates.</p>
<u>DLM Working Group</u>	<p><b><u>DLM Working Group</u></b></p> <p>The Executive Minister reported that the team has met to begin this work. The next step is to call a meeting of the DLMs in the region. General Council facilitated a meeting of DLMs from across the country, and a regional meeting will now be scheduled.</p>

**CORRESPONDENCE** – Appendix A

Correspondence

1. **Thank You & Appreciation** – Letters of thanks and appreciation were received, acknowledging the Christmas gift from the Region, scholarships and student bursaries.

Thank You and  
Appreciation

**REPORTS**

Reports

**PRESIDENT** – Appendix B

President

The report of the President is included in the appendix.

**MOTION:** (Nancy Mojica-Fisher/Roy West)

That the report of the President be received for information.

**CARRIED**

**EXECUTIVE MINISTER**

Executive  
Minister

The Executive Minister reported that a great deal of work at this time of year is dedicated to the planning and organization of the three annual meetings upcoming for the three regions. The annual meeting for First Dawn Eastern Edge is scheduled for May 13-15, 2022. In addition, General Council 44 (GC44) began with constitution and opening worship on February 13. Meetings of GC44 will continue over the next several months. The Executive Minister noted that she working on regional reports to present at General Council, and is also part of a committee working on a presentation on growth. The Executive Minister asked the Executive to begin discernment about the future, and how we can help animate and enliven ministry in the region.

**MOTION:** (Faith March-MacCuish/Simon Muwowo)

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

**CARRIED**

The Past President thanked the Executive Minister for her work and offered prayer for her wellbeing in these challenging times.

**HUMAN RESOURCES** – Appendix C

Human  
Resources

Paul Vardy presented the report of the division. The chair highlighted some of the ongoing work with Shoal Harbour Pastoral Charge and La Scie Pastoral Charge. Work is also continuing with other pastoral charges with respect to pastoral relations, church closures, and covenanting, as well as licensing, as outlined in the report attached.

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

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

**CARRIED**

**COMMUNITIES OF FAITH SUPPORT AND PLANNING** – Appendix D

Communities of  
Faith Support  
and Planning

Bob Bennett, chair, presented the report of the division, included in the appendix. The chair reported that no new MAPs have been approved since the last meeting of the Executive, and outlined those MAPs still in progress.

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

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

**CARRIED**

Regional  
Council  
Services &  
Support

**REGIONAL COUNCIL SERVICES AND SUPPORT** – Appendix E

Simon Muwowo, chair, presented the report of the division. The chair highlighted the work of the teams in the division, outlined in the report attached in the appendix. The chair noted that very successful lunch and learn events were held throughout the fall.

Regional  
Council  
Program Team

**Regional Council Program Team**

The Regional Council Planning Team is very busy planning for the fourth annual meeting. The theme of the meeting is Presence & Hope with an emphasis on health and wellness. Discussions are taking place to identify a keynote speaker. The chair was pleased to announce that youth forum will participate at this year's annual meeting.

(Faith March-MacCuish left the meeting)

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

That Kyle March-MacCuish be asked to develop the video programs generated for the annual meeting, Milestones in Ministry, Worship and Music, and others as determined, and that he receive an honorarium of \$500 (five hundred).

**CARRIED**

**MOTION:** (Simon Muwowo/Paula Gale)

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

**CARRIED**

(Faith March-MacCuish rejoined the meeting)

Finance and  
Administrative  
Resources

**FINANCE AND ADMINISTRATIVE RESOURCES** – Appendix F

Roy West, chair, presented the report of the division, included in the appendix.

Property  
Reserve Fund

**Property Reserve Fund**

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

That a regional Property Reserve Fund be created and financed by splitting the 30% (thirty) from the sale of surplus property to 15% (fifteen) to the Operating Reserve Fund and 15% (fifteen) to the new Property Reserve Fund.

**CARRIED**

Major Property  
Renovations

**Major Property Renovations**

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

That the definition of Major Property Renovations in the Property Handbook be revised as follows "the expansion, redevelopment or maintenance of congregational property, when costs are over \$10,000 (ten thousand) or 15% (fifteen) of the church operating budget, whichever is greater: or requires borrowing of funds from any source (including the congregation's restricted funds)".

**CARRIED**

Budget 2023

**Budget 2023**

The draft budget for 2023 was presented. The chair noted that the only increase from the 2022 budget is in salaries and benefits, as a result of the cost of living allowance and the adoption of the Equity in Compensation policy by the General Council.

**MOTION:** (Roy West/Nancy Mojica-Fisher)

That the 2023 budget be accepted as presented and brought to the annual meeting for approval.

