

# *Presence and Hope - Health and Wellness*



## **4<sup>th</sup> Annual Meeting**

**of First Dawn Eastern Edge Regional Council  
The United Church of Canada**



**FDEE AGM4  
Virtual Meeting via Zoom**

**Reports - Volume 1**

**May 13-15, 2022**



**TABLE OF CONTENTS**

Table of Contents ..... R1

Procedures for Holding a Meeting and Decision Making

    A Whole People’s Covenant..... R2

    Holy Manners..... R3

    Guidelines for Business Procedures.....R4-R5

Opening Procedural Motion .....R6-R7

**Reports:**

President .....R8-R10

Regional Executive Minister.....R11-R12

General Council Commissioner (Executive Member) Report .....R13-R20

Division of Finance and Administrative Resources ..... R21

    Budget 2023.....R22-R23

    2021 Audited Statement.....R24-R39

    Board of Trusts Team

        2021 Trust Funds Report.....R40-R43

    Incorporated Ministries Team .....

        The Agnes Pratt Home Inc. .... R44

        Alexander Bay United Church Homes Inc. (ABUCHI) ..... R45

        Bridges to Hope Inc.....R46-R47

        Burry Heights United Church Camp and Retreat Centre Inc. .... R48

        Cochrane Community Outreach and Performance Centre Inc. (Cochrane Centre) ..... R49

        Humber Valley Day Care Centre Inc..... R50

        Loon Bay United Church Camping Center Inc..... R51

        Parkview Apartments Inc..... R52

        Stella’s Circle .....R53-R54

        West Haven United Church Camp Inc..... R55

Division of Regional Council Services and Support.....R56-R57

Division of Communities of Faith Support and Planning .....R58-R59

Division of Human Resources .....R60-R61

    Nominations Report.....R62-R67

Tri-Region Staff Support Committee.....R68-R69

Affirm Standing Committee .....R70-R71

Other Groups/Reports

    Atlantic School of Theology ..... R72

    Centre for Christian Studies.....R73-R75

    Emmanuel College .....R76-R77

    Office of Vocation .....R78-R79

Draft Agenda (as of May 3, 2022) .....R80-R81

R2

## PROCEDURES FOR HOLDING A MEETING AND DECISION-MAKING

### A WHOLE PEOPLE'S COVENANT

*The 41st General Council 2012 used A Whole People's Covenant to help define the way in which the members of the General Council sought to work together. It has been adapted here for use as a resource by all councils and church bodies.*

Each of us comes as a pilgrim to this gathering of siblings in Christ. Each of us comes with our own cultural values, assumptions, and world views. Each one of us, and the cultures we represent, are God's living letters of faith, hope, love, and beauty. Therefore, we embrace the following Christian virtues that honour God and promote right relationship between us as we gather together and learn from one another:

We promise to relate to one another with:

- respect;
- humility;
- patience;
- open-mindedness;
- courage; and
- the spirit of grace and forgiveness we have received in Christ Jesus. We acknowledge the land that we stand upon by
- remembering that Indigenous peoples have walked these paths;
- understanding that we are one part of God's creation; and
- honouring future generations by preserving this land as they find their own paths.

In our Christian love for one another we will:

- invite the Spirit into both our worship and business;
- attend to others with our whole selves: our physical senses, intuition, imagination, and intellect;
- speak for ourselves in the spirit of truth and gentleness, avoiding unhelpful generalizations and racial stereotypes;
- not interrupt when others are speaking;
- be mindful of language that is not inclusive;
- affirm the deep wisdom of silence and pause, as necessary, to ponder what others have said;
- seek to understand rather than win arguments and assume best intentions;
- hold our beliefs and opinions lightly; and
- hold one another in prayer.

Today this pilgrimage will lead us to becoming a whole people. With God's help, I will leave behind what I must to make this journey. Thanks be to God.

*The United Church Manual 2022*

## PROCEDURES FOR HOLDING A MEETING AND DECISION-MAKING

### HOLY MANNERS

*The Very Reverend Marion Pardy introduced Holy Manners as a resource for the 38<sup>th</sup> General Council 2003. Holy Manners has been used as resource for the conduct of meetings by subsequent General Councils and their executives. It has been adapted here for use as a resource by all councils and church bodies.*

We will:

- keep God at the centre of everything we do;
- each speak for ourselves;
- speak for a purpose;
- separate people from problems;
- allow for full and equitable participation;
- attend to others carefully without interruption;
- welcome the conflict of ideas;
- take a future orientation;
- demonstrate appreciation;
- honour the decisions of the body;
- commit to holding one another to account when we do not keep our holy manners;
- keep the discussion at the table;
- be mindful of our body language;
- check in about good use of time;
- allow the quiet people to speak, with an invitation to speak; and
- sincerely say what we really feel.

*The United Church Manual 2022*

R4

## PROCEDURES FOR HOLDING A MEETING AND DECISION-MAKING

### GUIDELINES FOR BUSINESS PROCEDURES

- 1. Motion: A Council may only pass motions for which it has the authority and which do not contradict the decision of the higher court. A motion contradicting a motion already passed at the same meeting is out of order, unless it is a motion to reconsider.**
  - The mover reads the motion.
  - The seconder is named.
  - The mover has the privilege of speaking at the beginning and end of the discussion of their motion.
  
- 2. Discussion:**
  - Start by identifying yourself (name, Pastoral Charge or Community of Faith)
  - All discussion should be directed to the President.
  - Each person may address the President only once about a motion, except the mover, who may speak both first and last.
  - That the initial time allocated for the mover to address the motion be limited to three minutes.
  - That all subsequent speakers limit their time to two minutes, including any reply by the mover of the motion.
  - All discussion should be clear and concise and deal only with the motion.
  
- 3. Amendments:**
  - Any motion to amend a motion must be dealt with before dealing with the original motion.
  - Any voting member, except the mover and seconder of the original motion, may make a motion to amend the original motion.
  - An amendment is a suggestion to change a motion slightly by:
    - i. Removing words and replacing them with others, or
    - ii. Adding or deleting words
  - An amendment cannot change the intent of a motion.
  - When all motions to amend have been dealt with, the Council may deal with the final form of the original motion.
  - A separate vote must be taken for each motion to amend.
  
- 4. Amendment to the Amendment:**
  - A motion to slightly change the amendment.
  - See above
  
- 5. Voting:**
  - Voting will take place by raising hands
  - All those with voting privileges (members) are expected to indicate their vote by raising of hands.
    - i. If there is a close vote, tellers will count.
    - ii. If there is a tie, the President will cast the deciding vote.
  - Ballots will be used for electing commissioners to General Council or other election as deemed necessary.

## PROCEDURES FOR HOLDING A MEETING AND DECISION-MAKING

### GUIDELINES FOR BUSINESS PROCEDURES (Continued)

#### 6. Motions that Interrupt the meeting:

**At any time during a meeting, any voting member may make a motion to:**

- Close discussion without a vote on the motion;
- Fix the time to adjourn;
- Adjourn;
- Take an immediate vote (2/3 vote required);
- Limit or extend limits of discussion (2/3 vote required);
- Postpone discussion and decision on the motion to a definite time;
- Refer the motion to another body or commission;
- Amend/change the motion; or
- Postpone discussion and decision on the motion indefinitely (without a specific time).

An original motion may be interrupted by any of the above motions.

While these motions are being dealt with, they may only be interrupted by a motion above it in the list.

#### 7. How to Reconsider a Motion:

- A motion to reconsider a motion already passed may be made if no motion is under consideration. A motion to reconsider has the same priority as the motion to be reconsidered.
- Only a voting member who voted “yes” for the original motion may move the motion to reconsider. This motion must be seconded by a voting member.
- A motion to reconsider in an ongoing meeting must be approved by 2/3 of the voting members present.
- The revised motion may be reconsidered if a motion is changed on reconsideration and passed.
- A motion on which action has been taken may not be reconsidered.

#### 8. Business Committee:

- To sort and clarify issues when things are bogged down in procedure wrangles or wording problems.
- To deal with changes to Agenda during the General Meeting.

#### 9. Other:

- Other rules of order are contained in the Manual. In general, the conduct of the business is at the discretion of the President. The President may seek the advice of the Business Table. Where the Manual is silent, Bourinot’s Rules of Order will be used.

R6

## OPENING PROCEDURAL MOTION

### REGION ROLL

That the Roll of First Dawn Eastern Edge Regional Council be (Manual 2022 C.1.1 and C.1.2):

- a) Members of the order of ministry within the bounds served by the regional council; and
- b) Other ministry personnel in a covenantal relationship with a community of faith within the bounds of the regional council; and
- c) The lay members who are members of the United Church who are not ministry personnel and who are elected by their Communities of Faith.
- d) Appointed members, lay members of the Regional Council Executive who have not been elected by their Community of Faith.

### QUORUM

That the quorum be as indicated in Section C.4.3 of the Manual 2022;

“The Regional Council may meet only if a minimum number of members is present... If there are 60 or more members, at least 20 members must be present; and that there be at least one ministry personnel and one lay member who is not ministry personnel present. Corresponding members are not counted for this purpose.”

### BOUNDS

“That the bounds of the Regional Council meeting be the virtual meeting room, the telephone connections to that meeting space and Wesley United Church”

### CORRESPONDING MEMBERS

“That representatives of General Council; representatives of United Church organizations; ministry students not serving a pastoral charge; and any other registered visitors to the Regional Council meetings be Corresponding Members of this Council.”

### AGENDA

“That the agenda, as printed and distributed, be adopted as the agenda for this meeting of First Dawn Eastern Edge Regional Council, subject to such changes as may be adopted and such Orders of the Day as may be determined by the Council.”

### BUSINESS TABLE

That the business table be Cecil Noseworthy, Stephanie McClellan, and Paula Gale

### MINUTE SECRETARY

That the minute secretary for the Fourth (4<sup>th</sup>) Annual Regional Council meeting be Jennifer Taylor.

### GUIDELINES FOR DISCUSSION

The President will chair the meeting, making any rulings necessary. The Regional Council will work together using the Whole People’s Covenant and Holy Manners as its guide. The President will apply the Manual 2022 Appendix: Procedures for Holding a Meeting and Decision-Making.

Bourinot’s Rules of Order will be used as the authority should a question arise which is not answered by the Appendix.

**OPENING PROCEDURAL MOTION (Continued)**

Speaker will:

- Start by identifying themselves (name, Pastoral Charge or Community of Faith)
- All discussion should be directed to the President.
- Each person may address the President only once about a motion, except the mover, who may speak both first and last.
- That the initial time allocated for the mover to address the motion be limited to three (3) minutes.
- That all subsequent speakers limit their time to two (2) minutes, including any reply by the mover of the motion.
- All discussion should be clear and concise and deal only with the motion.

R8

## PRESIDENT

It's been a year of presence and hope for our Regional Council and a year of privilege, professional development, prayer, support and learning for myself personally.

The Regional Council and Office Staff adapted quickly, moving seamlessly to more virtual ways of serving the Region. Regional Divisions and Teams also pivoted, shifting to lead the ministries of First Dawn Eastern Edge through video conferencing platforms and with the guidance of the Regional Office.

Communities of Faith also changed the way we proclaimed God's word and provided services of worship, moving to do so through Zoom or Facebook Live, for example. It took some time to adapt, but adapt with courage we did: staying home, keeping our physical distance, washing our hands, wearing masks and taking so many more precautions within our everyday routines. By doing so, we reflect that we care about our neighbour.

Many of our congregations' participants and supporters now comment on the ease with which they can attend public worship, by simply going to their desktops or mobile devices on Sunday morning. Many financial supporters now give through the United Church's Pre-Authorized Remittance (PAR) program or by electronic transfers, or continue to give with traditional means; finding new ways to place their offering envelopes in specific locations in church instead of "passing the plate around." At the same time, however, congregations work harder than ever to keep buildings open and support paid-accountable ministries. The simple act of gratitude, saying thank you, to our dedicated volunteers, continues to demonstrate God's presence as we remain committed, to both our church as well as the health and care of one another. So, from my place as your outgoing President of the Region, thank you.

Thank you is the beginning of stewardship. We begin by giving God thanks for all the goodness that God provides us in creation. But thank you has also been a practice that I seem to have adopted even more since the start of the public health emergency that began on March 17, 2020. The people I serve in my home pastoral charge of Pouch Cove-Bauline have both heard and observed my repetitive "thank you" in every additional email that I have sent, particularly to forward new Regional Council guidelines following each time our public health officials have given new orders for the province of Newfoundland and Labrador.

Gratitude is ministry. Gratitude is prayer. Gratitude is our way of faithfully showing that our God is present in all of the moments in our lives through our relationships. The presence of God's love is in our support for one another.

Since the year began, I am grateful that I have been present to all events where I have been invited, mostly virtually but a few in-person, including:

- May 16, 2021: Installed as Regional President at Celebration of Ministries service (in-person: "i-p");
- May 19: Chaired first Regional Council meeting as President (virtual: "v");
- May 30: Delivered sermon at Covenanting Service between Rev. John Maich, George Street United and First Dawn Eastern Edge Region (i-p);
- June 10: Submission to Regional eConnect newsletter;
- June 18: Attended outdoor gathering at Masjid Al'Noor Muslim community mosque event, "Standing in Solidarity with the Muslim community";
- June 22: Prepared a letter to the Region to draw awareness to the finding of burial sites of children beginning with 215 at the residential school site near Tk'emlúps te Secwépemc First Nation (Kamloops, British Columbia);

**PRESIDENT (Continued)**

- July 17: Delivered condolences from the Region at funeral service of Rev. Florence Sanna (i-p);
- August 2: Delivered condolences from the Region at funeral service of Rev. Clem Rodgers (i-p);
- August 12: Regional President's orientation by Zoom with Executive Minister Faith March-MacCuish and President-Elect Nancy Mojica-Fisher;
- August 26: Attended Zoom meeting with faith leaders at the invitation of Premier Furey, Provincial Chief Medical Officer Dr. Fitzgerald and Health Minister Haggie on new Covid outbreaks and reminding our own faith leaders that we can provide influence and bring messages to who we serve to get vaccinated;
- September 15: Chaired Regional Executive meeting by Zoom;
- September 16: Visited and delivered gift basket to Rev. Heather Sandford and family (i-p);
- September 29: Performed recording session at VOWR for morning meditations broadcasting week of October 4-8;
- October 7: Attended Covenanting service with Rev. Kathy Brett and Topsail United (i-p);
- October 12: Regional MAP Team meeting (v) & Regional Program and Planning Team meeting (v);
- October 26: Covenanting service with Rev. Limon Daka and Wesleyville-Valleyfield Charge (i-p);
- October 27: Regional Communications workshop by Zoom
- October 28: Meeting with President-Elect Nancy Mojica-Fisher by Zoom
- November 2: National Regional Presidents and Presidents-Elect meeting by Zoom (v) and Covenanting service: Rev. James Ravenscroft and St. James United (i-p)
- November 3: Regional Program and Planning Team by Zoom;
- November 4: Drafting Regional President's Advent/Christmas letter;
- November 9: Discussion on Regional theme and sub-theme with Rev. Faith by Zoom;
- November 16: Regional MAP Team by conference call
- November 17: Composed email greetings for Covenanting Services: Rev. Beverley Matthews and Campbellton Community of Faith and Rev. Stephen Matthews and Gander-Glenwood-Benton Community of Faith;
- November 21: In-person Covenanting Service between Rev. Oliver Dingwell, Cowan Heights United and First Dawn Eastern Edge Region;
- November 24: 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 (v.);
- 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 (v.);
- February 15, 2022: Regional Ministry Personnel gathering by Zoom;
- March 2, 2022: Delivered sermon at Ash Wednesday service with St. John's and area United Churches, Cowan Heights United (i-p);
- March 3, 2022: Regional Planning Team meeting by Zoom
- March 9, 2022: General Council 44, learning session #1 by Zoom
- March 16, 2022: General Council 44 learning session #2 by Zoom
- March 23, 2022: VOWR recording session for March 28-April 1 (i-p) & General Council learning session #3 by Zoom;
- March 31, 2022: Regional Program Team meeting by Zoom;
- April 1, 2022: began email correspondence with Spring meeting theme speaker.

R10

**PRESIDENT (Continued)**

I am also grateful to the Divisions who invited me to join for virtual meetings over the year. Thank you to Rev. Faith for her guidance and leadership during my time serving you as your President. I look forward to performing any tasks as your Past-President where I am called, as I can.

As Rev. Nancy Mojica-Fisher will soon assume the role of President, I pray for God's blessing on her ministry and leadership with us. Thank you, Nancy, for answering the call to serve.

Thank you, all, for your support over this past year. May God continue to bless the Regional ministry of First Dawn Eastern Edge in the future.

Rev. Grant Stuckless  
President

## EXECUTIVE MINISTER

### Reflecting on the Year

Margaret Wheatley, in her book *Turning to One Another: Simple Conversations to Restore Hope to the Future*, said; “There is no greater power than a community discovering what it cares about. Ask *What’s Possible?* not *What’s wrong?* Keep asking.”

I believe that, as a regional council, as Communities of Faith, and as individuals, throughout this pandemic we have been discovering what it is that we care about. I remember the first time that the congregation I attend was permitted to have congregational singing. After the service, many spoke of being brought to tears as they stood and sang the story of our faith together. Families that have been separated, now being able to be together and embrace one another. When we shut down, we as a community, found out very quickly how important our faith, our family, our friends, and our future together, really was to our wellbeing. We began to ask “what’s possible?” and we began to invite everybody who cared to work together on what was possible. In the midst of a pandemic, we were able to continue to be the church, to be present to one another in ways we would never have dreamed. We found out that relying on human goodness helped us to stay together while needed to be apart. As we come out the other side of this pandemic, I encourage us to not forget the valuable things that we have learned as a community. As families and congregations, let us remember and hold on to what matters. There maybe something that we have had to let go of that we may not want to pick up again. This is a new time, let’s cast off “the way we have always done things”, and reimagine returning to something new, something more deeply authentic. I encourage you and your faith communities to notice what you really care about, and have conversations about that, and, as Margaret Wheatley tells us, trust that meaningful conversations can change your world.