**CARRIED**

**BREAK**

Break

**FINANCE AND ADMINISTRATIVE RESOURCES** - continued

Finance and  
Administrative  
Resources

**Chaplaincy**

Roy West presented a discussion paper on the future of chaplaincy.

Chaplaincy

**MOTION:** (Roy West/Paula Gale)

That the meeting move in camera.

In Camera

**CARRIED**

**MOTION:** (Roy West/

That the meeting move out of camera.

Out of Camera

**CARRIED**

After detailed discussion of the matter, the following motion was made:

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

That First Dawn Eastern Edge Regional Council Executive give notice to the regional health authorities, our employees and ecumenical partners that, due to a lack of financial resources, the provision of paid chaplaincy services will be withdrawn as of June 30, 2025.

**CARRIED**

Peggy Johnson, Chair of Chaplaincy, Roy West, Chair of Division of Finance and Administrative Resources, and Faith March-MacCuish, Executive Minister, will meet with the chaplains to present this decision.

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

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

**CARRIED**

**GENERAL COUNCIL EXECUTIVE REPRESENTATIVE** – Appendix G

General  
Council  
Representative

Paula Gale presented the report, included in the appendix. Paula highlighted the campaign to end the war on the Korean Peninsula, and presented information and links to access updates on General Council 44.

**MOTION:** (Paula Gale/Roy West)

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

**CARRIED**

**TRI-REGIONAL STAFF SUPPORT** – Appendix H

Staff Support

Paula Gale presented the report, included in the appendix, and highlighted that Rev. Shepherd Munikwa has begun work in the regions as Minister of Justice, Mission and Outreach. Rev. Heather Sandford remains on medical leave, and we are thankful that Rev. Brian Colbourne is still available in the role of Acting Regional Minister.

**MOTION:** (Paula Gale/Simon Muwowo)

That the Tri-Regional Staff Support Committee report be received for information.

**CARRIED**United Church Women**UNITED CHURCH WOMEN (UCW)**

No report was available. The Executive Minister provided an update on the planning for the 60<sup>th</sup> Anniversary of the United Church Women. The Regional Gathering will be at Camp Emmanuel in Lewisporte in September, and the National celebration is being in Sydney, Nova Scotia, in July. The United Church Bookstore and bookstore manager, Leona Laundry, will travel to the celebration event in Cape Breton in July, and will provide a book display for the regional event as well.

Affirm Committee**AFFIRM**

The Executive Minister update the Executive on the work of the committee. The Affirm statement for the region was sent to Affirm United for recommendations and feedback.

**MOTION:** (Paul Vardy/Nancy Mojica-Fisher)

That the revised statement: *With joy in our hearts and a song on our lips we, the First Dawn Eastern Edge Regional Council of The United Church of Canada, understand that we are called by God to radically love and serve people of all races, creeds, ages, cultural backgrounds, sexual orientations, gender expressions, economic status, abilities or any other differences that have led to marginalization or oppression. We believe that the full participation in all aspects of life and work in/of the ministry is the right of all peoples. Through our various shared ministries and paths of spirituality, we are called to uphold the gifts and skills in each other; to honour differences; to be accepting of change while honouring heritage and traditions; to seek justice and resist bias and through all of this to know that we are not alone. We are all God's children. Thanks be to God.*

be accepted and brought to the annual meeting for approval.

**CARRIED**New Business**NEW BUSINESS**Terms of Reference**TERMS OF REFERENCE**

The Executive Minister facilitated a discussion regarding the terms of reference as currently outlined in the Governance document. The Nominations Team are looking for some clarity on the terms, specifically the ending of terms and renewals. The convenor and/or secretary are asked to stagger terms for either two or three years. The handbook is silent on renewals.

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

That the terms of reference in the Governance document be revised so that appointments for chairs of divisions and committees be 3 (three) years, renewable once, and terms for secretaries be 2 (two) years, renewable once, in order that that each team/division have a cascading membership so that vacancies do not occur all at once.

**CARRIED**Next Meeting**NEXT MEETING**

The next meeting of the Executive is scheduled on June 8, 2022 at 9:30am. Roy West has offered to lead devotions.

Peggy Johnson, Past President, noted that her term has come to an end and that this will be her last meeting of the Executive. She offered thanks to the Executive for the privilege of serving the church in this way.

**ADJOURNMENT**

Adjournment

**MOTION:** (Paula Gale/Simon Muwowo)

That having no further business, the meeting adjourn.

**CARRIED**

**BENEDICTION**

Benediction

Paula Gale closed the meeting with prayer.

---

Rev. Peggy Johnson  
Past President

---

Rev. Faith March-MacCuish  
Executive Minister

Appendix A

CORRESPONDENCE

# Correspondence List

---

*Thank You & Appreciation*

Thank you for the Christmas Gift and Message

Rev. Arthur G. Elliott  
Rev. Dr. Morley Hodder  
Rev. Sidney Newbury  
Rev. Bill Bartlett  
Very Rev. Dr. Marion Pardy  
Mrs. Robin Rodgers  
Mr. Gary & Mrs. Verna Adams  
Rev. George and Mrs. Anne Kean  
Rev. Boyce and Mrs. Olive Parsons  
Mrs. Pansy Harris  
Mr. & Mrs. Hubert F. Tucker  
Rev. Dr. Tony & Mrs. Beverly Newell  
Rev. Pat Ritchie  
Mrs. Anne Saunders  
Mrs. Rosalind Chaulk  
Rev. Russell Small  
Rev. Royden & Mrs. Jeanette Reynolds  
Rev. Clayton & Mrs. Lorraine Parsons  
Rev. Ralph Moores

Thank you for the Marshall Bequest Scholarship

Amanda Rideout

Thank you for the Coughlan College Scholarship

Tyler French

Thank you for the Student Bursaries

Pine Hill Divinity Hall

**Appendix B**

**PRESIDENT**

**President's Report**

First Dawn Eastern Edge Regional Council Executive  
United Church of Canada  
Meeting of Wednesday March 2, 2022

*"For everything there is a season, and a time for every matter under heaven" (Ecclesiastes 3:1).*

Greetings and blessings as this season of Epiphany comes to a close and we enter into the Lenten season of Christ's journey to the cross. I pray that all in the First Dawn Eastern Edge Region are continuing to stay resilient, safe and healthy during this time, now well into the year 2022. As an end to mandates and restrictions approaches in 2 weeks, I think we need to keep in mind that although there appears to be a light at the end of the tunnel, we are called to stay present to our health and safety needs. During Covid-19, we have had to juggle having a deep, bold and daring faith with taking care of ourselves and each other. Of course, staying hopeful keeps us moving forward just like chronos of the seasons, clocks and calendars mark time for us.

Since our last Executive meeting, I can report that I have had the blessing to participate in the following:

- November 24, 2021: Regional Executive meeting by Zoom
- December 17, 2021: virtually attended Department of Health Zoom meeting with Rev. Faith
- January 4, 2022: Prepared Regional Weekly Announcements prayer
- January 14, 2022: Began serving as Regional Commissioner to General Council 44
- January 27, 2022: Regional Program and Planning Team by Zoom; virtually attended International Holocaust Remembrance Day service
- January 29, 2022: Virtually attended memorial service of National Day of Remembrance of Quebec City Mosque attack and Action Against Islamophobia
- February 3, 2022: General Council 44 virtual meeting platform (Pheedloop) training
- February 13, 2022: General Council 44, first session: Opening worship and motions
- February 15, 2022: Regional Ministry Personnel gathering by Zoom.

This morning I opened my email to find registration information for our Spring & Annual meeting from May 13-15, 2022. It makes me mindful that this year as your President will be concluding soon. As time will always keep moving us forward, I also begin to reflect on all I have been experiencing and learning. Again, I want to thank Rev. Faith for her continuing leadership with us and the Regional Office Staff for making the work of the Region run smoothly through all of the shifting that the office has encountered with changes in public health orders. Our Regional Team Convenors, Division Chairs and volunteers have boldly progressed the ministry of our Regional church. Thank you for all of the blessings and energy you provide.

As time is also marked by the kairos of transformation, I ask us to be encouraged by the growth and positive changes we are seeing in each other. The marks of this pandemic season have changed the way we live, but by the marks of the nails in Christ's hands, we are a people full of hope because of the realized, promised resurrection.

Blessings. Please continue to stay safe and well while keeping the faith.

Rev. Grant Stuckless  
President



Appendix C**HUMAN RESOURCES****Human Resources  
Accountability Report  
March 2, 2022****Stoneville-Change Islands Pastoral Charge**

Pastoral Relations Team will arrange for a meeting to discuss how they move forward.

**Heart's Content Pastoral Charge**

Details continuing to be worked out for a service of closure for Trinity United Church in Winterton, following property disposal.

**Botwood Pastoral Charge**

Forms have been completed for James Martin-Carter for 40 hrs. per week.

**Clarenville Pastoral Charge**

Paul Vardy is working with Charge with regard to Gov. Structure. Peggy Johnson is conducting some services. Kathy Brett and Oliver Dingwell will be working with them in completing their Mission Articulation Plan.