### **What we are About:**

This year has been a continuation of providing support to our ministry personnel and our communities of faith on information and tools to maneuver through the highs and lows of the pandemic. The region has continued to provide the zoom links and conference calling for communities of faith free of charge. Our divisions and teams have worked hard to be responsive to our communities of faith. Each has been working hard to ask the question of “What is Possible”. The executives, divisions and teams continue to discern their role and live into their call to ministry for the region. As we have discovered that changes are needed to policies, in order to be more transparent and responsive, updates have been made. A heartfelt thank you to all those who answered the call to discipleship and have taken up positions on teams and have kept the wheels of our region moving along some very difficult roads.

The Regional Council Program Team, along with the executive, has taken time to discern the best path forward for our meetings. Keeping before us that we have been able to have meaningful meetings through the use of technology. Being reminded by the youth and the General Council about our commitments as a church to the climate crisis, and balancing that with the need to build relationships, the executive has made the decision to alternate with online meetings and in person meetings. 2023 will be an on-line meeting and 2024 and 2025 will be in person. 2025 will be the celebration of 100 years of the United Church of Canada.

There have been retreats and learning events, clergy symposiums, budget approvals, grant funding, investments updates, audited statements, MAPS, changes in pastoral relations, retirements and retiree anniversaries, incorporated ministries, newsletters, calls for justice, stewardship, chaplaincy, affirm and inclusive conversations, licensing, retiree support, future directions and viability conversations, cooperative and shared ministries, and sadly closures. As individuals, our faith communities have been there for our passages of new beginnings, new life, endings and everything in between. The purpose of our Regional Council, the what matters, is the support to one another and our communities of faith; our

R12

### EXECUTIVE MINISTER (Continued)

core. “We believe that we are called by God to love and serve others”. That is what we care about, that is what we have been about. May it continue to be so.

#### **Future Concerns:**

Reggie McNeal told Leonard Sweet in Sweet’s book *So Beautiful*, ***“These are the best of times to be the church. These are the worst of times to be the church.”*** Bob Farr says, ***“I do not know why we are the chosen leaders (lay and clergy) who are being called upon to lead the church at this time. But in fact, we are and so we must”***

Some of the concerns that we have been sharing, and hearing from each other, is the concern over shrinking congregations, growing expenses, and lack of volunteers to carry the load. These are conversations we need to continue having. We need to speak openly and honestly about our reality, and at the same time, we need to recognize that while, at times, it feels like it is the worst of times, it may also be the best of times as we reimagine our communities of faith. When we are able to articulate what it is that we care about, and we are so completely convinced that we believe that God has called us to it, we will, as a people, make it happen. So, let’s change the culture of naming what’s wrong, and begin to ask; what’s possible? The Regional Council Executive, with its divisions and teams, are beginning to have these discussions, and are hoping that together, all of us can be the church we are called to be in our time.

#### **Thank you to our Volunteers:**

Our divisions and teams, made up of volunteer disciples have been very busy with the work of ministry for the region. None of this work is done by one person. You only have to look at the reports to see that there is a lot of work on the ground happening on a daily basis.

#### **Good Bye to Staff:**

On June 30<sup>th</sup>, 2021 Laura Hunter our Minister for Justice, Mission and Outreach finished up her ministry with the three regions and we were able to celebrate with her and wish her well at our AGM last spring. The process and search for our new Minister for Justice, Mission and outreach began in June and concluded in November, with the announcement of Rev. Shepherd Munikwa as the successful applicant.

#### **Thank you to our Staff:**

All of our staff have worked hard over this past year to support our communities of faith, our divisions and teams, our ministry personnel, and our laity. I take this opportunity to thank each one of them for their continuous support, faithfulness, professionalism and ministry in the work of our First Dawn Eastern Edge Regional Council.

#### **Conclusion:**

Sharon Salzburg, said, “only love is big enough to hold all of the pain of this world”. Jesus tells us that the greatest commandment is to love God, love neighbour, and love self. May our ministry, whatever the next reiteration is, be filled with love.

Rev. Faith March-MacCuish  
Executive Minister

**GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT**

As one of the Commissioners to the 43<sup>rd</sup> General Council in 2018 in Oshawa, Ontario, I was appointed by our Region to serve on its Executive. I regularly collate important information coming from General Council Executive and Sub-Executive minutes, and any national church news worthy of being highlighted in the Region, and report it to the FDEE Executive. I do also encourage everyone to follow The United Church of Canada on Facebook and the national church website, as each place will have regular updates of actions taken and news to be shared. It is important for us to follow the workings of the national church, especially for response to crises and breaking information, especially during this time of pandemic. Anyone can check in to the United Church Commons to see the minutes of the General Council Sub/Executive. The Governance folder contains minutes of the Sub/Executive and many documents that help explain current issues and decisions made. <https://united-church.ca/leadership/church-administration/united-church-commons>. I really encourage FDEE members to go to the United Church Commons for the full text of all the proposals and reports, especially in areas which your work might benefit from knowing what decisions are being made at the General Council.

As we moved through the second year of pandemic in 2021, the General Council Executive, Sub-Executive and General Council itself continued to meet virtually.

**A special meeting of GC43 was called for March 20, 2021** to make a decision about moving the GC44 meeting to a virtual event, as opposed to gathering in-person in Calgary in the Summer of 2022. COVID had already moved it from its July 2021 original date. The Council will begin on February 13, 2022, and close on August 7 with the installation of the new Moderator, after decision-making sessions July 22-25, 2022.

Plans are in the works to ensure that there are opportunities for social-connections and networking in addition to the business.

**The annual meeting of the General Council took place on Saturday October 23.** It is important to note, especially for those offering themselves as Commissioners to the GC44, that attending these annual meetings, and all other business that will arise during the triennium following GC44, is one of the important responsibilities you will be expected to carry out. Becoming a Commissioner to GC is a three year commitment. I have to say that I have been disappointed with the low turnout of our current FDEE Commissioners to GC43 when we have had the recall meetings and other online gatherings during this past triennium. I know there are always things in life and work that cause us to be away at certain times but there are Commissioners who have not been present to any of the work since leaving Oshawa in the Summer of 2018. That is disappointing as it does not make for the fulsome conversations and decision-making we would expect of a GC that represents the whole of the UCC.

At this annual recall meeting of the whole of GC, the church heard about the continued stresses experienced by clergy in this pandemic period and the pain experienced by the recent decisions to end the optional health benefits for employees. Just a year ago the General Council Executive asked for a **review of the group health and dental plans** when it was discovered that members were receiving \$3.2 million more in benefits than the premiums were covering. The deficit was being covered by a quickly shrinking benefits reserve fund. An advisory group recommended, therefore, that the optional health and dental plan be discontinued effective January 1, 2022. Reluctantly, the Executive agreed with this recommendation: the optional health and dental plan for active members closed at the end of 2021.

**A refinement of the method used to calculate assessments** that would better smooth the year-by-year fluctuations experienced by communities of faith related to investment income was approved. Also approved were administrative guidelines for updating the assessment calculation for amalgamations, closures, or openings of communities of faith. The changes will improve transparency and reduce the administrative burden for both pastoral charges and the denominational council.

The largest piece of news from the decision-making at this meeting was the approval of a mission and vision statement for the UCC. [GCE 24 Becoming Beloved Community: Mission and Vision](#)

R14

## GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)

Commissioners embraced the words “**Deep Spirituality, Bold Discipleship, and Daring Justice**” as a statement of purpose for the church in such a time as this. A related vision statement: **Called by God, as disciples of Jesus, The United Church of Canada seeks to be a bold, connected, evolving church of diverse, courageous, hope-filled communities united in deep spirituality, inspiring worship, and daring justice.**

If you have not seen the graphics and information regarding these important pieces, I urge you to go to the UCC website and social media channels to familiarize yourself, and your communities of faith, with them. This work on mission and vision originated from the 43rd General Council in Oshawa, and is connected to a strategic planning process that will give direction to the work of the General Council Office. We are all asked to commit to join with staff in animating this mission and vision statement across the diversity of the whole church, enabling a deepening of spirituality and emboldening strong action in the church and world.

**A vital vibrant future for the United Church relies on the health of each part—national, regional and communities of faith, including in and with the Indigenous church. In a healthy church, the national supports the regions who support communities of faith as the primary locus of ministry.** In approaching implementation of this plan, attention will be given to the roles of each and the positive, supportive interconnections.

To guide the General Council in moving towards the stated vision, five strategic directions with objectives were proposed. While each objective is expressed as a specific theme, there are strong intersections between each area. Each of the objectives will be tracked with relevant measurement. And, as the operational plan is developed by the General Secretary, these objectives will flow into initiatives and projects that will also be accountably tracked and evaluated. Even the proposals and work coming before GC44 are being grouped according to these strategic directions.

### ***Embolden Justice: Collaborating to Mend Church and World***

Make meaningful collective progress on Indigenous justice, racial equity, and 2SLGBTQplus rights both in the church and world, while demonstrably deepening bold effective solidarity on other justice issues, through ecumenical collaboration and denominational networking.

### ***Invigorate Leadership: Adapting and Innovating for Bold Discipleship***

Renew a vision of leadership based on the emerging mission of the denomination—deep spirituality, bold discipleship and daring justice--and align discernment, recruitment, training, and support of ordered and lay leadership, to this vision.

### ***Nurture Common Good: Equity and Sustainability in Resources***

Significantly increase denominational capacity and will to make decisions on properties and resources focused on the ministry of the whole church, enhancing equity, sustainability, right relations, and administrative efficiency and effectiveness.

### ***Deepen Integrity: Living Climate Commitments***

Amplify and integrate current initiatives in a bold, hopeful denominational climate strategy that accelerates reductions towards the goal of an 80% decrease in emissions by 2030.

### ***Strengthen Invitation: Humility and Confidence in Sharing Faith***

Develop and implement effective and connected regional and national strategies, that result in growth within existing ministries, and by seeding and sustaining new ministries and communities of faith.

**GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)**

**Mission and Vision for The United Church of Canada linked to GCO Strategic Plan 2022-2025: Overview**



I include the infographic below as a way of showing the status of the church and you can discern easily why things are changing and needing to change for us all, from the community of faith to our national church structure.

**By the Numbers**

	2015	2018	2019	2020(not final)	Change 2015-20
Preaching Places or Congregations	2,894	2,711	2,694	2649	(8.47)
All Ordained Ministers	3,516	3,365	3,331		
All Diaconal Ministers	295	294	293		
Membership	424,419	388,363	379,523	366,967	(13.54)
Average Weekly Attendance	138,971	120,986	115,223	103,578	(25.47)
Received on Profession of Faith	2,657	2,140	1,648	546	(79.45)
Number of Families (Households)	340,181	307,651	297,822	284,448	(16.38)
Persons under Pastoral Care	1,115,059	1,015,248	982,813	938,678	(15.82)
Baptisms (Adults and Children)	6,764	4,032	3,699	1,037	(84.67)
Marriages	5,081	3,154	2,594	1,118	(78.00)
Funerals	15,874	12,242	10,957	8,103	(48.95)
Sunday Schools	1,763	1,574	1,495	1,333	(24.39)
Membership of Sunday Schools	45,970	35,835	32,887	27,749	(39.64)
Members of Through-week Organizations	120,059	114,220	111,735	86,849	(27.66)
Total Value Local Church Property	n/a	n/a	n/a	n/a	
Total Liabilities of Congregations	43,789,805	32,010,661	39,598,716	51,051,914	16.58
Insurance for Local Church Property	5,133,281,185	5,279,497,391	5,297,854,653	5,530,188,738	7.73
Rec'd for M&S Fund by Treasurer	23,605,809	22,234,958	21,071,215	17,968,271	(23.88)
Salaries Paid for Minister	76,428,236	94,585,031	90,952,365	94,923,146	24.20
Raised for Other UC Capital Appeals, Fund	3,079,237	742,244	781,246	516,192	(83.24)
Other Purposes, Bible Society, etc.	15,599,663	19,025,393	16,272,809	15,465,415	(0.86)
United Church Women-- All Purposes	11,910,313	9,720,927	9,211,729	3,708,073	(68.87)
All Other Organizations	147,713,269	261,153,330	191,691,368	165,062,919	11.75
Grand Total, All Purposes	402,786,494	516,507,796	423,920,983	376,128,466	(6.62)

R16

**GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)**

Commissioners formally **received the audited financial statements** for 2020, [AUD 03 Audit Committee Recommendations](#) and **approved refinements to the assessment formula.** [GCE 23 Refinements to the Assessment Formula](#)

The main change, applying .25% to investment balances rather than investment returns, will reduce volatility in assessments as a result of market fluctuations. Commissioners also approved a motion "from the floor" that the General Secretary **explore an equitable assessment of assets** and report back to the General Council.

The **annual report** of the church was received and discussed with updates on the work of the Executive, the United Property Resource Corporation, and the General Council Office, including the new anti-racism action plan. **Leadership Counts**, a new project that will help the church measure progress on her commitments to anti-racism, equity, diversity and inclusion, was launched. *Leadership Counts* unrolls a new confidential voluntary survey for ministry personnel, national and regional council staff, and members of national committees which will aid the church as it focuses to break barriers, open doors, and strengthen equitable pathways.

**In 2021, the church covenanted with several new staff leaders.**

Murray Pruden, Executive Minister Indigenous Ministries and Justice;

Japhet Ndlovu, Executive Minister Church in Mission;

Treena Duncan, Executive Minister for Chinook Winds Regional Council and Pacific Mountain Regional Council;

Rev. Dr. Jennifer Janzen-Ball, Executive Minister of Theological Leadership;

Director of KAIROS, Aisha Francis;

Deep thanks is offered to Catherine Rodd for her outstanding service as Executive Officer, Communications, as she retires.

In this last gathering of General Council 43, at the October 2021 recall meeting, gratitude was expressed for the Commissioners and the Moderator who have served a lengthened term faithfully in unprecedented times.

The **new funding model** that was approved with Remit 4 planned a three-year transition to full implementation by 2022. It was obvious that many pastoral charges were not able to meet that target, especially with the recognition of how the pandemic has impacted the finances of many communities of faith. The Executive agreed to a transition plan that extends the full implementation date to 2023.

As the pandemic continued, public health measures prevented many communities of faith from meeting in person to make decisions about pastoral relations, elections to boards, and annual budgets. To assist them, the Executive further extended the **temporary amendments to pastoral relations policies until December 2021**. The Executive additionally temporarily suspended the requirement to hold annual meetings and allowed governing boards to approve draft budgets, if necessary, with the power to curtail these orders at any time in the hands of the Executive.

The **GS83 Remit** passed by all 16 Regional Councils and declared by GCE to come into effect as of March 1, 2021. This will make the statement re ministry personnel inclusive of persons of all gender identities.

GCE received the report of the **Mental Health Working Group** and authorized the General Secretary to work with the Regions to implement recommendations as appropriate.

A revised **Overtime Work Policy** was implemented as well as the **Domestic and Sexual Violence Leave Policy**. A new **Remote Working Policy** was also approved

The **triennial review of Cost of Living** for ministry personnel has been postponed while a review is done of the cost-of-living metric that is used, drawing external expertise on compensation to consider whether there is a more stable / less volatile metric for measuring "a modest recognition of regional cost of living differences" (41st General Council 2012 Record of Proceedings p. 516).

**GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)**

The **National Indigenous Council**, celebrated an ordination and commissioning, and made other important steps forward in the journey of self-determination and self-governance. The Indigenous Church also spoke poignantly of the continued grief and trauma in the wake of the uncovering of unmarked graves, the need for support to communities of faith, and the importance of the non-Indigenous church continuing to live boldly into the apologies and acts of reparation.

The **Bringing the Children Home initiative** includes a new round of archival research as well as financial support for Indigenous communities in the areas of knowledge-gathering, searches/identification of sites, ceremony, commemoration, and possible repatriation, and it was approved by General Council Executive with an initial \$3 million commitment. There has been a significant response from United Church membership, ranging from initial shock, disbelief, and anger to an appreciation of the steps being taken. There were also questions about whether “mission funds” were used to run the schools. The Archives team has prepared a report to show that this is the case. It is clear that United Church people continue to need education on this part of our church’s story. The **General Secretary and Moderator are committed to meeting with all Indigenous communities impacted by the residential schools run by The United Church of Canada** that wish to do so. Where those meetings have been taking place, there is a focus on building relationships. Some communities are seeking information from the archives, and staff are responding to those requests.

The General Council Executive mandated the development of a **Mental Health** policy. With this policy, the United Church has committed itself to exploring aspects of mental health and listening to the needs of its employees, ministry personnel, members and adherents, and all who come in contact with United Church ministries. The policy will evolve over time, and improvements will be based on research, new information, and feedback.

The Executive added two additional directions to the recommendations previously approved from the Mental Health Working Group: directing matters related to ministerial education to the Office of Vocation for consideration, and directing the General Secretary to propose a policy concerning mental health and wellness in the United Church.

The new **United Church Property Resource Corporation** [Property Corporation](#) is now fully funded from a United Church investment perspective (\$10M) and is working with property proposals from across the country. Several regional councils have formalized a working relationship with UPRC. UPRC continues to define a focus on building affordable rental housing with community space across Canada through a self-supporting model that leverages real estate to invest and re-invest in building long-term communities for the common good. UPRC’s buildings address the climate crisis through environmentally responsible building practices aimed at net-zero carbon emissions. UPRC’s model will prioritize Indigenous and social enterprises.