**Shoal Harbour Pastoral Charge**

They have been in contact with National Church, but not on the Hub yet.

**LaScie Pastoral Charge**

A meeting with Brian Colbourne, Bob Bennett, Faith March-MacCuish, and Ian March-MacCuish to be set up for Feb. 03<sup>rd</sup> at 10 a.m. to discuss the departure of their former minister. MAP and Job Description required to move ahead for the hiring of a new minister once the above matter is dealt with in a thorough fashion.

**Pool's Cove Pastoral Charge**

Motion that we accept their position description was approved.

**Grand Bank Pastoral Charge**

Approved and on the Hub.

**Heart's Content Pastoral Charge**

Motion that the Heart's Content request for a ½ time position be approved and placed on the Hub for advertising purposes. Carried

**Victoria Pastoral Charge**

The Pastoral Charge is awaiting for the province Public Health to revert to Level 3 so that Glenn Jarvis' Covenanting Service be carried out.

**Newtown-Lumsden Pastoral Charge**

Their position description has been approved and should be on the Hub.

**Oakland/Curling Pastoral Charge**

Motion that the Secretary be in contact with the Oakland/Curling Charges directing them to have their respective Job Descriptions posted to the Hub by Feb. 15th, and that Oakland be notified that Capt. Johnson is no longer permitted to hold services at their church after this date, until this matter is dealt with, and they are actively searching.

**Swift Current Pastoral Charge**

MAP Process in works with the guidance of Dean Sellars as Liaison.

**Central Labrador Pastoral Charge**

Still awaiting Covenanting Service.

**Summerford-Moreton's Harbour Pastoral Charge**

Motion to accept the Job Description of S-MH Charge and that it be placed on the Hub

**Appendix C** - continued

**HUMAN RESOURCES** - continued

**New Perican Pastoral Charge**

Closing Service Request. Awaiting come clarity.

**Clarke's Beach Pastoral Charge**

Motion that the Appointment of Glenn Jarvis be approved from July 01, 2021- June 30, 2022.

**Burgeo Pastoral Charge**

All corrections made to Position Description as requested. All cleared now for uploading to the Hub as soon as possible.

**Church Closures**

Winterton, New Perican, Deadman's Bay, Horwood.

**LICENSING TEAM**

Temporary License approved for Bill Matchem for Christmas Communion on Stephenville/St. George's Pastoral Charge.

Other Licenses were approved for Stephanie Rose, Rebecca Pike, James Martin-Carter, and Corey Paul.

An interview was conducted with Beverly March Fifield on December 8<sup>th</sup>. She is looking to become a LLWL. It was felt by the Team and Beverly herself that she is not quite ready to be licensed. She is doing some courses and we will re-interview her in late February.

Approval was given for the license for Susan Sheppard to be renewed.

**CHAPLAINCY TEAM**

The Division of Finance and Administration requested a meeting with Chaplaincy on January 5<sup>th</sup> to discuss future funding concerns. Funding is secure for 2022 although the grant from Mission and Service was not sufficient to meet the proposed Budget. Thankfully monies were available from two other sources for this year. We were told to renew the two Chaplains Appointments for a one-year term only. Hopefully a way can be found to maintain this crucial ministry.

The Ecumenical evening on-call partnership has been very successful, but most denominations are experiencing diminishing finances and are equally uncertain of what the future holds. Meanwhile, the ministry of chaplaincy to all the hospitals and the penitentiary is being covered but the personnel are being stretched very thin. One chaplain, working full time, is covering the Health Science Complex and the Penitentiary; another chaplain, working half time covers St. Clare's, The Miller Centre and Waterford; and occasional chaplain supply handles Ecumenical overnight call and fills in wherever there's a need.

The time is fast approaching for discussions with the Pastoral Care Department of Eastern Health to look at chaplaincy coverage going forward.

Discussion ensued. Two questions were raised – is there a way to vision Chaplaincy differently? Is it time to put it in the hands of the Executive to make a decision?

Peggy Johnson is going to do a follow-up to look at a Committee that was once formed to look at the future of Chaplaincy.

Paul Vardy  
Chair Human Resources

Appendix D

**COMMUNITIES OF FAITH SUPPORT AND PLANNING**

Communities of Faith Support and Planning  
March 02, 2022

There have not been any MAPs approved since our last meeting

MAPs In Process:

Raleigh-Griquet  
Nippers Harbour  
Baie Verte  
Swift Current  
Coley's Point  
Coughlan  
Bethany

The Future Direction in Ministry Team has been asked by Pastoral Relations to do a review of the Ministry Needs in areas within our region and make a report back to Pastoral Relations. They have been meeting on a monthly basis discussing how we can best meet the needs of this Region. They have held two Zoom meetings with the Carmanville to Wesleyville with another planned for March. We have also had one meeting with the Great Northern Peninsula – Southern Labrador and hope to do another in April. We will also be having a meeting with the Salmon Cove to Lower Island Cove Churches in April.

## Appendix E

### REGIONAL COUNCIL SERVICES AND SUPPORT

#### Division of Regional Council Services and Support Report March 2,2022

The Division met on February 21, 2022 via Zoom Video Conference and received the following reports and a recommendation.

#### **1. Communication Team-**

The 2<sup>nd</sup> edition of the E- Connect, with the theme “*Why Ministry , Why Now? -looking at ministry through the three streams Ordained, Diaconal & Designated Lay*”, has been delayed due to not receiving the requested material in a timely manner but the team looks forward to releasing the edition in the near future. Also, the team continues to learn the Mailchimp App for newsletter distribution.

#### **2. Faith Formation, Christian Education and Leadership Development Team**

The Lunch & Learns fall Learning events were very successful last November. They were well attended and sparked good engagement. There continues to be ongoing discussions and planning for the Clergy Symposium & Clergy Retreat that had been rescheduled for June 2022. Registration forms will be distributed after Easter. There are plans for a Forest Church event at the Clergy retreat in the future.

**3. Stewardship Team-** The team has been active and had met with Roger Janes to discuss stewardship in our Regional Council. They took some time to analyze the Region’s M& S giving during the past year and looked at different ways to make improvements. As part of the strategy, the team is considering sharing messages of information and encouragement through the Region’s weekly bulletin. Also, efforts are underway to reach out to Communities of Faith and network with a stewardship representative and enthusiast in congregations. There is a concern that there are only 3 members on the Stewardship Team hence they are requesting the Nominations team to help get an additional member or two to join the team.

#### **4. Regional Council Program and Planning Team**

The team is ready to host a virtual Regional Council Spring Annual meeting. The theme is Hope & Presence with a special focus on Health and Wellness. Discussions are underway for a keynote speaker(s) for the event. There will also be a Youth Forum during that time.

#### **Recommendation:**

The Program and Planning team will need the services of a computer specialist who will be responsible for operating the power point and to help with background technological specialization during the Regional meeting. The Team has identified Kyle March–MacCuish to help out and is proposing to pay an honorarium of \$500.00 to him. To that effect I make the following motion to the Executive:

***Motion: That the Regional Council Programming & Planning Team hire Kyle March-MacCuish to be the computer specialist for the upcoming Regional Meeting. Kyle will be responsible for operating the Power Point and offer background computer support as needed. He will receive an honorarium of \$500.00.***

***Submitted by***

***Simon Muwowo- Chairperson***

**Appendix F****FINANCE AND ADMINISTRATIVE RESOURCES****Report to the Regional Executive, First Dawn Eastern Edge Region, The United Church of Canada by the Division of Financial and Administrative Resources  
March 2<sup>nd</sup>, 2022****1) Creation of a Property Reserve Fund**

The Division recommends to the Region that it create a Regional Property Reserve Fund. The fund should be financed by splitting the current 30% that goes into the Operating Reserve from the sale of Regional property into 15% to the Operating Reserve and 15% into the Property Reserve.

**2) Change In Threshold for Major Property Renovations**

The Division of Financial and Administrative Resources recommends that the First Dawn Eastern Edge Region amend the definition for Major Property Renovations to read: "the expansion, redevelopment or maintenance of congregational property, when costs are over \$10,000 or 15% of the church operating budget, whichever is the greater: or requires borrowing of funds from any source (including the congregation's restricted funds)."

**3) 2023 Budget**

The 2023 Budget is attached. The only increase over the 2022 budget is in Regional Staff Salaries and Benefits. The increase from \$330, 588 (2022) to \$355, 284 is due to the addition of the COLA and the amount necessary because of the Adoption of the Equity in Compensation policy by the General Council. The budget is recommended to the Regional Council for forwarding to the AGM for approval.

**4) Chaplaincy**

Please read the circulated "Discussion Paper on the Future of the Chaplaincy in First Dawn Eastern Edge Region"  
The Division of Financial and Administrative Resources will be presenting a motion of recommendation on the Future of the Chaplaincy. Due to the confidential nature of the recommendation it will be presented verbally at the meeting.