The **project to update The United Church of Canada Acts** across Canada continues. The progress was a little delayed due to the pandemic, but provincial legislatures have generally resumed regular activities and committees are continuing to meet, some now online. In 2021, the General Secretary has met virtually with legislative committees in both Alberta and British Columbia to explain the denominational restructuring and respond to questions about it. Out of the 11 jurisdictions where legislation requires amendment, six are completed, four are in progress, and one remains outstanding. Updates for the jurisdictions that concern us in FDEE Region:

- Canada: complete; received Royal Assent April 11, 2019
- Newfoundland: in progress; application received by Attorney General

R18

**GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)**

The General Council Executive received the report--"**Ministry Leadership to Meet the Needs of the Church in the 2020s**"--offered by a task group. The task group was formed from appointments by the Theology Inter-church Inter-faith Committee and the Board of Vocation, working with regional and national staff. In the discussion of the report and related proposal, gratitude was expressed for committed and exceptional Designated Lay Ministers, many of whom are serving the church from a lifelong vocational call.

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. It was also requested that the General Secretary develop proposals, for consideration of General Council, on related policy changes, and retooling of training.

There were **several proposals regarding Designated Lay Ministers that will go to GC44** 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.

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 Executive considered RC 01 "**Elimination of the General Council and Regional Council Salary Differential,**" and decided **to compensate lay and ordered (commissioned and ordained) staff equally for equal work with the General Council and Regional Council system**, recognizing that the practice (of different levels of pay for lay and ordered staff) no longer achieves the objective for which it was originally introduced. Both ordered ministers and lay employees will start to accrue pension on their entire salary. Moving towards our new strategic plan that names *Daring Justice* as a pillar of our work, it was concluded that we cannot continue to pay ministry personnel less than a lay person doing a similar job. This change is one way of helping the church to more authentically live out our call to embrace justice and equity. A financial plan to implement this change will be prepared no later than April 30, 2022, with changes to compensation retroactive to January 01, 2022. Approximately 50% of the staff positions affected are supported by assessment revenue and 50% are supported through Mission & Service.

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. Resourced by staff, the Just Peace Task Group consulted in person and online with global, ecumenical, and interfaith partners, and with people from across the United Church. **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 Task Group will express its sincere gratitude in writing to all the individuals, groups and organizations who took the time to share their concerns and perspectives.

The General Council Executive will also recommend to the 44th General Council that the Theology Inter-church Inter-faith 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.

**GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)**

There will be a **new digital hymn and worship planning environment available to the church.** **SING 2025** will be the publishing event of 2025 and a cause for celebration in The United Church of Canada's 100th year and beyond. This new environment will make all of our musical resources available in one digital location and under one copyright license, and will be complemented by *Gathering Online*, an online worship planning resource and collection, expanding on the over 40-year history of *Gathering*, our popular worship periodical. It will strengthen our worship leaders and musicians, embrace our intercultural reality, and provide tools to help people of faith know God more fully.

The launch will unfold in two parts:

- *Gathering Online*, the online worship planning tool, and
- SING 2025 (project title – final resource name to come), the online music resource, in the fall of 2024, in time for the 100th anniversary of the United Church.

The online music resource will be subscription-based through One License, with a 10-15% discount as part of this new initiative. *Gathering Online* will be an annual subscription that will offer the 4 print issues of *Gathering* plus full access to the Worship Planning environment (\$78.99 per year – one subscription).

In **2025 The United Church of Canada will celebrate 100 years of ministry.** A planning committee has been formed to design our centenary celebrations, after a call for nominations for people who might serve this task well.

The **Anglican Church of Canada** has agreed to join us and the Presbyterians in relocating their national offices to the **ecumenically shared space** at 300 Bloor. This sharing of office space will likely not happen now until 2024, due to COVID restrictions.

Conversations are ongoing with the **theological schools** regarding the relationship with the national church, research being done as to the church's role in the **60s Scoop**, **UCRD** sales down but going to a fully online platform in 2020 was a smart move. A larger social media push for advertising is planned. Heartfelt responses were received in response to the **Apology to Maternity Home Mothers.**

An **accountability report was received from the Chair of the Pension Board.** The plan is **fully funded with no major concerns.** Mr. Marcus Robertson was heartily thanked for his long service in this role, which he completes in 2022.

A decision was made to **focus any expansion of retiree benefits to the provision of a defined benefit pension plan and reaffirm the 2020 decision to a five-year plan to attain self-sustainability for the retiree group health plan.**

-Through the generosity of the people of the United Church, collectively we contributed over \$23 million for our shared [Mission and Service](#), the work of our denomination that supports life-saving and life-changing work.

**GC9a Anti-Racism Common Table** established to bring together all pieces of the work being done on Dismantling White Privilege, Anti-Racism and its sub groups and to replace those four current working reference groups.

**M&S income** is estimated to be down 2.5 million, mostly through congregational giving but with a rise in Direct Giving to the fund, thereby showing the need for advertising and getting the M&S message out there to many, not just to those in our pews. **Income from assessments** was down 1.5million while our **investments did well** with about a 11.9% return for 2021.

Reverend Michael Blair, in his **General Secretary's report**, also reported on the **branding research** done over the last couple of years and highlighted that "*discover the power of prayer*" and "*action and community*" were phrases that resonated in the research and will be incorporated in church usage for branding purposes in the coming months. Along similar lines, a report was received showing that we need to **invest more in the fundraising message for the national church.**

R20

## GENERAL COUNCIL COMMISSIONER (EXECUTIVE MEMBER) REPORT (Continued)

The Spirit always provides who the church needs in a Moderator at the right time. This has been very true as we have rode out the pandemic. Moderator Richard has continued to offer **resources through online worship** and maintains very good **contact with clergy and lay through social media** and pre-recorded video messages. Richard's gift of word and prayer has been a blessing to so many inside our denomination but also to the wider world. The **Moderator** has been building working relations with the new General Secretary Michael and helping with business planning as they look at new online tools to help with all meetings and especially the next GC.

We must remember **nominations for the next Moderator and General Council Executive.**

Members of the General Council Executive 2018–2022\*

### *Positions by office*

- Richard Bott, Moderator
- Jordan Cantwell, Immediate Past Moderator
- Michael Blair, General Secretary

*To serve until the gathering of the General Council in 2022 (4-year term\*)*

1. Sharon Aylsworth
2. Katie Curtis
3. Deb Hinksman
4. Ha Na Park
5. Deborah Richards
6. Tim Reaburn
7. Janet Sigurdson

*To serve until the gathering of the General Council in 2025 (7-year term\*)*

1. Teresa Burnett-Cole, as chosen by the National Indigenous Council
2. Mitchell Anderson
3. Kathy Brett
4. Samuel Dansokho
5. Paul Douglas Walfall
6. Larry Doyle
7. Jane McDonald
8. Arlyce Schiebout

*\*Terms were extended a year because the 44th General Council was postponed until 2022 due to the pandemic.*

Paula Gale

Commissioner, General Council 43

Member, FDEE Regional Executive

## DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES

It has been another challenging year for all of us. Thank you to everyone for all your work on behalf of our Communities of Faith, our Camps, the Incorporated Ministries in our Region and the Region itself.

The Division of Finance and Administrative Resources is comprised of Chair, Secretary and four teams (Financial Accountability and Consultation Team, Property Team, Incorporated Ministries Team and Board of Trusts Team).

My sincere thanks to Brenda Andrews (Division Secretary), Danny Button (Financial Accountability and Consultation Team Leader), Dave Dawe (Property Team Leader), Kathy Brett (Incorporated Ministries Team Leader), Karen Critch (Board of Trusts Team leader) and all their team members for the heavy amount of work they have carried out so well during the past year on behalf of the Region. Some of the duties carried out by these teams include:

- 1) Financial Accountability and Consultation Team
  - a) Allocating the Mission Support Grant received from General Council
  - b) Evaluating Church and Manse Modernization Grants
  - c) Processing requests for change of insurance options, within the Group Policy
- 2) Property Team
  - a) Ensuring that process is followed in the sale of property
  - b) Recommending of repairs that cost in excess of \$10,000 or 15% of the operating budget, whichever is the greater. (Please note that the figure was raised from \$5,000 to \$10,000 in February 2022).
- 3) Incorporated Ministries Team

Our new team leader (Kathy Brett) is working with the Regional Executive Minister to re-build this team and overhaul the system of accountability for the Incorporated Ministries within the Region. Volunteers are needed for this team.
- 4) Board of Trusts Team
  - a) Managements of Investments
  - b) Approval of requests to our specific trust and reserve funds
  - c) Evaluating Scholarship requests

Many financial aspects of the daily life of our Communities of Faith, Pastoral Charges and Congregations continue to be a struggle. Areas of concern include Salaries, Insurance and Assessment payments to the National Church. All the members of the Division are committed to helping you work through these challenges. Please contact us any time you think we may be able to help.

Finally, I would like to express the thanks of the Division of Finance and Administrative Resources to our Tri-Region and Regional staff for all the support and encouragement they give both to the Region and to this Division specifically.

In closing, together we have come through two years of the COVID pandemic. It has certainly made us “think outside the box” regarding the way in which we functioned as a church. I believe it has made our faith and our caring for each other stronger, which bodes well for the challenges ahead. Blessings to all!

Dr. Roy West  
Chair

R22

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**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	
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>	

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Budget 2023 (Continued)**

	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>EXPENDITURES</b>		<b>\$762,870</b>		<b>\$762,870</b>
<b>REVENUE or (DEFICIT)</b>		<b>-\$0</b>		<b>\$0</b>

R24

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement**

**First Dawn Eastern Edge Regional Council**  
**Non-consolidated Financial Statements**  
*December 31, 2021*

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council  
Contents**

*For the year ended December 31, 2021*

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	<i>Page</i>
<b>Management's Responsibility</b>	
<b>Independent Auditor's Report</b>	
<b>Non-consolidated Financial Statements</b>	
Non-consolidated Statement of Financial Position.....	1
Non-consolidated Statement of Operations.....	2
Non-consolidated Statement of Changes in Net Assets.....	3
Non-consolidated Statement of Cash Flows.....	4
<b>Notes to the Non-consolidated Financial Statements.....</b>	<b>5</b>
Schedule of Internally Restricted Funds (Schedule 1).....	10
Schedule of Externally Restricted Funds (Schedule 2).....	11

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**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**Management's Responsibility**

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To the Board of Directors of First Dawn Eastern Edge Regional Council:

Management is responsible for the preparation and presentation of the accompanying non-consolidated financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the non-consolidated financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of non-consolidated financial statements.

The Board of Directors is composed entirely of Directors who are neither management nor employees of the Regional Council. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Regional Council's external auditors.

MNP LLP is appointed by the Board to audit the non-consolidated financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

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Executive Minister

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Office Administrator

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**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**Independent Auditor's Report**



To the Members of First Dawn Eastern Edge Regional Council:

**Opinion**

We have audited the non-consolidated financial statements of First Dawn Eastern Edge Regional Council (the "Regional Council"), which comprise the non-consolidated statement of financial position as at December 31, 2021, and the non-consolidated statements of operations, changes in net assets, cash flows and the related schedules for the year then ended, and notes to the non-consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying non-consolidated financial statements present fairly, in all material respects, the financial position of the Regional Council as at December 31, 2021, and the results of its operations, changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

**Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Non-Consolidated Financial Statements section of our report. We are independent of the Regional Council in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Responsibilities of Management and Those Charged with Governance for the Non-consolidated Financial Statements**

Management is responsible for the preparation and fair presentation of the non-consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of non-consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the non-consolidated financial statements, management is responsible for assessing the Regional Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Regional Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Regional Council's financial reporting process.



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**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**Auditor's Responsibilities for the Audit of the Non-consolidated Financial Statements**

Our objectives are to obtain reasonable assurance about whether the non-consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these non-consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the non-consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Regional Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Regional Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the non-consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Regional Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the non-consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Mount Pearl, Newfoundland and Labrador

Chartered Professional Accountants

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council  
Non-consolidated Statement of Financial Position**

*As at December 31, 2021*

	<b>2021</b>	<b>2020</b>
<b>Assets</b>		
<b>Current</b>		
Cash	604,257	650,885
Accounts receivable	116,925	32,127
Current portion of long-term receivable	26,448	14,953
Harmonized sales tax receivable	3,554	5,301
Prepaid expenses	500	2,398
Due from related parties (Note 9)	24,737	30,303
	<b>776,421</b>	<b>744,965</b>
Property, plant and equipment (Note 4)	156,517	115,020
Loans and notes receivable (Note 7)	229,229	231,202
Long term investments (Note 6)	8,278,187	7,650,440
	<b>9,440,354</b>	<b>8,750,636</b>
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals	10,780	135,023
Due to related parties (Note 10)	154	1,903
Due to United Church Bookstore (Note 8)	85,000	85,000
	<b>95,934</b>	<b>221,926</b>
Operating Fund	1,282,458	1,100,874
Internally Restricted Funds - Schedule 1	6,374,682	5,750,215
Externally Restricted Funds - Schedule 2	1,687,280	1,668,621
	<b>9,344,420</b>	<b>8,528,710</b>
	<b>9,440,354</b>	<b>8,750,636</b>

Approved on behalf of the Board

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

The accompanying notes are an integral part of these non-consolidated financial statements

R30

## DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)

## 2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)

**First Dawn Eastern Edge Regional Council**  
**Non-consolidated Statement of Operations**

*For the year ended December 31, 2021*

	2021	2020
<b>Revenue</b>		
Grant - United Church of Canada	641,375	681,000
Restricted Fund administration fees	78,529	77,580
Mission and Support (Note 14)	-	23,173
Property sales (Note 14)	215,252	28,805
Interest income	66,623	50,484
United Church Bookstore	21,700	21,700
Loan interest and Pitts fund	1,399	1,612
Other income (Note 14)	7,811	3,565
	<b>1,032,689</b>	<b>887,919</b>
<b>Expenses</b>		
Amortization	6,272	6,740
Annual meeting	6,887	2,584
Division of Faith, Support and Planning	74	41
Division of Finance and Administrative Resources	454	443
Division of Human Resources	702	2,305
Division of Regional Council Services and Support	-	5
Executive	9,553	6,891
Mission and Support	214,349	289,000
Office operating expenditures	37,984	31,174
Professional fees (audit and legal)	14,550	19,637
Regional Council expenditures	2,789	81
Salaries, wages and staff travel	308,777	320,101
Special fund expenses (Note 14)	31,511	7,019
	<b>633,902</b>	<b>686,021</b>
<b>Total expenses</b>	<b>633,902</b>	<b>686,021</b>
<b>Excess of revenue over expenses</b>	<b>398,787</b>	<b>201,898</b>

The accompanying notes are an integral part of these non-consolidated financial statements

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Non-consolidated Statement of Changes in Net Assets**  
*For the year ended December 31, 2021*

	<i>Operating Fund - Unrestricted</i>	<i>Internally Restricted Funds</i>	<i>Externally Restricted Funds</i>	<b>2021</b>	<b>2020</b>
<b>Net assets, beginning of year</b>	1,100,874	5,759,215	1,668,621	8,528,710	7,948,613
<b>Excess of revenue over expenses</b>	398,787	398,264	18,659	815,710	580,097
<b>Interfund transfer</b>	(217,203)	217,203	-	-	-
<b>Net assets, end of year</b>	1,282,458	6,374,682	1,687,280	9,344,420	8,528,710

*The accompanying notes are an integral part of these non-consolidated financial statements*

R32

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Non-consolidated Statement of Cash Flows**  
*For the year ended December 31, 2021*

	<b>2021</b>	<b>2020</b>
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Excess of revenue over expenses	398,787	201,898
Amortization	6,272	6,740
	<b>405,059</b>	<b>208,638</b>
Changes in working capital accounts		
Accounts receivable	(84,798)	29,871
Prepaid expenses	1,896	(2,396)
Accounts payable and accruals	(124,243)	125,965
Harmonized sales tax recoverable	1,747	952
	<b>199,661</b>	<b>363,030</b>
<b>Financing</b>		
Advances from related parties	3,817	20,565
Externally Restricted Trust Funds annual surplus	18,659	16,460
Internally Restricted Funds annual surplus	398,264	361,739
	<b>420,740</b>	<b>398,764</b>
<b>Investing</b>		
Purchase of property, plant and equipment	(47,769)	-
Purchase investments	(1,882,312)	(1,372,317)
Proceeds on disposal of investments	1,538,639	1,131,770
Additions to loans and notes receivable	(9,522)	-
Increase in long-term investments	(275,065)	(312,652)
Repayment of loans and notes receivable	-	28,249
	<b>(676,029)</b>	<b>(524,950)</b>
Increase (decrease) in cash resources	(55,628)	236,844
Cash resources, beginning of year	659,885	423,041
<b>Cash resources, end of year</b>	<b>604,257</b>	<b>659,885</b>

*The accompanying notes are an integral part of these non-consolidated financial statements*

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Notes to the Non-consolidated Financial Statements**  
*For the year ended December 31, 2021*

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**1. Purpose of the Regional Council**

The First Dawn Eastern Edge Regional Council (the "Regional Council") is a Regional Council of the United Church of Canada operating in Newfoundland and Labrador. Its principal activities include the provision of services to the pastoral charges and incorporated ministries affiliated with the United Church of Canada in Newfoundland and Labrador.

The First Dawn Eastern Edge Regional Council is a registered charity under the *Income Tax Act* and not subject to income tax.