Respectfully submitted,

Roy West  
Chair Division of Financial and Administrative Resources

Attachments: 1) 2023 Budget  
2) Discussion Paper on the Future of the Chaplaincy

**Appendix F** - continued

**FINANCE AND ADMINISTRATIVE RESOURCES** - continued

FIRST DAWN EASTERN EDGE REGIONAL COUNCIL				
BUDGETS 2023				
	2022 ADMINISTRATION BUDGET	2022 MISSION AND SUPPORT BUDGET	2023 ADMINISTRATION BUDGET Draft	2023 MISSION AND SUPPORT BUDGET Draft
<i>Updated February 23, 2022</i>				
<b>REVENUE</b>				
General Council Administration Grant	\$325,000		\$325,000	
General Council Salary Grant	\$33,500		\$33,500	
General Council Cross Region Support Grant	\$33,500		\$33,500	
General Council Mission and Support Grant		\$239,870		\$239,870
Investment Income	\$25,000		\$35,000	
Administration of Trust Funds	\$75,000		\$75,000	
Bookstore	\$30,000		\$20,000	
Donations, Bequests, Etc.	\$1,000		\$1,000	
<b>TOTAL ADMINISTRATION REVENUE</b>	<b>\$523,000</b>		<b>\$523,000</b>	
<b>TOTAL MISSION AND SUPPORT REVENUE</b>		<b>\$239,870</b>		<b>\$239,870</b>
<b>TOTAL ADMINISTRATION AND MISSION AND SUPPORT REVENUE</b>	<b>\$762,870</b>		<b>\$762,870</b>	
<b>EXPENDITURES</b>				
<b>ADMINISTRATION</b>				
<b>Personnel</b>				
Executive Minister and Executive Assistant Travel/Telephone/Study/Misc.	\$20,000		\$20,000	
Regional Staff Salaries and Benefits	\$330,588		\$355,284	
Regional Staff Travel/Telephone/Study/Misc.	\$13,000		\$13,000	
<b>Sub-Total Personnel</b>	<b>\$363,588</b>		<b>\$388,284</b>	
<b>Governance</b>				
Regional Office Operations	\$55,000		\$55,000	
Shared Services (IT)	\$4,700		\$5,000	
Executive, Division and Team Expenses				
Executive	\$7,000		\$7,000	
Division of Finance and Administrative Resources	\$1,000		\$1,000	
Financial Accountability and Consultation Team	\$1,000		\$1,000	
Property Team	\$3,000		\$3,000	
Incorporated Ministries Team	\$2,000		\$1,000	
Board of Trusts Team	\$1,000		\$1,000	

02-24-2022

**Appendix F** - continued

**FINANCE AND ADMINISTRATIVE RESOURCES** - continued

FIRST DAWN EASTERN EDGE REGIONAL COUNCIL

BUDGETS 2023

	2022 ADMINISTRATION BUDGET	2022 MISSION AND SUPPORT BUDGET	2023 ADMINISTRATION BUDGET Draft	2023 MISSION AND SUPPORT BUDGET Draft
<i>Updated February 23, 2022</i>				
Division of Regional Council Services and Support	\$1,000		\$1,000	
Communications Team	\$1,000		\$1,000	
Stewardship Team	\$1,000		\$1,000	
Regional Council Program Team	\$1,000		\$1,000	
Division of Communities of Faith Support and Planning	\$1,000		\$1,000	
Pastoral Consultation and Accountability Team	\$2,000		\$2,000	
Missional Assessment Planning (MAP) Team	\$2,000		\$2,000	
Future Directions in Ministry Team	\$2,000		\$2,000	
Division of Human Resources	\$1,000		\$1,000	
Licensing Team	\$1,000		\$1,000	
Ministerial, Human and Pastoral Relations Team	\$6,000		\$6,000	
Retiree Support Team	\$500		\$500	
Nominations Team	\$500		\$500	
Chaplaincy Team	\$500		\$500	
Appeals Team	\$500		\$500	
Regional Council Advisory Boards				
Bookstore Team	\$500		\$500	
Archives Team	\$500		\$500	
President's Office	\$4,000		\$4,000	
Legal	\$10,000		\$10,000	
Tri-Regional Staff Committee	\$500		\$500	
Meeting of Regional Council	\$35,000		\$10,000	
Contingency	\$13,212		\$14,216	
<b>Sub-Total Governance</b>	<b>\$159,412</b>		<b>\$134,716</b>	
<b>TOTAL ADMINISTRATION EXPENDITURES</b>	<b>\$523,000</b>		<b>\$523,000</b>	
<b>REVENUE OR (DEFICIT) ADMINISTRATION</b>		<b>-\$0</b>		<b>\$0</b>