**Impact on operations of COVID-19 (coronavirus)**

In early March 2020 the impact of the global outbreak of COVID-19 (coronavirus) began to have a significant impact on businesses through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders.

At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the Regional Council as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus. While the extent of the impact is unknown, we anticipate this outbreak may cause staff shortages and increased government regulations, all of which may negatively impact the Regional Council's operations.

**2. Significant accounting policies**

***Basis of presentation***

The non-consolidated financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

***Cash and cash equivalents***

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less.

***Revenue recognition***

First Dawn Eastern Edge Regional Council follows the restricted fund method of accounting for contributions.

The Operating Fund accounts for the Regional Council's administrative activities.

The Discretionary Trust Fund is an internally restricted fund maintained at the discretion of Regional Council for various purposes at the discretion of the Regional Council of Finance and Administration and/or Regional Council Executive. The fund holds investments and recognizes income on those investments as earned. Both the income and principal of the Discretionary Fund may be expended.

The Restricted Trust Funds are externally restricted funds that have been established to honour the restricted purposes of the donors as set out in the Schedule of Restricted Trust Funds. Generally, only the income earned by the trusts may be expended.

The Insurance Assessment Reserve Fund was established by the Regional Council as a self-insurance fund for the region. It is now an internally restricted fund to be used for insurance related expenditures as determined by Regional Council.

The Internally Restricted Funds are funds maintained by the Regional Council for various purposes and are restricted in their purpose and cannot be used for general operations of the Regional Council.

***Investments***

Long term investments, which consist primarily of equities, bonds, mortgage-backed securities, term certificates and cash are carried at market value.

R34

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Notes to the Non-consolidated Financial Statements**  
*For the year ended December 31, 2021*

**Capital assets**

Purchased capital assets are recorded at cost.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives.

Capital assets acquired during the year but not placed into use are not amortized until they are placed into use.

	Rate
Buildings	5 %
Furniture and fixtures	20 %

**Measurement uncertainty (use of estimates)**

The preparation of non-consolidated financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the non-consolidated financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

By their nature, these judgments are subject to measurement uncertainty, and the effect on the non-consolidated financial statements of changes in such estimates and assumptions in future years could be material. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues over expenses in the years in which they become known.

**Financial instruments**

The Regional Council recognizes its financial instruments when the Regional Council becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management. Financial assets and liabilities originated and issued in all other related party transactions are initially measured at their carrying or exchange amount in accordance with Section 3840 *Related Party Transactions*.

At initial recognition, the Regional Council may irrevocably elect to subsequently measure any financial instrument at fair value.

The Regional Council subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Regional Council's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess of revenues over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

**Post Retirement Benefit Plan**

The employees of the Council participate in a defined benefit pension plan administered nationally by the United Church of Canada. Defined contribution plan accounting is applied to this multi-employer contributory defined benefit.

**3. Economic dependence**

The Regional Council received approximately 79% (2020 - 82%) of its revenue from the General Council of the United Church of Canada. Should the General Council of the United Church of Canada reduce its grants to the Regional Council, management is of the opinion that continued viable operations would be doubtful.

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Notes to the Non-consolidated Financial Statements**  
*For the year ended December 31, 2021*

**4. Property, Plant and Equipment**

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Land	1	-	1	1
Buildings	542,443	388,707	153,736	111,543
Furniture and fixtures	162,947	160,167	2,780	3,476
	<b>705,391</b>	<b>548,874</b>	<b>156,517</b>	<b>115,020</b>

**5. Insurance Assessment Reserve**

In prior years, the Regional Council had a self-insurance program whereby a portion of the insurance premium levied to each pastoral charge was used for self-insurance. All claims by the pastoral charges under a specific amount were paid from the self-insurance funds. At the end of each fiscal year, the funds remaining in the self-insurance plan, if applicable, would be refunded to the Regional Council for use in future years, if the need arises. The balance of \$81,600 (2020 - \$84,102) represents the cumulative amount of self-insurance premiums refunded to date, plus allocated income as disclosed in Schedule 1. The Regional Council no longer uses a self-insurance program and insurance costs are passed on to the individual pastoral charges. The balance remaining in the account will be used for insurance related expenditures as determined by the council executive.

Transactions in the insurance reserve include:

	2021	2020
Interest earned	3,200	3,298
Insurance expenses	(20,000)	(17,792)
Administration fee to Regional Council	(1,600)	(1,649)
Transfer from Discretionary Fund	15,898	-
Excess of expenditure over revenue	(2,502)	(16,143)
Insurance reserve, beginning of year	84,102	100,245
Insurance reserve, end of year	<b>81,600</b>	<b>84,102</b>

**6. Long term investments**

	2021	2020
Equities	3,595,218	3,106,630
Fixed income	3,595,748	3,612,056
Cash	661,951	554,580
Canadian Mutual Funds	425,270	386,183
	<b>8,278,187</b>	<b>7,659,449</b>

All investments are presented at fair value. For the year ended December 31, 2021, the unrealized gain on the investments amounted to \$245,676 (2020 - \$330,285) was recognized in the annual surplus in the discretionary fund.

R36

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Notes to the Non-consolidated Financial Statements**  
*For the year ended December 31, 2021*

**7. Loans and Notes Receivable**

The Regional Council lends money to various organizations affiliated with The United Church of Canada. These loans are repayable in varying monthly installments at an interest rate of 2% per year. The \$229,229 (2020 - \$231,202) in loans and notes receivable include \$198,371 (2020 - \$198,371) due from Cochrane Community Outreach and Performance Centre Inc (CCOPC). There is an agreement that all interest and principal payments due from the CCOPC will be deferred until 2025.

**8. Due to United Church Bookstore**

The due to related party balance of \$85,000 (2020 - \$85,000) is payable to the United Church Bookstore which is controlled by the Regional Council. Interest is charged on the amount at the same rate as the other trust funds (2021 - 4%, 2020 - 4%).

**9. Due from related parties**

	2021	2020
Fundy St. Lawrence Dawning Waters Regional Council	1,503	3,595
United Church Bookstore	21,550	23,371
Regional Council 15	1,684	3,337
	24,737	30,303

These transactions are in the normal course of operations and are measured at the exchange value, which is the amount agreed upon by the two parties.

**10. Due to related parties**

	2021	2020
General Council of the United Church of Canada	154	1,903

These transactions are in the normal course of operations and are measured at the exchange value, which is the amount agreed upon by the two parties.

**11. Related party transactions**

The following is a summary of the Regional Council's related party transactions:

	2021	2020
United Church of Canada (Governing body of the Regional Council) General Grant	641,375	681,000
United Church Bookstore (Controlled by the Regional Council) Administration income	21,700	21,700

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council**  
**Notes to the Non-consolidated Financial Statements**  
*For the year ended December 31, 2021*

**12. Financial instruments**

The Regional Council is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Regional Council's risk exposure and concentration as of December 31, 2021.

***Credit risk***

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Regional Council is exposed to credit risk from its accounts receivable and its loans and notes receivable. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The Regional Council is also exposed to concentration credit risk as 76% of accounts receivable relates to Little Bay Islands Pastoral Charge; this concentration risk is mitigated since the amount will be collected when the property in Little Bay Islands is sold.

***Liquidity risk***

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Regional Council is exposed to this risk mainly in respect of its receipt of funds from its charges and payments of expenditures.

***Market risk***

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Regional Council is mainly exposed to interest rate risk.

***Interest rate risk***

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Regional Council manages exposure through its normal operating and financing activities. The Regional Council is exposed to interest rate risk primarily through its long-term investments.

***Other price risk***

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Regional Council is exposed to other price risk through its investment in quoted shares.

**13. Various Funds Annual Surplus**

These amounts represent the excess of revenues over expenditures for the year ended December 31, 2021 related to those specific funds as disclosed in schedules 1 and 2.

**14. Correction of an error**

During the year the Regional Council determined that revenue related to the internally restricted funds was overstated by \$55,543 (\$23,173 in Mission and Support, \$28,805 in Property sales, and \$3,565 as Other revenue). This revenue should have been presented as revenue in the operating fund and treated as an interfund transfer to the internally restricted fund. The revenue has been restated properly in the comparatives. No restatement of net assets is required.

The Regional Council also determined that expenses related to the internally restricted funds were overstated by \$7,019. This expense should have been presented as an expense in the operating fund and treated as an interfund transfer to the internally restricted fund. The expense has been restated properly in the comparatives as Special fund expenses.

**15. Comparative figures**

Certain comparative figures have been reclassified to conform with current year presentation.

R38

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council  
Schedule 1 - Schedule Of Internally Restricted Funds**

*For The Year Ended December 31, 2021*

	Balance Opening	Revenue	Expenditures	Excess (deficiency)	Interfund Transfers	Balance Ending
	Jan. 01/21			of Revenue over Expenditures		Dec. 31/21
Archives	41,061	-	-	-	19,340	60,401
Chaplaincy Fund	105,631	-	-	-	(16,314)	89,317
Compassionate Assistance Fund	106,461	4,258	2,129	2,129	-	108,590
Coughlan College Trust Fund	1,580,835	70,704	54,266	16,438	4,074	1,601,347
Creston North Church Sale	-	-	-	-	80,361	80,361
Discretionary Fund	2,713,681	618,737	228,290	390,447	(15,898)	3,088,230
Explorer Program	7,153	-	-	-	-	7,153
Insurance Assessment Reserve Fund (Note 5)	84,102	3,200	21,600	(18,400)	15,898	81,600
Intentional Interim Ministry Refresher	2,800	-	-	-	3,416	6,216
Lay Preachers Event	1,297	-	-	-	(1,297)	-
McPherson School Fund	379,066	-	-	-	-	379,066
Ministry of Supervision	955	-	-	-	(955)	-
Mission Support Held	66,459	-	-	-	25,651	92,110
National Learning Fund	1,821	-	-	-	(1,821)	-
New Church Development	12,808	512	256	256	-	13,064
New Ministry Initiatives	213,195	-	-	-	33,679	246,874
Post-Graduate Education Fund For Ministry Personnel	65,251	2,530	3,265	(735)	-	64,516
Social Ministries Trust	346,411	15,081	6,952	8,129	-	354,540
Summerside Church	10,228	-	-	-	(2,193)	8,035
Summerville Church	-	-	-	-	73,262	73,262
Syrian Refugee	20,000	-	-	-	-	20,000
<b>Total</b>	<b>6,768,216</b>	<b>716,022</b>	<b>316,768</b>	<b>388,284</b>	<b>217,203</b>	<b>8,374,882</b>

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**2021 First Dawn Eastern Edge Regional Council Audited Statement (Continued)**

**First Dawn Eastern Edge Regional Council  
Schedule 2 - Schedule Of Externally Restricted Funds**

*For The Year Ended December 31, 2021*

	Balance Opening Jan 1/21	Revenue	Expenditures	Excess (deficiency) of Revenue over Expenditures	Balance Ending Dec 31/21
Agnes Pratt Home Fund	\$ 79,003	3,160	3,160	-	\$ 79,003
Ministers' Children Attending Post Secondary Education	28,491	1,043	2,921	(1,878)	26,613
Loon Bay Camp Fund	1,000	40	20	20	1,020
Carmanville Church Fund	5,000	200	200	-	5,000
Curling Memorial Church Fund	18,041	722	722	-	18,041
Blackhead Historic Site Fund	2,600	104	104	-	2,600
Guilford bequest - CNIB	637	25	13	12	649
Pelley Estate Fund	825,703	33,028	16,514	16,514	842,217
Red Harbour (Port Elizabeth) Fund	249	10	58	(48)	201
William Seeley Mercer Memorial	6,600	264	264	-	6,600
Emmanuel House Fund	51,003	2,040	2,040	-	51,003
Methodist College Fund	230,000	9,200	9,200	-	230,000
Pine Hill Bursary Fund	10,000	400	400	-	10,000
Student Assistance Fund	130,479	8,106	4,938	3,168	133,647
Retired Ministers' Fund	48,379	-	-	-	48,379
Hant's Harbour Fund	1,040	41	81	(40)	1,000
Holy Land Visit Fund	45,669	1,826	915	911	46,580
Burry Heights Fund	44,003	1,760	1,760	-	44,003
Cochrane Street Fund	42,003	1,680	1,680	-	42,003
Greenspond Fund	10,000	400	400	-	10,000
Captain & Mrs. Leslie Winsor Fund	10,000	400	400	-	10,000
Prince of Wales Colegate Fund	7,400	296	296	-	7,400
Senior Citizens' Home Beatrice Gear Fund	7,000	280	280	-	7,000
Grates Cove United Church Fund	6,777	271	271	-	6,777
Elsie M. Oldford Trust	2,000	80	80	-	2,000
Wallace & Muriel Baker Trust	5,000	200	200	-	5,000
John T. Murphy Memorial Trust	50,544	2,022	2,022	-	50,544
<b>Total</b>	<b>\$ 1,888,821</b>	<b>\$ 87,688</b>	<b>\$ 48,838</b>	<b>\$ 18,850</b>	<b>\$ 1,887,280</b>

R40

## DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)

### Board of Trusts Team

#### Trust Funds Report as of December 31, 2021

**1. Methodist College Fund - James S. Pitts - \$230,000**

This is commonly known as "**The Pitts Fund**". The Will provides for \$1,000 in annual earnings for each of the two church purposes: General Council Office Pensions Department gets \$1,000 and Regional Council the other. Remainder of earnings to go to the Newfoundland and Labrador English School District; specifically, the Eastern Education Foundation so as to benefit students.

**2. Lawrence & Ann Pelley Trust - \$750,000 (+ \$92,217 Accumulated)**

To be used primarily for the benefit of children in the work being done by The United Church of Canada through their various youth organizations and for persons entering and retiring from United Church Ministry.

**3. Elsie M. Oldford Trust - \$2,000**

The Last Will and Testament of the late Elsie M. Oldford is meant to serve the needs of the United Church specifically within the First Dawn Eastern Edge Regional Council with interest held in discretionary fund to be paid out at the discretion of the Board of Trusts Team.

**4. Pine Hill Bursary Fund - \$10,000**

Earnings go to Pine Hill Divinity Hall to provide bursaries to United Church students at Atlantic School of Theology.

**5. Student Assistance Fund - \$84,662**

**Objectives:** To assist candidates for ministry in The United Church of Canada from First Dawn Eastern Edge Regional Council.

**Guidelines:**

1. Assistance to a student for ordained/commissioned and designated lay ministry shall be granted, upon submission of an annual budget, at the discretion of the Executive Minister and Regional Minister, in consultation with others as deemed appropriate.
2. Assistance will be in the form of a loan to a maximum of \$4,000 per year (interest free). Upon Ordination/Commissioning/Recognition, \$1,000 per year will be forgiven for each year of service in the First Dawn Eastern Edge Regional Council up to a maximum of \$3,000. The repayment of the remainder of the loan shall begin 8 months following Ordination/Commissioning/Recognition. Students not returning to the Regional Council shall begin repaying the loan beginning 8 months following Ordination/Commissioning/Recognition. Students who discontinue the program shall begin repaying the loan 8 months following that decision.
3. Each student who receives a loan from the fund will be required to sign a loan agreement accepting the terms of repayment.

**6. Prince of Wales Collegiate United Church Scholarship Award Fund - \$7,400**

Three bequests comprise this fund: Marshall, William Swan and John Leamon. Payable to Prince of Wales Collegiate for awarding of \$200 scholarship to a student who has demonstrated outstanding effort and commitment.

**7. Ministers' Children Attending Post-Secondary Institutions - \$25,000 (+ \$1,613 Accumulated)**

This fund was originally \$2,500 from the **Marshall Bequest**. This bequest is available to further and support the education and nurturing of children of ministers serving within The United Church of Canada in Newfoundland and Labrador. This bequest supports ministers' children who attend post-secondary institutions. The guidelines are as follows: (a) a person can receive only one scholarship award; (b) the scholarship value to be determined by the Board of Trusts depending on the strength of the fund; (c) the annual deadline be October 15; (d) there be a maximum of two scholarships awarded per year; (e) include all post-secondary institutions; (f) only one Regional Council Scholarship is available per person per year.

**8. Post-Graduate Education Fund for Ministry Personnel - \$50,000 (+ \$14,516 Accumulated)**

**Trust Objectives:** To assist United Church ministry personnel in First Dawn Eastern Edge Regional Council, with not less than ten years of active service, in post-graduate studies or educational travel. Guidelines for funding: 1. Maximum \$2,000 per person, maximum to be spent per year \$6,000 (if available). 2. Deadlines February 1 and October 1. 3. Applicants can apply every year but new applicants take priority. 4. Confirmation of enrollment required.

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Board of Trusts Team (Continued)**

**Trust Funds Report as of December 31, 2021 (Continued)**

**9. Coughlan College Trust Fund - \$1,503,319 (+ \$97,528 Accumulated)**

Interest earned is to fulfill the Coughlan College Trust Fund objectives for programs and scholarships:

- (1) To further and support the education and nurturing of members of The United Church of Canada in Newfoundland and Labrador; and
- (2) To assist candidates for ministry in The United Church of Canada in Newfoundland and Labrador.

**Scholarship**

Effective 2017, Coughlan College Scholarship applications will be administered by the Board of Trusts.

**Objectives:** To further and support the education and nurturing of members of The United Church of Canada in Newfoundland and Labrador. The establishment of this scholarship is for awarding of grants to students who are enrolled in a degree program or a three-year diploma program at a post-secondary institution.

**Policy:** Scholarships are open to United Church students who are enrolled in a degree program or a three-year diploma program at a post-secondary institution. The scholarships are awarded annually by the Board of Trusts of The United Church of Canada in Newfoundland and Labrador. Consideration will be given to financial need, community and church involvement. Minister's Evaluation form to be discussed with applicant's Minister and applicant ensures submission. Application forms and information concerning these awards are available on the website or from office. Confirmation of enrollment must accompany application. Applications will be accepted at any time during the degree/diploma program, however priority will be given to new applicants. Scholarships will be awarded at a minimum of \$500 per person to a maximum of \$1,000 per person. Maximum disbursement from the Coughlan College Trust for Scholarships will be \$8,000 per year. Annual deadline of October 15.

**Program Funding**

**Objectives:** To further and support the education and nurturing of members of The United Church of Canada in Newfoundland and Labrador.

**Guidelines:** 1. Programs must be United Church sponsored or endorsed. 2. Requests for program funding may be initiated by an individual, a congregation/pastoral charge, a recognized United Church group or committee, a Division or a Region. 3. The types of programs eligible for funding are those that develop: a) theological understanding b) leadership skills/ability c) personal faith/spirituality d) sense of ministry and/or mission. 4. Programs receiving funding may address the needs of ministry personnel and laity. 5. It is understood that funding through the Coughlan College Trust Fund will provide "seed money" or supplement the budget for a program/workshop/event and will not normally cover the total cost of an event. 6. Requests for funding are to be made in advance of the planned program or event by providing the information requested on the application and an approved budget. 7. It is required that unused portions of the grant be returned.

**10. Stella Burry Funds - \$186,000**

The principal sum of \$29,000 which previously earned income through the Board as an annuity established several years ago was redistributed after her death. Payments were made to Agnes Pratt Home (\$5,000) and the Mental Health Association (\$4,000). The balance (\$20,000) was set up to earn income for the following: Burry Heights Camp; Cochrane Street United Church Mission and Service Fund (\$3,000); and Family Life through Emmanuel House (\$12,000). Dr. Burry's Estate provided \$10,000 for Christian Education at her home of Greenspond, which will be administered by the Board of Trust by agreement with the Official Board of Wesleyville Charge. The sum of \$156,000 will earn income through the Board in equal shares for Burry Heights Camp (\$39,003), Cochrane Street United Church (\$39,003), Agnes Pratt Home (\$39,003) and Emmanuel House (\$39,003).

**11. Agnes Pratt Home Fund - \$79,003**

Interest on this fund paid annually to the Agnes Pratt Board. This agreement shall remain in effect provided that all Board funds, donations, bequests, gifts, entitlements and other funds shall be and remain the property of the present owner of the Agnes Pratt Home, to be used by the owner in its direction in accordance with any directions governing the giving of such funds. Stella Burry Funds-Agnes Pratt Home (\$5,000) Agnes Pratt Home (\$39,003)

R42

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Board of Trusts Team (Continued)**

**Trust Funds Report as of December 31, 2021 (Continued)**

- 12. Gulliford Bequest - \$600**  
All interest earned paid to the CNIB.
- 13. Cochrane Street United Church Fund - \$42,003**  
Stella Burry Funds - Cochrane Street United Church Mission and Service Fund (\$3,000); Cochrane Street United Church (\$39,003)
- 14. Emmanuel House Fund - \$51,003**  
Stella Burry Funds - Family Life through Emmanuel House (\$12,000); Emmanuel House (\$39,003).
- 15. Beatrice Gear Estate - \$7,000**  
Interest earned on this fund be given annually to the Agnes Pratt Home.
- 16. Council of Social Ministries Trust - \$300,000 (+ \$54,541 Accumulated)**  
The interest from this fund is designed for people in United Church congregations who have special financial needs. Pastoral Charges may identify such needs and make application on behalf of those individuals. Priority will be given to children and young people and institutions that work with teenagers.
- 17. Retired Ministers' Fund - \$48,379**  
That interest from the Retired Ministers' Trust Fund be given as a Christmas gift to ministry personnel from First Dawn Eastern Edge Regional Council who have given at least 15 years of recognized ministry (to be calculated upon date of Ordination/Commissioning/Recognition/Admission) in this Region, upon their retirement from the Regional Council in Newfoundland and Labrador. A Christmas gift from the Retired Ministers' Trust Fund be given to surviving spouses of deceased clergy who qualify.
- 18. Hant's Harbour Fund - Samuel Short - \$1,000 (+ \$0 Accumulated)**  
Earnings are paid to Hant's Harbour Pastoral Charge for ministerial support.
- 19. Abraham Edison and Evangeline Green - \$50,000**  
Provides \$500 annually to Carmanville congregation and the balance of earnings to Student Assistance Fund.
- 20. Curling Memorial Church Fund - Gilbert & Martha Pike Trust - \$18,041**  
Earnings are paid to Curling United Church annually.
- 21. Blackhead Historic Site Fund - \$2,600**  
Earnings are made available to the Trustee Board of Blackhead Church for care of the site and plaque commemorating the erection of the first Methodist Church in Canada.
- 22. Red Harbour (Port Elizabeth) Fund - \$200 (+ \$0 Accumulated)**  
The **W.S. Collins Bequest** of \$200 was for continuing support of Port Elizabeth congregation. Since that congregation no longer exists but the majority of people are now located at Red Harbour, it was decided to send the earnings on the fund to that congregation.
- 23. William Seeley Mercer Fund - \$6,600**  
Three purposes are to be served. The earnings on \$6,000 will be given to Central Labrador Pastoral Charge (60%) and Fogo Island Pastoral Charge (40%) as continuing memorial to Rev. William S. Mercer. Earnings on the amount of \$600 will provide for perpetual care of Rev. Mercer's grave on Fogo Island.
- 24. Greenspond Christian Education Fund - \$10,000**  
Stella Burry Fund - Paid to Wesleyville Pastoral Charge for Christian Education involving Greenspond Congregation.
- 25. Mrs. Annie Noel - Grates Cove United Church Fund - \$6,777**  
Interest be paid annually to Grace United Church, Grate's Cove to ensure grave site be maintained and remainder used to maintain cemetery.

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Board of Trusts Team (Continued)**

**Trust Funds Report as of December 31, 2021 (Continued)**

- 26. Wallace and Muriel Baker Trust – Elliston United Church - \$5,000**  
Interest be paid annually (to a maximum of \$150) to the Cemetery Committee of Elliston United Church to provide annual care and upkeep of the Baker family plot in Elliston.
- 27. Holy Land Visit Fund - \$32,000 (+ \$14,580 Accumulated)**  
The Holy Land Visit Trust Fund was created many years ago by the MacPherson family of St. John's. This trust fund is open to United Church ministers in Newfoundland and Labrador who wish to visit the Holy Lands and qualify as per below guidelines. It is the wish of the MacPherson family that those who are awarded would use it to enhance their ministry in Newfoundland and Labrador. Each year, the successful applicant can avail of \$3,000 from this trust fund to contribute to their trip.
- Guidelines**
1. Those considered for election include only those ministry personnel who have completed the required training for the stream of ministry in which they serve in Newfoundland and Labrador.
  2. One person selected per year.
  3. Application deadline is April 15 each year submitted to the Executive Minister, who will check to ensure that applicants qualify for election, and submit the names of those qualified to the Regional Council for selection.
  4. Retired persons and those within one year of retirement are not eligible.
  5. Each successful applicant will normally be expected to complete the trip within 12 months of being elected.
  6. Candidates will be introduced to the electing court so that members will have information on which to base their voting.
  7. A Minister shall not be ineligible because he/she is not in the active pastorate.
- 28. Loon Bay Camp Fund - \$1,000**  
**Elizabeth French** bequeathed \$1,000 for purposes related to Loon Bay Camp. The annual earnings are paid to the Camp Committee.
- 29. Burry Heights Camp Fund - \$44,003**  
Stella Burry Fund - Burry Heights Camp (\$5,000); Burry Heights Camp (\$39,003)
- 30. The Rev. John Murphy Fund for Burry Heights Camp - \$50,544**  
Interest income will be used to provide campership attendance at Burry Heights Camp. The funds, if not needed each year by campers, may be used to provide for capital expenses, i.e. painting, repairs, equipment purchases.
- 31. Captain & Mrs. Leslie Winsor Fund - \$10,000**  
Earnings on which are to be used by VOWR.
- 32. St. John's New Church Development Fund - \$13,064**  
Provide financial assistance to two or more congregations in the designated area that wish to come together to share or combine worship and/or other facilities, with some of the cost of studying and investing the physical and financial implications of doing so. Eligible projects include initial concept studies, congregational opinion surveys, preparing cost estimates and preliminary designs/drawings of new or combined facilities, and related activities.
- 33. Compassionate Assistance Fund - \$108,590**  
Originally the Disability Fund, the Compassionate Assistance Fund is used to assist needs that are out of the pockets of clergy. Examples are travel assistance, alleviate financial strain with a move, assist with significant unexpected expenses during hospital stays, assist with significant unexpected expense due to a serious illness. To respect the privacy of clergy, applicants' names and amounts will not be released.

R44

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team**

**Agnes Pratt Home Inc.**

I am pleased to provide you with a report of activities at The Agnes Pratt Home for the year April 1, 2021 to March 31, 2022.

This year has certainly presented Long-Term Care with many challenges as we continue to live within a global pandemic and work with the restrictions that COVID-19 has caused. We have greatly realized the importance of our greater pastoral care community and are very thankful for the work that our Chaplain continues to do in our Home.

Our Chaplain, Reverend Ettie Gordon-Murray, continues to provide wonderful pastoral care to our residents and staff. She continues to build on programs and services based on resident needs and ensures our residents receive the support they require. The theme for this year's Spiritual/Pastoral Care week was Advancing Spiritual Care through Spiritual Care Research. We spent the week celebrating with our chaplain through fellowship with our staff.

During this year, chapel services continue to be provided quite differently. When group activities were not safe to hold, services were broadcast over a P.A system into resident rooms so that they could hear. When smaller unit groups were deemed safe, on-unit chapel and prayer services were held. When outbreak allowed, chapel services were held in the chapel with residents from one unit in attendance and all others could hear the service over the P.A. One-on-one support and fellowship are also being provided. Residents appreciated these opportunities.

The Home continues to be involved in quality initiatives throughout the year.

- Maintaining support for our residents during COVID-19 outbreaks at our Home.
- Supported our first resident to participate in the process of Medically Assisted Dying
- Planning is ongoing to connect with and support families of deceased residents in lieu of memorial services at the Home.
- Implementation of an honour guard when resident pass away.
- Programming to assist with resident isolation especially on Dementia Units.
- We are continuing initiatives to support staff mental health in the workplace, which needs have increased related to COVID-19.
- Support and recognition for our staff

We look forward to another year to continue collaboration with residents and families with the goal of providing compassionate, professional, safe and high-quality care.

Annette Morgan, BN MN  
Administrator

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Alexander Bay United Church Homes Inc. (ABUCHI)**

A Category 2: Multi-Party Incorporated Ministry with multiple participants (United Church of Canada and NL Housing).

Board of Directors:

Robert Briffett (Chairperson)

Rev. Paul Vardy (Secretary)

Bonnie Vardy (Treasurer)

Irvin Rideout

Jeff Penney

Eileen Lynch (Tenant Rep.)

Officially opened in the Fall of 1990, ABUCHI (located in Glovertown) is now the home of twelve residents. In partnership with Newfoundland and Labrador Housing, the ten-apartment complex provides safe affordable housing to seniors in the area. Though all residents still live independent lives, the Board of Directors oversee the management of the home. The Board of Directors, along with the residents, plan functions such as; Christmas Dinners, Summer Barbecues, and Social Hours as a means of maintaining the strong sense of family that exists in the home. Each year, at our Annual Meeting, we meet with all tenants so that we can incorporate their vision of the Home into any future direction(s).

This year, as we continue to living amid a global pandemic, things have been different. Though we haven't been able to share in any of our communal activities, the tenants have found new ways of living together in a safe manner.

Robert Briffett (Chairperson)

R46

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Bridges to Hope Inc.**

A report to our partner churches for 2021. Bridges to Hope, like most other organizations in Newfoundland and Labrador, has just come through a second year of operating under COVID-19. With COVID levels of restriction rising and falling, this meant that management were faced with fluctuating COVID levels, but still working at maintaining a functioning operation with staff, volunteers and clients. Despite often difficult conditions, Bridges to Hope was able to adapt successfully and maintain its services.

January saw the Pantry, which had been in a separate building from the Main Offices, move to the main floor of our Cookstown Road facility. A generous donation from Rotary and funds from City of St. John's enabled us to establish this larger, fully functioning Pantry, user friendly for staff and volunteers, in which to prepare food hampers for our clients. Offices of Bridges to Hope have moved upstairs in our building, which now also has a Board Room for meetings. Rotary's donation also enabled the conversion of the former Pantry into a Food Storage Facility. We have always had a shortage of storage space, which limited us from being able to participate in Food Rescue. We now have relationships with grocery stores who donate usable food that otherwise would have been thrown out, reinforcing our mission to reduce food wastage and increase food security for our clients. In November, Bridges to Hope received a generous donation from Tim Horton's Smile Cookie Campaign, and were able to purchase a company van to be used to pick up food from Food Drives, as well as for shopping, and participating in more Food Rescues, thus expanding on our mission.

In August we had our Bags to School program and delivered 370 backpacks full of quality curriculum-based, age-appropriate school supplies to students of all grades to enable them to be prepared for classes. We also distributed over 2,000 Smart Snack Kits which provided school-age children access to healthy food as recommended by Canada Food Guide.

In December we again partnered with Rotary to provide gift cards for 350 of our clients to purchase their Christmas food supplies at Colemans. COVID prevented us from providing actual Christmas hampers. Many of our clients preferred the gift cards as they then could make their own Christmas food choices for their families based on family size and need.

This year we have increased our partnership with Local Wellness Collective and Connections for Seniors. These organizations deliver hampers for us to client members of our community who cannot physically access our pantry. Most days around 30 of these hampers are prepared by staff and volunteers in addition to the hampers they prepare for our regular clients. Over 3,000 hampers were delivered to vulnerable people in our community. Our own regular client numbers vary from day to day depending on various circumstances including weather, but we had around 9,600 come for hampers this past year. This means the total of hampers provided exceeds 12,600! Because of COVID we are also seeing new clients who need our assistance because of lower or no income.

Bridges to Hope requires the help of many people to carry out its programs. The increase in client numbers, and the work involved in carrying out our operations, required that we increase staff. We depend upon our volunteers to assist in our Pantry, and to bake bread and cook meals in our Commercial Kitchen. They are a valuable asset. As long as we had low COVID levels we had loyal volunteers who continued to come on a regular basis, and we were most grateful for their help. Unfortunately, with rising COVID restrictions, most were not available to work with us. We were unable to bake and cook, and at COVID Level 4, volunteers were not allowed to be on our premises as our insurance only allows staff under

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Bridges to Hope Inc. (Continued)**

the circumstances. Fortunately, we have an excellent staff, and they have all taken on extra work. Jody Williams is our Manager, Lesley Burgess, who worked part time last year, has been hired full time as Procedure and Policy Coordinator, Raylene Roche, the Outtake Co-ordinator who was part time, has seen her hours extended, and Emily Noel, who was a summer student with us, has been hired part time to help out with the Pantry as long as needed. We appreciate their cooperation and willingness to help under COVID regulations.

Before COVID, the greater percentage of food for distribution was from donations from the general public. Our participating churches were consistent supporters as their congregations brought food items to church each Sunday. They also had Food Drives and other events at which donations of food were brought. Congregation members often dropped by our facilities bringing individual donations. COVID meant these activities were not allowed. Many members of the general public and other organizations and businesses also used to bring food donations and held Food Drives. All this came to a halt in 2020 with COVID regulations. 2021 saw some easing of these, and our churches responded. Last year there were 10 successful Food Drives sponsored by our participating churches! Businesses and organizations are also starting to respond, and are supporting us with Food Drives and food donations.

We have, however, a challenge because of the quantity of food we need to maintain the number of hampers we pack. We are faced with having to purchase a higher percentage of our supplies. We pack Healthy Hampers to try to encourage healthy eating, and this involves fresh fruit and vegetables as well as eggs, when available. Most of this we must purchase. We make soups, our own bread and items such as lasagna for which ingredients also are purchased. Many items that used to be donated such as tins of milk and cereal are so increased in price, we see fewer donated, and we purchase them as well as they are staples in our hampers. It is challenging, but we are a Food Bank, and our staff works very diligently to meet the challenge. We thank all those who donate food or funds to help us operate, and our staff who find the most efficient way to use our food and money.

We acknowledge the financial assistance of First Dawn Eastern Edge Regional Council of the United Church. We are a part of their Outreach Ministry and receive the benefits and supports it provides which have been valuable to us. We also acknowledge the support of the Presbyterian Synod of the Atlantic Provinces.

As a non-profit organization, we are dependent on the kindness and generosity of others for our existence. A list of donors is printed in the Annual Report of Bridges to Hope, a more comprehensive report compiled for our Annual General Meeting, which is sent out to the participating churches at that time. We encourage you to read it. Our meeting this year will be held in May 2022.

Hopefully COVID will soon be under control, and some restrictions will be lifted so that the burden it places on all of us can be eased and life can return to whatever will be the 'new' normal.

Eleanor Bonnell  
Board Chair

R48

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Burry Heights Camp and Retreat Centre**

I could say the same thing I did to you last year – What a difference a year makes! – and it does. We are getting ready for a very full summer’s camping experience for many campers and many staff. So, this year we are expecting and praying for a great season full of laughter and excitement for all concerned. Our weekends are well booked throughout the year and filled with very ‘happy campers’, we have even added some new groups to our list and have been able to satisfy their needs, thanks to our Manager - Betty.