**Appendix F** - continued

**FINANCE AND ADMINISTRATIVE RESOURCES** - continued

FIRST DAWN EASTERN EDGE REGIONAL COUNCIL

BUDGETS 2023

	2022 ADMINISTRATION BUDGET	2022 MISSION AND SUPPORT BUDGET	2023 ADMINISTRATION BUDGET Draft	2023 MISSION AND SUPPORT BUDGET Draft
<i>Updated February 23, 2022</i>				
<b>MISSION AND SUPPORT</b>				
<b>Regional Staff - Justice and Youth/Children Ministers</b>				
Salaries and Benefits		\$63,092		\$63,256
Travel/Telephone/Study/Miscellaneous		\$14,560		\$14,560
Faith Formation, Christian Education and Leadership Team/Programming		\$10,000		\$10,000
Justice, Mission and Outreach Team/Programming		\$10,000		\$10,000
<b>Sub-Total Regional Staff/Programming</b>		<b>\$97,652</b>		<b>\$97,816</b>
<b>Mission and Support Grants</b>				
Mission and Support Grants (Allocated)		\$97,652		\$97,816
Mission and Support Grants (Unallocated)		\$142,218		\$142,054
<b>Sub-Total Mission and Support Grants</b>		<b>\$239,870</b>		<b>\$239,870</b>
<b>TOTAL MISSION AND SUPPORT EXPENDITURES</b>		<b>\$239,870</b>		<b>\$239,870</b>
<b>REVENUE OR (DEFICIT) MISSION AND SUPPORT</b>		<b>\$0</b>		<b>\$0</b>
<b>TOTAL ADMINISTRATION &amp; MISSION AND SUPPORT EXPENDITURES</b>	<b>\$762,870</b>		<b>\$762,870</b>	
<b>REVENUE or (DEFICIT)</b>	<b>-\$0</b>		<b>\$0</b>	



## Appendix G

### GENERAL COUNCIL EXECUTIVE REPRESENTATIVE

#### **General Council Report to FDEE Executive March 2022**

General Council Executive met on November 20, 2021. During opening worship, the General Council Executive covenanted with **Sarah Charters, the new Executive Officer of Philanthropy** and President of The United Church of Canada Foundation, and with **The Rev. Dr. Jennifer Janzen-Ball, the new Executive Minister of Theological Leadership**. As well as welcoming these new Ministers, the General Secretary expressed deep thanks to **Catherine Rodd** for her outstanding service as Executive Officer, Communications, as she approaches retirement.

The Executive received the report of the **Just Peace Task Group** with appreciation. The Task Group consisted of four people appointed in November 2018 to undertake a review of United Church of Canada policies on Israel and Palestine in light of the current reality and partner requests and provide advice and recommendations. The **Executive has referred the report, and the proposal--that The United Church of Canada adopt a principles-based approach to its justice work concerning Israel and Palestine going forward--to the 44th General Council 2022 for decision.**

The General Council Executive will also **recommend to the 44th General Council that the Theology and Interchurch Interfaith Committee develop a framework for a principle-based approach to all the justice work of The United Church of Canada and make recommendations to the 45th General Council.** The General Secretary will be asked to potentially identify opportunities to reflect on, and explore this approach, in advance of that Council.

The General Council Executive also **heard an accountability report from Aisha Francis, the Executive Director of KAIROS.** KAIROS recently celebrated its 20th anniversary, and is continuing in strategic planning for 2023 to 2028. Key current priorities include the work of the KAIROS Blanket Exercise (including virtual exercises), support to those coming to Canada through the Temporary Foreign Workers program, and global partnerships addressing violence against women. The Executive encouraged KAIROS to offer basic resources in French.

A further report was offered by **Tim Blair, the CEO of The United Property Resource Corporation (UPRC).** UPRC is focused on implementing the key principles, values and commitments of the United Church to development across the portfolio of church properties. In his report, the Moderator shared from his experience in the role, expressing gratitude for the extraordinary amount of work and the high number of meetings of the General Council Executive, with thanks also for the connected and related work of the General Secretary and staff in supporting governance. He noted a level of exhaustion in communities of faith, and particularly in ministry personnel, even as we begin to transition out of the pandemic, which in itself presents new challenges. The church is encouraged to assist in facilitating **nominations for the next Moderator.**

The Executive of the General Council took action to enable **a review of the Statement on Ministry (2012),** engage with the National Indigenous Council on designated lay ministry criteria, broader vocational ministry needs, and establishment of an Indigenous Testamur, explore bi-vocational and collaborative ministry, and convene a task group on lay leader accountability.

There were **several proposals regarding Designated Lay Ministers that will go to General Council** including one proposing that the General Secretary, in consultation with Designated Lay Ministers, develop a process by which recognized Designated Lay Ministers may **transition to the order of ministry and a way to recognize Designated Lay Ministers who are retired.** Designated Lay Ministers received communication from the General Secretary in the week of November 22, 2021.

**Appendix G** - continued

**GENERAL COUNCIL EXECUTIVE REPRESENTATIVE** - continued

The Executive also proposed that the upcoming General Council address a set of issues related to **better support of rural and smaller communities of faith**.

The United Church is encouraging everyone to take part in the **campaign to end the war on the Korean Peninsula**. It is easy to add your name to the worldwide petition and the link to do so is included here.

<https://united-church.zoom.us/meeting/register/tJAscugtqigtHtKwJna3sKG37zFTwrG5HA1r?fbclid=IwAR2rDHle1WUHE9KVBzcvsh3gPWG6W-hSSXwBoDjTRiSYBV3WZTUEKfpbvBY>

**General Council 44** is now officially happening as the court was constituted with opening worship and motions on Sunday February 13th. It was moving to be part of this history-making meeting and the coming months will see many online gathering times of listening, learning and decision-making. The link below will take you to a more fullsome report of the opening day.

<https://generalcouncil44.ca/news/historic-united-church-canada-general-council-opens?fbclid=IwAR0prDLclepqsbdN3dH29PmrFAQIKYv7v1I2hCQWvFrwORPzGtZaEe46gAl>

As this meeting is entirely virtual, it is a wonderful opportunity for **anyone to tune in to what is taking place**. I have included this link to the page that gives you all of the info for how to connect if you want to watch online, news updates and so on. As a leader in our Region, please partake of at least some of this and keep yourself informed so that you can better serve our Region.

[https://generalcouncil44.ca/about/connect-gc44?fbclid=IwAR1PPi2EhObwXRvqedqzJEIvpdyztWVz5IWH85h69u-MWwUexmR\\_QXFSRME](https://generalcouncil44.ca/about/connect-gc44?fbclid=IwAR1PPi2EhObwXRvqedqzJEIvpdyztWVz5IWH85h69u-MWwUexmR_QXFSRME)

Respectfully submitted,

Rev. Paula Gale, Commissioner GC43

Appendix H**TRI-REGIONAL STAFF SUPPORT****Tri-Regional Staff Committee  
February 16, 2021**

The committee met online via Zoom with all members present.  
Martha Vickers, Debbie Aitken - Fundy St. Lawrence Waters  
Derek Elsworth, Donna Tourneur - Region 15  
Paula Gale, Jim Evans - First Dawn Eastern Edge  
Faith March-MacCuish - Executive Minister

Faith opened the meeting with a prayer and acknowledged the land and the committee had a time of check-in.

Faith reported that Kendall Harrison's review has been signed off, and was positive.

Faith reported that the Reverend Sherpherd Munikwa will begin the staff position of Minister of Justice, Mission and Outreach on March 1, 2022. This will be done remotely from Ontario, with a move to New Brunswick anticipated sometime in April. Faith is organizing supports, and is checking to see about available funding to help with moving expenses.

Faith reported that all staff received Christmas packages and gifts, and participated in a Christmas gathering online.

In 2021 two staff anniversaries were recognized: David Hewitt -10 Years and Sarah Wallace -10 Years. Both were sent a Gift Certificate and card.

In 2022, Alison Piercey will be recognized for 25 Years, Heather Sandford for 10 Years, Jennifer Taylor for 10 Years and Jenn Whitemore for 15 Years.

In 2023, Kendall Harrison will be recognized for 25 Years and Leona Laundry for 15 Years.

Faith reported that the General Council Office has discontinued its practice of different salary scales for lay and ordered national and regional staff. All ordered staff are now paid using the same scale as lay (which is higher.) This will have budget implications for the Regions, however there is discussion about General Council covering the difference for 2022.

Faith is taking training through the General Council on framing job descriptions and understanding the categorizing of positions.

Faith said that there are some discussions around the title of "Regional Minister," not conveying the role of that position.

Rev. Heather Sandford remains on leave and Rev. Brian Colbourne has let FDEE know he is willing to stay in his current role as long as he is needed.

A discussion about the Memorandum of Understanding will be moved to our next meeting.

The Committee will meet on April, 2022 at 9:30am AST via Zoom.

Meeting concluded at 11:30am AST.

Sincerely,

Paula Gale, Reporting Member of Tri-Region Staffing Committee from FDEE