Things will be very different at Burry Heights this year because, we will be open and filled with happy and anxious young people who want to be at Camp and missed not being here last year. Our Program Committee is anxious to go. Once again the Easter Seals youth will be coming in for their time with us as well as Family Camp and Adult Camp. A new group, the Candle-Lighters, children with Cancer, will have a Camp during the first week in August. They are anxious to be at Burry Heights and we are anxious to have them.

Our present staff is wonderful to work with, they are very generous with their time and talents, and meet their responsibilities very well. Our current Board of Directors continues to be excited and anxious to do the work demanded of them. However, this year we have lost one of our very long-time, dedicated Board members. Kass has, very generously, worked hard to replace and train a new Board Member – Danielle who has assumed her role and her responsibilities very well. We also have a new corresponding Board member – Jacob, who is assisting the maintenance crew and doing a great job. We are always looking for skilled people to come and be among us.

This year we are faced with some serious repairs to our roof – shingles need to be replaced on the Coughlan Building. Quotes are now being considered and hopefully work will be underway soon. We were also in need of a new convection oven for our cook, Gerard to be more efficient, and some other electrical and gas work in the kitchen that needed to be done to fit the stove and bring us up to code. That is now all complete and working very well. Since food and other supply costs just keep going up, and we have had to consider and increase our staff salaries if we are to operate a successful and efficient camp, we have had to make adjustments to our fee structure. We seem to be managing financially OK, but we are always on the lookout for a grant or a government loan to help us out. Our Treasurer, Neil helps us to hold ourselves within our budget, however we could always do better with more support.

The Board of Directors at Burry Heights wishes to thank the United Churches and the Region who offer support our Camp over the year. May God continue to bless you.

Joan Conrad  
Board Chair

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Cochrane Community Outreach Performance Centre Inc. (Cochrane Centre)**

**➔ Event Spaces**



**➔ Infrastructure Improvements**



In Summer 2021 we were able to invest in the outdoor space on the Bannerman Street side of the building. New fencing, sods, planting and raised beds were installed to increase the functionality of the space while also providing additional programming opportunities for both housing tenants and members of the community. In Summer 2022 we look forward to replacing windows and doors on this side of the facility in addition to making some adjustments to the floor plan for improved circulation.

**➔ Affordable Housing Portfolio**



In 2021 we dramatically increased the amount of support services made available to tenants living at 42 Bannerman Street. First Light's Indigenous Housing Support Team grew to three full time staff, which increased our capacity to provide ongoing programming for tenants in addition to weekly visits from Eastern Health's harm reduction nursing team.



**CCOPC & FIRST LIGHT UPDATE**

First Light and CCOPC continue to work together in an effort to sustain the facility at 81 Cochrane Street while providing valuable programs and services to the community. Our operating agreement entered its third year in January 2022, and we look forward to continued cooperation and collaboration between both organizations.

While there were several challenging months that forced the Centre to close during this year of the pandemic, we were fortunate to use that time to provide vaccination clinics for housing tenants, staff, and regular users of the building. The First Light team continued to provide essential services to those living on site, while providing virtual support to community via online programming.

A bright light in our year was the donation of two pianos from the Cochrane Street United Church congregation. This afforded the opportunity to host two Indigenous Artist Residency's to complete a painted piano project in partnership With Business and Arts NL. Both pianos continue to live in the facility to be enjoyed by all.



R50

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Humber Valley Day Care Centre Inc.**

Humber Valley Day Care Centre Inc. (HVDC) was established by the congregation of Humber Valley United Church as a separate non-profit entity to establish a much-needed day care centre in the town of Pasadena. Through the hard work of our volunteer Board of Directors and with some financial assistance from Government and our church family, we renovated our church hall and kitchen and HVDC opened in the fall of 2015.

The centre is a fully licensed facility with 26 spaces for children from 18 months to school age. We provide families with child care from the Deer Lake, Pasadena and Corner Brook areas. We also employ 5 Early Childhood Educators and 1 part-time cook.

There are significant challenges to running a day care, many of which you have likely heard about in the news and including a shortage of ECE workers, extensive regulations which have to be met, the added stresses of trying to keep toddlers and preschoolers safe in the times of COVID while trying to balance the books. With our current waitlist for care at over 70 children, we are hopeful that the changes being promised by Government to the industry will assist us in maintaining a viable not-for-profit business while providing care for our children and their families for a long time.

Shortly after opening the day care centre, the Board embarked on another project – adult living cottages. With the assistance of Government funding, HVDC built 10 housing units for adults (rent controlled, 50+ residents) on existing church property. We welcomed our first residents in late spring of 2018 and employ a part-time caretaker for the complex also. We currently have a substantial waitlist for the cottages as well.

HVDC was established to assist our congregation with meeting the financial obligations of the church and while the first couple of years were a little bit shaky, we have been able to pay the church a monthly rent for the day care as well as cover some of the expenses of the church like snow clearing, church cleaning and minor maintenance. All this while providing some much-needed services within our community in the form of child care and seniors' housing.

Sharon Wright  
Board Vice Chair

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Loon Bay United Church Camping Centre Inc.**

As you are aware, Loon Bay Camp has not been open for the last two years because of COVID and the health guidelines that were created.

With no rentals and activities, we have found that it was very difficult to meet the challenges to pay our monthly expenses with very little income.

We thank the members of the different Pastoral Charges who donated to our cause which helped us to meet our goals. Because of the COVID restrictions, there was no way that we could do any fundraising to help the situation we found ourselves in.

This year, we received a grant in the amount of \$58,000.00 from the Federal Government, to make our washroom in the bunkhouses accessible. These washrooms needed to be upgraded so that we can accommodate persons with disabilities so that they can be part of the camping experience.

Our main expense is the cost of our insurance coverage which we do not have enough money to pay this premium for 2022. Our only saving grace in 2021 was because we received Federal and Provincial monies because of COVID-19 that we didn't have to pay back.

We need more help from the National Church and the region to be sure that the camp will open in 2022. We as a Board are made up of seniors who find it hard to provide and do fundraising. When we have to collect pop bottles to recycle to help pay the light bill as a fundraising project, there is something wrong with the system. We are only stewards for the church's facility.

Loon Bay Camp is there to promote the wellness of our children and youth who are our future asset. These children and youth will play an important role in the future, with their leadership skills and abilities to be contributors to our society.

My friends, the future of Loon Bay Camp Board will need to depend upon more volunteers taking an active role in keeping this facility as a treasure for the future growth of this wonderful site and for whoever may experience the excitement of the camping movement with God's help.

Derek White  
Chairperson

R52

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Parkview Apartments Inc.**

Parkview Apartments had a successful year in 2021 but not without challenges. The global pandemic has had an impact on many organizations, including Parkview.

We had several vacancies throughout the year. We were successful in renting each unit in a reasonable time after vacancy. As each unit became available, we took the opportunity to paint the unit throughout. The recreational activities were discontinued in 2021. We are hopeful for a restart in 2022.

In May 2021, the insurance was renewed. The cost increased by 65% over previous year. The amount is not sustainable as the increase cannot be passed on to the tenants. We have gone to tender with the hope of a more reasonable cost this coming year.

We were supported in the maintenance and painting of the units by Charles Cameron, Alan Kirby and Calvin Pretty. A big thank you is extended to all.

Regular meetings were difficult. However, we conducted all meetings virtually and this worked very well for us.

The apartments are financed through two primary sources. Funding provided through a chartered bank and a forgivable loan from the province of Newfoundland and Labrador Housing Corporation (NLHC). Parkview Apartments has satisfied all requirements of NLHC funding in 2021. There have been no issues managing the bank loan and Parkview is in sound financial position for the coming year. The bank loan was renegotiated in 2022 and we locked into an interest rate of 3.17% for five years.

In conclusion, a thank you is extended to the members of the Board of Directors. All responded to the various issues and challenges.

Jeff Follett  
Board Chair

## DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)

### Incorporated Ministries Team (Continued)

#### Stella's Circle

##### New Leadership

Stella's Circle welcomed our new CEO, Dr. Laura Winters, in January 2022. Laura came to us with a wealth of wisdom from the community sector and she hit the ground running!



As the CEO of Stella's Circle, Laura manages the operations of the organization and also serves as CEO of the Stella's Circle Foundation. She provides executive leadership and management of the organization's strategic plan, administration, and programs and services, playing a vital role in assuring Stella's Circle's ongoing success. Prior to Stella's Circle, Laura has been working and volunteering with community organizations in her home city of St. John's for over a decade. She is also a sociologist who researches resistance, especially in the everyday "talk back" of people who are stigmatized. Her leadership experience includes the development and coordination of outreach programs for marginalized women, high-level system planning for homelessness, and leading in a transition house environment. Most recently, Laura worked as an Executive Director with St. John's Status of Women Council/Women's Centre.

We look forward to the wealth of wisdom that Laura will continue to provide into the future.

#### Respect, Courage and Connectedness with Real Homes, Real Help and Real Work

##### Real Homes:

- Over the past year, 80.5% of young women exited Naomi Centre to more permanent housing arrangements. "Naomi Centre provided me with a place to reside and call my own. They also provided me with different connections in the community. I am forever grateful for all the help and support I was offered from Naomi Centre during the pandemic"
- One hundred and one participants were placed and supported in affordable housing through the Brian Martin Housing Resource Centre – 75 of whom were new clients. **"My favourite thing about living in Stella's Circle housing is that it's safe. It's a safe place to live and it's affordable. That's the best thing. It brings hope to me and to a lot of people. It's my home."**

##### Real Help:

- Emmanuel House provided 534 therapeutic and life skills groups over the past year. Emmanuel House also operates a 24/7 phone line for any Stella's Circle participants to use when they need support. This past year, the line received 1,067 phone calls, an increase of 37% over previous years. "Being able to call Emmanuel House to connect during these times has been a positive light in my life."
- Ninety three percent of incarcerated women in the Newfoundland and Labrador Correctional Centre for Women participated in Stella's Circle's Just Us counselling programs. In addition, 858 counselling sessions were delivered to women in the community with 546 of those being virtual. "Sometimes it's so lonely and isolating being alone in the house all the time. All of the virtual stuff allowed me to stay connected and feel a little less alone. I'm so thankful for all that you were able to offer throughout the pandemic."

R54

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**Stella's Circle (Continued)**

**Real Work**

- Clean Start became an essential commercial cleaning service to many businesses and community agencies. Plus, Clean Start teams provided twice daily deep cleans at both of our residential sites, Naomi Centre and Emmanuel House, to keep our staff and participants safe and our doors open during the pandemic. Seven thousand, nine hundred and ninety-eight participant employment hours were worked through Clean Start last year. In addition, 22 participants transitioned from Clean Start to competitive employment.
- A participant who found employment, with thanks to Stella's Circle Employment Services, was asked what working means to him: "A job means food, clothing, and most of all, having structure in my life. Having meaning. To get up with the initiative to go to work. Not working takes the good out of you, but that's not going to be the case anymore for me. work has been a dream of mine, and now it's coming true. In 6 months, I can see bills getting paid and getting a couple things I like. After a year of working, I'll be happy. And in the future, I'll own my own home. I won't need to look for a place to live and my son can also have a home as he grows up. It means a lot."

**Connectedness with The United Church of Canada**

The United Church of Canada's relationship with Stella's Circle is highlighted at the Board level with the Rev. Faith March-MacCuish, Executive Minister, as member ex-officio. In addition, Rev. Miriam Bowlby sits on the Governance Committee of the board providing guidance around United Church policies.

The ongoing support and generosity of The United Church of Canada is invaluable and vital to the organization. Several of the downtown churches provide space for our programs and events to allow for social distancing during the pandemic. During the Christmas season, numerous United Church Men's and Women's groups, Sunday Schools and others provided gifts, financial donations and supplies. Each year, the Mission and Service provides funding to Emmanuel House and Naomi Centre. Thank you for all your support of Stella's Circle. Please visit our web site at [www.stellascircle.ca](http://www.stellascircle.ca) and on social media channels.

Laura Winters  
CEO

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES (Continued)**

**Incorporated Ministries Team (Continued)**

**West Haven United Church Camp Inc.**

During the summer of 2021, West Haven had 4 week-long day camps. Our attendance ranged from 10 to 28 campers per week. We had 7 staff, 6 adult volunteers and 10 Councillor in Trainees (CITs).

Due to COVID restrictions, everyone brought their own food and we continued to operate in cohorts. While things continued to be restricted for the sake of safety, our campers were still able to canoe and swim, explore nature, be creative, and grow in character and spirit by participating in chapel services and daily reflections.

Five of the roofs on our main buildings were redone with metal in 2021. We have been able to secure a grant that will allow us to make our buildings wheelchair accessible and allow West Haven to be more inclusive in the future. Work is set to begin in early May.

We continue to have issues with our water line, which has to be connected each spring and disconnected each fall, as it goes across the creek on our property. The creek is home to a family of beavers and the water level fluctuates greatly due to spring run off and the opening of gates at the Main Dam in Deer Lake. We continue to look for a permanent solution to the temporary bridge on our property that gives us access to our trail system for games and education.

It has been a number of years since the interior and exterior of our buildings have been painted and our mattresses are old and in need of replacing.

Once the Annual General Meeting has occurred, updated material will be forwarded. Thank you for the support you have always shown us in the past and will continue to do in the future. Your prayers, time and financial assistance is always appreciated.

Tonya Stuckless  
Program Chair

R56

## DIVISION OF REGIONAL COUNCIL SERVICES AND SUPPORT

### **Mandate:**

To provide oversight, leadership and guidance to Communities of Faith within Regional Council.

### **Membership:**

- Chair - Rev. Dr. Simon Muwowo
- Secretary - Rev. Amanda Barnes
- Convenor Communications Team - Rev. Marilyn Rees
- Convenor Faith Formation, Christian Education & Leadership Development Team - Susan Sheppard
- Convenor Justice, Mission and Outreach Team - Rev. Miriam Bowlby
- Convenor Stewardship Team - Morley Knight
- Convenor Regional Council Program Team - Rev. Stephanie McClellan
- Staff Support - Rev. Catherine Tamara Stuart

### **Duties:**

- To ensure that all teams under its Division are fulfilling their mandates
- To ensure that the team handbooks and resources are up to date
- To ensure that the teams are providing appropriate training to the designated volunteers needed to fulfill each team's mandate
- To ensure consultation between Divisional Teams and with other Divisions as necessary and appropriate
- To provide information and advice for Regional Council Executive and to make recommendations on all issues coming within the ambit of the Division of Regional Council Services and Support

### **TEAM ACTIVITIES FOR THE PERIOD (2021-2022)**

#### **Communications Team:**

The first Issue of the E- connect was published last July and sent to all Pastoral Charges. The feedback has been encouraging. The 2nd edition with the theme "**Why Ministry, Why Now? -looking at ministry through the three streams Ordained, Diaconal & Designated Lay**", was delayed due to not receiving the requested material in a timely manner. However, all things being equal, there will be at least a minimum of two publications per year covering different themes. Future publications will be distributed through a Mailchimp app for newsletters.

#### **Faith Formation, Christian Education and Leadership Development Team:**

The team had had several meetings over the past year to plan for the Clergy Symposium, Clergy Retreat and the Fall Learning Event. The dates for the said events were as follows: Clergy Symposium – October 18-20, Clergy Retreat – October 20-22, Fall Learning Event (Lunch and Learn) – November 4, 18 and 25. The theme for the Clergy Symposium was Resilience through Renewal and the tentative theme for the Clergy retreat was Awakening the Spiritual Energy from within. Planned key note speakers for the Clergy Symposium were: Rev. Dr. Catherine Faith Maclean (Co-author of Preaching the Big Questions)- a Minister of St. Paul's United Church in Edmonton and the Rev. Dr. Susan MacAlpine-Gillis (Professor at the Atlantic School of Theology). The planned facilitator for the Clergy Retreat was Rev. Guy Matthews (Immediate former Minister of Gower Street United). Both the Clergy Symposium and the Clergy retreat were to be held at the Lion Max Simms Camp in Bishop's Falls while the Fall Learning event would be held online. The focus of the Fall learning event was around a presentation by Rev. Faith March-MacCuish on the new United Church discrimination and harassment policy, a study on Immersion to be offered by The United Church Moderator the Right Rev. Richard Bott, and the concepts of the Forest Church to be offered by Susan Sheppard and Rev. James Ravenscroft of St. James United Church. However, due to escalating COVID 19 cases in Central Newfoundland at the time, both the clergy symposium and the clergy retreat

## **DIVISION OF REGIONAL COUNCIL SERVICES AND SUPPORT (Continued)**

had to be canceled and rescheduled to take place between June 6-10, 2022 while the Fall learning event went ahead and was successful as planned. There are plans for a Forest Church event at the clergy retreat in the future.

### **Regional Council Programming and Planning Team**

The Regional Council Programming and Planning Team for First Dawn Eastern Edge has been working hard to ensure a smooth running of Regional Council meetings. The team has recommended to the executive that Regional Council Meetings be held virtually for two years and then in person for the year before General Council meets, with the exception of the celebration of the 100th Anniversary of the United Church of Canada which will be celebrated in person in 2025. The recommendation was accepted subject to review in 2025. The reason for the proposal was based on the following factors:

- to honour the call of our youth and young adults who lead us in worship around climate issues each year at conferences to take a real stand on climate justice by reducing our carbon footprint and reduce travel and reduction of paper waste
- to be wise with our stewardship of money for the communities of faith who send their delegates and often have to help with hotel costs because billeting is no longer available
- be wise with our stewardship of money for the Region in reimbursing mileage and the immense costs that an in-person meeting requires
- recognizing that it is becoming harder and harder to find communities of faith that are available and willing to host
- honouring the fact that it is difficult for lay members to leave work for travel to in person meetings.

### **Stewardship Team**

There is work in progress for the Stewardship team. Efforts are underway to reach out to Communities of Faith and network with a stewardship representative within the congregations. There is an appeal for more volunteers to join this team as it doesn't have enough members for effective operation.

### **Justice, Mission and Outreach Team**

The team is made up of clusters that do various pieces of justice work.

There is on going work of the Guaranteed Livable Income Network and the ongoing passion to ensure that people of this province are treated fairly and with respect. The team is currently lobbying local MHAs to help support this cause. Lastly but not the least, the Justice, Mission & Outreach Team are looking to have local Communities of Faith share stories of their work.

### **Appreciation**

May I take this opportunity to thank the Division Secretary Rev. Amanda Barnes and all the team convenors for working hard to ensure a smooth running of the work of the Division. Amanda, your work is greatly appreciated.

I would also like to thank our outgoing President, Rev. Grant Stuckless for his support during a difficult year. I wish him well in his future endeavors.

Lastly but not the least I would like to take this opportunity to thank the Rev. Faith March-MacCuish - our Executive Minister and the Rev. Heather Sandford- our Regional Minister plus all the Regional Council staff for the work they do for the Region. Wishing you all God's blessings.

Rev. Dr. Simon Muwowo  
Chair

R58

### **DIVISION OF COMMUNITIES OF FAITH SUPPORT AND PLANNING**

The Mandate of this Division is to provide leadership to and coordinate the activities of the Missional Assessment Planning, Pastoral Consultation and Accountability, and Future Direction in Ministry Teams.

The duties are to coordinate interactions among the teams of the Division, to provide utilization of the Missional Assessment Planning and process and annual evaluations among Communities of Faith to recruit and appoint designated volunteer Teams that are beyond the capacity of those teams.

The Missional Assessment Planning Team provides leadership resources to Communities of Faith and designated volunteers within the bounds of the Regional Council concerning, creating and maintaining the Missional Assessment Plan (MAP) for each Community of Faith. The duties are to recruit and train designated volunteers who will assist Communities of Faith in creating their MAP, match designated volunteers with Communities of Faith to act as a resource for Designated volunteers in dealing with unusual situations. Over the past year, a number of Communities of Faith have completed their MAP, and we say Thank You. There are still a significant number that have not started the process, and we encourage them to please consider doing so. We are looking for a Chairperson for the team as well.

The Pastoral Care Consultation and Accountability Team is to provide leadership and resources to Communities of Faith and designated volunteers within the bounds of the Regional Council with respect to sections of the Manual dealing with annual reports and conducting visits to Communities of Faith. To receive and review the non-financial elements of annual reports submitted by Communities of Faith, using the MAP and historical annual reports as reference review points. To schedule and facilitate visits to Communities of Faith as set out in The Manual. The goal is that each Community of Faith be visited at least once every three years. To recruit and train designated volunteers to conduct visits, using the MAP annual reports as reference points for the discussions. To receive and review reports from designated volunteers with respect to their visits, to coordinate with the Division of Finance and Administrative resources with respect to the financial aspects of annual reports, to coordinate with the boundaries team should discussions regarding closure or amalgamation be needed. To recommend to the Missional Assessment Planning Team action as needed based on the contents of annual reports and reports from designated volunteers. It was recommended and approved by the team that there be a number of changes to the mandate of this team.

The Future Direction in Ministry Team is to provide oversight, leadership, and guidance for the boundaries within the Regional Council. To encourage Communities of Faith in clarifying, strategizing, and acting on their current and possible new visions of ministry of The United Church of Canada in their neighbourhood, community and social context. To provide guidance and assist Communities of Faith when boundary changes are needed. To facilitate dialogue with Communities of Faith regarding closure, amalgamation and boundary charges. To offer analysis and feedback regarding possible options to Communities of Faith. To coordinate its activities in consultation with those of the other related teams and divisions. We are pleased that this team is working with areas for the long-term viability of ministry in that area. We are living in a time of rapid change. It is not a time that many of us would have imagined possible a few years ago. Structures that we have enjoyed for centuries are crumbling and the institutions must change or pass into significance. This is as true of the church as any other social institution. The Future Directions Team is here to help communities of faith discover new options to traditional forms of ministry. We offer some options merely for discussion purposes, and pray that through such discussion we may find a way forward. If you are one of these communities of faith seeking to explore new direction for the future ministry in your area, we would love to arrange a meeting with you. We are currently engaged in meetings with the

**DIVISION OF COMMUNITIES OF FAITH SUPPORT AND PLANNING (Continued)**

Carmanville to Valleyfield area Communities of Faith. We presented them with options for future ministry and asked them to meet and discuss them with their particular congregations. We are scheduled to meet the Great Northern Peninsula and Southern Labrador, and hope to meet with the Trinity Bay area. We have been contacted by other areas of the province to hold meetings with them.

A sincere thank you to Rev. Brian Colbourne, Acting Regional Minister, for all his support and guidance and as well to all the staff at the Regional Council Office for their continued help and support during these pandemic times. We continue to hold Rev. Heather Sandford in our thoughts and prayers. Wishing her a speedy recovery.

Bob Bennett  
Chair

R60

## **DIVISION OF HUMAN RESOURCES**

This past year has been a challenging and yet rewarding year as we embraced doing the work of the church amid a pandemic. The Division of Human Resources is comprised of five teams: Licensing Team, Ministerial, Human and Pastoral Relations Team, Retiree Support Team, Nominations Team, and Chaplaincy Team. All teams meet on a regular basis and bring recommendations to the Division. While Teams and the Division are able to act on certain recommendations, others are brought to the Regional Executive for final approval.

### **Licensing Team (Convenor: Bruce Rideout)**

The terms of reference for the Licensing Team are to receive, review and recommend appropriate action on requests for designation and licensing outside the Candidacy Pathway. To complete these actions, the team also develops and implements policies around ministries not covered by the Governance Manual or national church policies.

Our team oversees Licensed Lay Worship Leaders (LLWL) and Sacraments Elders. Anyone licensed in these capacities has to reapply annually for renewal of their licences, and the policies governing their education and admission into that form of ministry are available through the region's web site. We also oversee the granting of sacraments licences to designated lay ministers and student ministers appointed as ministerial staff to pastoral charges in our region.

We currently have 4 Sacraments Elders and 2 Licensed Lay Worship Leaders in the region, with several other people at various stages of their educational process for LLWL who will then be interviewed prior to licensing. We are continually reviewing regional policies on these forms of ministerial support and, hopefully, overcoming problems as they arise. All policies should be available on the regional web site.

### **Ministerial, Human and Pastoral Relations Team (Convenor: Ian March-MacCuish)**

This team fulfills the following mandate:

- To provide guidance and oversight to the region and pastoral charges with respect to human relations, employment practices, and pastoral relations.
  - All Appointment and Call Forms come through this team to the Division of Human Resources.
  - As Convenor I would like to thank members of our team for your work and commitment: Oliver Dingwell, Derek White, Iris Partridge, Dean Sellars, Bob Bennett, and Heather Sandford (Staff Support).

### **Retiree Support Team (Convenor: Kathy Brett)**

This team fulfills the following mandate:

- To provide guidance and oversight and support to the retirees of the First Dawn Eastern Edge Region.

To start this process and achieve success we feel we need to focus on the following areas:

#### **1. Open the lines of communication between Region and the Retirees:**

Initial calls will be made to each Retiree/Spouse to introduce our team, its mandate and how we hope to be of service to them. We'll also explore any ideas or feedback they might be willing to share to help further establish successful communications.

#### **2. Establish a regular program of communication with each individual so we can become familiar with each other:**

Communication by phone will happen regularly but we will also set up an email program so when the need arises a comfort and trust level will have been established.

**DIVISION OF HUMAN RESOURCES (Continued)**

**3. Confirm our availability and support with matters relating to Pension, Benefits and Administration issues or concerns:**

We will be clear we may not have all the answers but we will help get the information needed.

**4. Assist Retirees to maintain communication with each other:**

We will set up and provide (with their prior approval) a list of all Retirees geographically so they can communicate with each other and “keep in touch”. This can be achieved in several ways and we will look at setting up email information for the group as well.

**5. Ensure Retirees are receiving pastoral care from their home congregations**

Please note: We still require additional volunteers and a secretary to effectively manage the objective.

**Nominations Team (Convenor: Bruce Rideout)**

This team fulfills the following mandate:

- To provide leadership, guidance, terms of reference and recruitment for all Divisions and Teams with the First Dawn Eastern Edge Region.
- All Expressions of Interest are to be submitted to this team.

Please note: A copy of the most current Nominations Report is included in the docket.

**Chaplaincy Team (Convenor: Peggy Johnson)**

This team fulfills the following mandate:

- To provide guidance and oversight for the work of chaplains in the First Dawn Eastern Edge Region.
- The team continues to work to provide chaplaincy service to St. John’s acute care hospitals and Her Majesty’s Penitentiary, the Miller Centre. We are also working to provide chaplaincy services for Gander, Grand Falls-Windsor and Corner Brook.
- We wish to express our thanks to our chaplains in each of the sites we offer pastoral support.
- A big thank you to Rev. Dave Guzzwell for filling-in when needed in the St. John’s area.
- Also, a thank you to the chaplaincy team for their continued dedication for pastoral care in our province.

**Note:** Many of our teams are in dire need of people who are willing to serve. If we are to be effective in doing God’s work, we need volunteers. Please share your gifts and talents to the work of the church by filling out an Expression of Interest Form. Together, we can accomplish great things.

**Note of Thanks:** A big thank you for those who so freely give of their time, talents, skill, and knowledge to this work of our church. Blessings.

Rev. Paul Vardy  
Chair

R62

**DIVISION OF HUMAN RESOURCES (Continued)**

**NOMINATIONS REPORT (as of May 16, 2022)**

**REGIONAL COUNCIL EXECUTIVE**

President .....	Nancy Mojica-Fisher (O)	nmojicafisher61@gmail.com
Past President .....	Grant Stuckless (O)	grant.stuckless@bellaliant.net
President-Elect .....		
Chair-Finance and Administrative Resources .....	Roy West (L) (2 <sup>nd</sup> Term 2022-25)	roywest@mun.ca
Chair-Regional Council Services and Support.....	Simon Muwowo (O) (2 <sup>nd</sup> Term 2022-25)	smuwowo2002@yahoo.com
Chair-Communities of Faith Support and Planning ....	Bob Bennett (L) (2 <sup>nd</sup> Term 2022-25)	bobbenett728@hotmail.com
Chair-Human Resources.....	Paul Vardy (O) (2 <sup>nd</sup> Term 2022-25)	jpaulvardy@gmail.com
Executive Minister .....	Faith March-MacCuish (O)	fmaccuish@united-church.ca
General Council Representative.....	Paula Gale (O)	revpaulagale@gmail.com
Member at Large.....	Elizabeth Dawson (L) (2 <sup>nd</sup> Term 2021-23)	lizdawson497@gmail.com
Member at Large.....	Vacant	
UCW Representative.....	Myra Spence (L) (2021-23)	myra@dsref.ca
Tri-Regional Staff Committee.....	Paula Gale (O)	revpaulagale@gmail.com

**DIVISION OF FINANCE AND ADMINISTRATIVE RESOURCES**

Chair .....	Roy West (L) (2 <sup>nd</sup> Term 2022-25)	roywest@mun.ca
Secretary.....	Brenda Andrews (L) (2 <sup>nd</sup> Term 2021-23)	brendaandrews@bellaliant.net
Convenor, Financial Accountability and Consultation .	Danny Button (L) (2 <sup>nd</sup> Term 2022-25)	danny_button@hotmail.com
Convenor, Property.....	Dave Dawe (L) (2 <sup>nd</sup> Term 2022-25)	ddawe.uc@gmail.com
Convenor, Incorporated Ministries.....	Kathy Brett (O) (1 <sup>st</sup> Term 2021-24)	kathy.brett101@gmail.com
Convenor, Board of Trusts.....	Karen Critch (L) (1 <sup>st</sup> Term 2020-23)	critch42@gmail.com

**Financial Accountability and Consultation Team**

Convenor.....	Danny Button (L) (2 <sup>nd</sup> Term 2022-25)	danny_button@hotmail.com
Secretary.....	Todd Rose (L) (2 <sup>nd</sup> Term 2021-23)	
Designated Volunteers .....	Gordon Hickman (L) (2 <sup>nd</sup> Term 2021-23)	gchickman@nf.sympatico.ca
.....	Calvin Efford (L) (2 <sup>nd</sup> Term 2021-23)	effordc@nf.sympatico.ca
.....		
.....		

**Property Team**

Convenor.....	Dave Dawe (L) (2 <sup>nd</sup> Term 2022-25)	ddawe.uc@gmail.com
Secretary.....		
Designated Volunteers .....	Gary Ross (L) (2 <sup>nd</sup> Term 2021-23)	rossgary@nf.sympatico.ca
.....	Lancelot Taylor (L) (2 <sup>nd</sup> Term 2021-23)	
.....	Don Dalton (L) (2 <sup>nd</sup> Term 2021-23)	<a href="mailto:don_dalton@nf.sympatico.ca">don_dalton@nf.sympatico.ca</a>
.....	Albert Penney (L) (2 <sup>nd</sup> Term 2022-24)	

**Incorporated Ministries Team**

Convenor.....	Kathy Brett (O) (1 <sup>st</sup> Term 2021-24)	kathy.brett101@gmail.com
Secretary.....		
Designated Volunteers .....	Marion Penney (L) (1 <sup>st</sup> Term 2021-23)	marion.penney@gmail.com
.....		
.....		

**Board of Trusts Team**

Convenor.....	Karen Critch (L) (1 <sup>st</sup> Term 2020-23)	critch42@gmail.com
Secretary.....	Fred Douglas (L) (2 <sup>nd</sup> Term 2021-23)	douglas_fred@yahoo.ca
Designated Volunteers .....	David Lewis (L) (2 <sup>nd</sup> Term 2021-23)	dave3hairs@gmail.com
.....	Randy Purchase (L) (1 <sup>st</sup> Term 2021-23)	rpurchase@nf.sympatico.ca
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**DIVISION OF HUMAN RESOURCES (Continued)**

**NOMINATIONS REPORT (as of May 16, 2022) (Continued)**

**DIVISION OF REGIONAL COUNCIL SERVICES AND SUPPORT**

Chair .....	Simon Muwowo (O) (2 <sup>nd</sup> Term 2022-25)	smuwowo2002@yahoo.com
Secretary .....	Amanda Barnes (O) (2 <sup>nd</sup> Term 2022-24)	memorialuc@gmail.com
Convenor, Communications .....	Marilyn Rees (O) (2 <sup>nd</sup> Term 2021-24)	merees@eastlink.ca
Convenor, Faith Formation, Christian Ed. & Leader. Dev...	Susan Sheppard (O) (2 <sup>nd</sup> Term 2020-23)	youthchurch@stjamesuc.org
Convenor, Justice, Mission and Outreach .....	Miriam Bowlby (O) (1 <sup>st</sup> Term 2021-24)	revmiriam@cochranestreetuc.com
Convenor, Stewardship .....	Morley Knight (L) (1 <sup>st</sup> Term 2021-24)	knightmorley@hotmail.com
Convenor, Regional Council Program .....	Stephanie McClellan (O) (1 <sup>st</sup> Term 2021-24)	revstephmc@gmail.com

**Communications Team**

Convenor .....	Marilyn Rees (O) (2 <sup>nd</sup> Term 2021-24)	merees@eastlink.ca
Secretary .....		
Designated Volunteers .....	Limon Daka (O) (1 <sup>st</sup> Term 2021-23)	limondaka1971@gmail.com
.....	Alex Constable (O) (1 <sup>st</sup> Term 2021-23)	revalex30@gmail.com
.....		
.....		

**Faith Formation, Christian Education and Leadership Development Team**

Convenor .....	Susan Sheppard (O) (2 <sup>nd</sup> Term 2020-23)	youthchurch@stjamesuc.org
Secretary .....	Linda Pike (O) (2 <sup>nd</sup> Term 2021-23)	lindapike2011@gmail.com
Designated Volunteers .....		
.....	Gneid Lackey (O) (2 <sup>nd</sup> Term 2021-23)	hope_runs_freely@hotmail.com
.....	James Martin-Carter (2 <sup>nd</sup> Term 2021-23)	kcarterandjmartin@gmail.com
.....		

**Justice, Mission and Outreach Team**

Convenor .....	Miriam Bowlby (O) (1 <sup>st</sup> Term 2021-24)	revmiriam@cochranestreetuc.com
Secretary .....		
Designated Volunteers .....	Desmond Jagger-Parsons (O) (2 <sup>nd</sup> Term 2021-23)	desmondkeith@yahoo.ca
.....	Georgina Parsons (DLM) (2 <sup>nd</sup> Term 2022-24)	georginaparsons3@hotmail.com
.....	Bob Mercer (O) (2 <sup>nd</sup> Term 2022-24)	memorialtrinity@nf.aibn.com
.....	Marion Pardy (O) (2 <sup>nd</sup> Term 2022-24)	m-pardy@nf.sympatico.ca
.....	Kathy Brett (O) (1 <sup>st</sup> Term 2021-23)	kathy.brett101@gmail.com
.....	Robin Goodfellow-Baikie (L) (1 <sup>st</sup> Term 2021-23)	rgoodfil@nf.sympatico.ca
Palestine Solidarity Convenor .....	Patricia Mercer (L) (1 <sup>st</sup> Term 2021-23)	pmercer@nl.rogers.com

**Stewardship Team**

Convenor .....	Morley Knight (L) (1 <sup>st</sup> Term 2021-24)	knightmorley@hotmail.com
Secretary .....		
Designated Volunteers .....	Bill Matchem (DLM) (2 <sup>nd</sup> Term 2021-23)	b.matchem62@hotmail.com
.....	Guy Fillier (L) (1 <sup>st</sup> Term 2021-23)	wgafillier@gmail.com
.....		
.....		

**Regional Council Program Team**

Convenor .....	Stephanie McClellan (O) (1 <sup>st</sup> Term 2021-24)	revstephmc@gmail.com
Secretary .....		
President .....	Nancy Mojica-Fisher (O)	nmojicafisher61@gmail.com
Member .....	Cecil Noseworthy (L) (2 <sup>nd</sup> Term 2021-23)	cecnoseworthy@hotmail.com
*Liturgy Coordinator .....	Gneid Lackey (O) (1 <sup>st</sup> Term 2021-24)	hope_runs_freely@hotmail.com
*Proposals Coordinator .....	Paula Gale (O) (2 <sup>nd</sup> Term 2021-23)	revpaulagale@gmail.com
*Youth at Regional Council Coordinator .....	Katie VanKoughnet (O) (1 <sup>st</sup> Term 2021-24)	kvankoughnet@gmail.com
*Children at Regional Council Coordinator .....		
*Registration Coordinator .....	Fannie Hudson (L) (2 <sup>nd</sup> Term 2021-23)	fudson@nl.rogers.com
*Local Arrangements Coordinator .....	(Yearly)	
*Milestones in Ministry Coordinator .....	President (when in person)	
*Each Coordinator would have a Team working with them for the allotted tasks		

R64

**DIVISION OF HUMAN RESOURCES (Continued)**

**NOMINATIONS REPORT (as of May 16, 2022) (Continued)**

**DIVISION OF REGIONAL COUNCIL SERVICES AND SUPPORT - Continued**

**Regional Council Program Team - Continued**

Liturgy Team

Coordinator.....	Gneid Lackey (O) (1 <sup>st</sup> Term 2021-24)	hope_runs_freely@hotmail.com
Designated Volunteer .....	Bill Matchem (DLM) (2 <sup>nd</sup> Term 2021-23)	b.matchem62@hotmail.com
.....	Wayne Blackwood (O) (1 <sup>st</sup> Term 2022-24)	w.blackwood@outlook.com

Youth at Regional Council

Coordinator.....	Katie VanKoughnet (O) (1 <sup>st</sup> Term 2021-24)	kvankoughnet@gmail.com
Designated Volunteers .....	Rebecca Pike (DM) (1 <sup>st</sup> Term 2021-23)	rebeccapike@warp.nfld.net
.....		
.....		

**DIVISION OF COMMUNITIES OF FAITH SUPPORT AND PLANNING**

Chair .....	Bob Bennett (L) (2 <sup>nd</sup> Term 2022-25)	bobbennett728@hotmail.com
Secretary .....	Doreen Cave (L) (2 <sup>nd</sup> Term 2021-23)	jonasnana@hotmail.com
Convenor, Pastoral Consultation and Accountability ..	Tony Dingwell (L) (2 <sup>nd</sup> Term 2022-25)	tdingwell@nl.rogers.com
Convenor, Missional Assessment Planning.....		
Convenor, Future Directions in Ministry .....	Calvin Ginn (O) (2 <sup>nd</sup> Term 2022-25)	ceginn51@hotmail.com

**Pastoral Consultation and Accountability Team**

Convenor.....	Tony Dingwell (L) (2 <sup>nd</sup> Term 2022-25)	tdingwell@nl.rogers.com
Secretary.....	Ethel Paul (L) (2 <sup>nd</sup> Term 2021-23)	donandet@eastlink.ca
Designated Volunteers .....		
.....	John Maich (O) (2 <sup>nd</sup> Term 2021-23)	revmaich@yahoo.ca
.....	Roy Johnson (L) (2 <sup>nd</sup> Term 2021-23)	maisie.johnson@bellaliant.net
.....	Jocelyn Cook (O) (2 <sup>nd</sup> Term 2022-24)	13scoutie@gmail.com

**Missional Assessment Planning Team**

Convenor.....		
Secretary.....	Larry Noseworthy (O) (2 <sup>nd</sup> Term 2021-23)	larrybn1@bellaliant.net
Designated Volunteers .....	Edison Wiltshire (1 <sup>st</sup> Term 2021-23)	ezra@ezra.ca
.....	Limon Daka (O) (1 <sup>st</sup> Term 2021-23)	limondaka1971@gmail.com
.....		

**Future Directions in Ministry Team**

Convenor.....	Calvin Ginn (O) (2 <sup>nd</sup> Term 2022-25)	ceginn51@hotmail.com
Secretary.....	John van Vliet (O) (2 <sup>nd</sup> Term 2021-23)	firstministercb@gmail.com
Designated Volunteers .....	Stephen Jewczyk (L) (2 <sup>nd</sup> Term 2021-23)	sjewczyk@gmail.com
.....	Don Case (L) (2 <sup>nd</sup> Term 2021-23)	dgcage@nflid.net
.....	Ray Case (DLM) (2 <sup>nd</sup> Term 2022-24)	rgcase@outlook.com
.....	Amanda Barnes (O) (2 <sup>nd</sup> Term 2022-24)	amandambarnes@hotmail.com

**DIVISION OF HUMAN RESOURCES (Continued)**

**NOMINATIONS REPORT (as of May 16, 2022) (Continued)**

**DIVISION OF HUMAN RESOURCES**

Chair .....	Paul Vardy (O) (2 <sup>nd</sup> Term 2022-25)	jpaulvardy@gmail.com
Secretary .....	Lorraine Elliott (L) (2 <sup>nd</sup> Term 2021-23)	jelliott@nf.sympatico.ca
Convenor, Licensing .....	Bruce Rideout (O) (2 <sup>nd</sup> Term 2022-25)	bruce.rideout@gmail.com
Convenor, Ministerial, Human and Pastoral Relations	Ian March-MacCuish (O) (1 <sup>st</sup> Term 2020-23)	revianmm@gmail.com
Convenor, Retiree Support .....	Kathy Brett (O) (1 <sup>st</sup> Term 2020-23)	kathy.brett101@gmail.com
Convenor, Nominations .....	Bruce Rideout (O) (2 <sup>nd</sup> Term 2022-25)	bruce.rideout@gmail.com
Convenor, Chaplaincy .....	Peggy Johnson (O) (1 <sup>st</sup> Term 2021-24)	peggyjoanjohnson@hotmail.com
Convenor, Appeals .....	Oliver Dingwell (O) (1 <sup>st</sup> Term 2020-23)	odingwell@cowanheightsunited.ca
Member .....	Jane Taylor (L) (2 <sup>nd</sup> Term 2021-23)	jane@personainternet.com
Member .....	Bob Bennett (L) (2 <sup>nd</sup> Term 2022-24)	bobbennett728@hotmail.com

**Licensing Team**

Convenor .....	Bruce Rideout (O) (2 <sup>nd</sup> Term 2022-25)	bruce.rideout@gmail.com
Secretary .....	Jim Evans (L) (2 <sup>nd</sup> Term 2021-23)	jimandrose@nf.sympatico.ca
Ministry Personnel .....	Jocelyn Cook (O) (2 <sup>nd</sup> Term 2021-23)	13scoutie@gmail.com
Ministry Personnel .....	Donna Hann (O) (1 <sup>st</sup> Term 2021-23)	hanndonna13@gmail.com
Ministry Personnel .....		
Designated Volunteer .....	Alfreda Martin (L) (1 <sup>st</sup> Term 2021-23)	alfredamartin6522@gmail.com
Designated Volunteer .....		
Designated Volunteer .....		

**Ministerial, Human and Pastoral Relations Team**

Convenor .....	Ian March-MacCuish (O) (1 <sup>st</sup> Term 2020-23)	revianmm@gmail.com
Secretary .....	Dean Sellars (O) (2 <sup>nd</sup> Term 2022-24)	revsdean@outlook.com
Designated Volunteers .....	Derek White (L) (2 <sup>nd</sup> Term 2021-23)	bettywhite201@hotmail.com
.....	Bob Bennett (L) (2 <sup>nd</sup> Term 2022-24)	bobbennett728@hotmail.com
.....	Iris Partridge (L) (2 <sup>nd</sup> Term 2021-23)	a.partridge@nf.sympatico.ca
.....	Oliver Dingwell (O) (2 <sup>nd</sup> Term 2022-24)	odingwell@cowanheightsunited.ca

**Retiree Support Team**

Convenor .....	Kathy Brett (O) (1 <sup>st</sup> Term 2020-23)	kathy.brett101@gmail.com
Secretary .....		
Designated Volunteers .....	Sylvia Trickett (L) (2 <sup>nd</sup> Term 2021-23)	strickett1@outlook.com
.....	Ray Case (DLM) (2 <sup>nd</sup> Term 2021-23)	rgcase@outlook.com
.....	Bill Matchem (DLM) (2 <sup>nd</sup> Term 2021-23)	b.matchem62@hotmail.com
.....		

**Nominations Team**

Convenor .....	Bruce Rideout (O) (2 <sup>nd</sup> Term 2022-25)	bruce.rideout@gmail.com
Secretary .....	Gneid Lackey (O) (2 <sup>nd</sup> Term 2021-23)	hope_runs_freely@hotmail.com
Designated Volunteers .....	Simbarashe Mazhara (O) (2 <sup>nd</sup> Term 2021-23)	simbamazhara@gmail.com
.....	Larry Noseworthy (O) (2 <sup>nd</sup> Term 2021-23)	larrybn1@bellaliant.net
.....		
.....		

**Chaplaincy Team**

Convenor .....	Peggy Johnson (O) (1 <sup>st</sup> Term 2021-24)	peggyjoanjohnson@hotmail.com
Secretary .....	Gneid Lackey (O) (2 <sup>nd</sup> Term 2021-23)	hope_runs_freely@hotmail.com
*Coordinator – St. John’s Chaplaincy .....		
*Coordinator – Gander, Grand Falls, Corner Brook .....	Bonnie Adams (L) (2 <sup>nd</sup> Term 2021-23)	bonniebop21@hotmail.com
Treasurer .....	Doreen Barbour (L)	mdbarbour@livel.com
Designated Volunteers .....	Edison Wiltshire (1 <sup>st</sup> Term 2021-23)	ezra@ezra.ca
.....	Stephanie Rose (1 <sup>st</sup> Term 2021-23)	rose.st.67@gmail.com
*Each Coordinator would have a Team working with them for the allotted tasks		

R66

**DIVISION OF HUMAN RESOURCES (Continued)**

**NOMINATIONS REPORT (as of May 16, 2022) (Continued)**

**DIVISION OF HUMAN RESOURCES - continued**

**Appeals Team**

Convenor .....	Oliver Dingwell (O) (1 <sup>st</sup> Term 2022-25)	odingwell@cowanheightsunited.ca
Designated Volunteer .....	Brenda Andrews (L) (2 <sup>nd</sup> Term 2022-24)	brendaandrews@bellaliant.net
Designated Volunteer .....	Hope Rowsell (L) (2 <sup>nd</sup> Term 2022-24)	hrowsell@eastlink.ca
Designated Volunteer .....	Desmond Jagger-Parsons (O) (2 <sup>nd</sup> Term 2022-24)	desmondkeith@yahoo.ca
Designated Volunteer .....	Miriam Bowlby (O) (2 <sup>nd</sup> Term 2021-23)	revmiriam@cochranestreetuc.com
Designated Volunteer .....	Kathy Brett (O) (2 <sup>nd</sup> Term 2022-24)	kathy.brett101@gmail.com
Designated Volunteer .....		

**REGIONAL COUNCIL ADVISORY BOARDS**

**Bookstore**

Convenor .....	Miriam Bowlby (O) (1 <sup>st</sup> Term 2020-23)	revmiriam@cochranestreetuc.com
Secretary .....		
Designated Volunteers .....	Georgina Parsons (DLM) (2 <sup>nd</sup> Term 2021-23)	georginaparsons3@hotmail.com
.....	Janet Johnson (L) (2 <sup>nd</sup> Term 2021-23)	
.....	Oliver Dingwell (O) (2 <sup>nd</sup> Term 2022-24)	odingwell@cowanheightsunited.ca
.....		

**Archives**

Convenor .....		
Secretary .....		
Designated Volunteers .....	Linda Bowden (L) (2 <sup>nd</sup> Term 2021-23)	
.....	Karen Critch (L) (2 <sup>nd</sup> Term 2022-24)	critch42@gmail.com
.....		
.....		

**REGIONAL AFFIRMING COMMITTEE**

Convenor .....		
Secretary .....	Jocelyn Cook (O) (1 <sup>st</sup> Term 2021-23)	13scoutie@gmail.com
Member .....	Hannah Sheppard (L) (1 <sup>st</sup> Term 2021-23)	hdcsheppard@mun.ca
Member .....	Corinna Wentzell (L) (1 <sup>st</sup> Term 2021-23)	corinnafreake@gmail.com
Member .....	Christopher Jagger-Parsons (L) (1 <sup>st</sup> Term 2021-23)	christopherjagger@hotmail.com

**REPRESENTATIVES ON OTHER GROUPS**

Agnes Pratt Home Board .....	Donald Bradbury (L)	
Atlantic School of Theology/Pine Hill: Board .....		
Atlantic School of Theology: Senate.....	Amanda Barnes (O)	amandambarnes@hotmail.com
Eastern Regions Staff Committee .....	Paula Gale (O)	revpaulagale@gmail.com
Eastern Regions Staff Committee .....	Jim Evans (L)	jimandrose@nf.sympatico.ca
St. John's & Area Council of Churches,.....	Bill Mercer (O)	bmercer@wesleychurch.ca
St. John's Airport Chaplaincy Advisory Council .....	Scott Parsons (O)	scottparsons73@hotmail.com

**DIVISION OF HUMAN RESOURCES (Continued)**

**NOMINATIONS REPORT (as of May 16, 2022) (Continued)**

For Information: Note

1. The Terms of Reference for the General Council Judicial Committee is three terms. (General Council).
2. The Terms of Reference for General Council Committees and Task Groups is three years, renewable once.
3. The Terms of Reference for the First Dawn Eastern Edge Regional Council Committees is two years, renewable once.

Code:

O = Ordained

DM = Diaconal Minister

DLM = Designated Lay Minister (formerly Lay Pastoral Minister)

L = Lay

*At the March 2, 2022 meeting of the Regional Council Executive, the following motion was made for clarification of terms of appointments:*

*That the terms of reference in the Governance document be revised so that appointments for chairs of divisions and teams 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.*

R68

### TRI-REGION STAFF SUPPORT COMMITTEE

Members: Rev. Faith March-MacCuish, Executive Minister  
Jim Evans (First Dawn Eastern Edge)  
Rev. Paula Gale (First Dawn Eastern Edge)  
Rev. Derek Elsworth (Region 15)  
Rev. Donna Tourneur (Region 15)  
Rev. Debbie Aitken (FSLDW)  
Martha Vickers (FSLDW)

The Tri-Regional Staff Support Committee for the Eastern Region of The United Church of Canada met 5 times virtually via Zoom platform during 2021-2022. Smaller sub-teams met additional times regarding the interview process for the staff position of Justice, Mission and Outreach and interim coverage for the FDEE Regional Minister position. Rev. Donna Tourneur joined us as a new member of this team representing Region 15.

We were pleased to welcome the Reverend Sherpherd Munikwa to the staff position of Minister of Justice, Mission and Outreach as of March 1, 2022. Rev. Munikwa began his work remotely from Ontario, with a move to New Brunswick anticipated in the coming months.

According to the Terms of Reference, this committee's responsibility is to:

- Monitor and evaluate the effectiveness of this model, including how the cost-sharing arrangements are working and help to identify improvements in this arrangement from time to time
- Share experiences and insights about transitional work, including the possibility of any other shared projects.
- Provide support for all staff employed by the Regions and work with the Executive Minister in regards to working conditions and responsibilities.

The Tri-Regional Staff Support Committee annual budget is \$1,500 per year with that shared between the 3 regions at \$500 each.

We attempt to meet virtually with staff annually to allow them an opportunity to share their successes and their challenges. These past 26 months have been particularly challenging due to the COVID-19 pandemic. The direct supervision of staff is the responsibility of our Executive Minister, who herself is supervised by the United Church of Canada's General Secretary. Rev. Faith has kept us apprised of any concerns as we continue to provide support to her in her work as the Executive Minister. Rev. Faith March-MacCuish completed required annual reviews with all staff. The "360" reviews have also been completed with the Regional Ministers.

There were also 3 summer student positions filled in the past year (1 in Sackville, 2 in St. John's).

Rev. Heather Sandford, FDEE Regional Minister, remains on medical leave. Rev. Brian Colbourne has been hired as the FDEE Regional Minister on a part-time interim basis and is available to us until Rev. Sandford is cleared for a return to work.

We would like to hold up the importance of the Nominations process and the dire need there is to fill many positions in each of the Regions. Many of the responsibilities that should be seen to by members of committees of the Regions is necessary work that has, instead, fallen to staff to complete. This is not sustainable and members of our Regions need to be aware that it is essential for us to have working committees in order for the work of the church to be carried out without overburdening staff.

**TRI-REGION STAFF SUPPORT COMMITTEE (Continued)**

In 2021, 2 staff anniversaries were recognized: David Hewitt 10 yrs. and Sarah Wallace 10 yrs.

Despite the ongoing reality of a worldwide pandemic continuing since March 2020, life continues with times of joy as well as times of sorrow for others across our regions and around our world. We are most fortunate to have such dedicated, caring staff across all 3 of our regions and the steadfast leadership of our Executive Minister, Rev. Faith March-MacCuish. We are not alone...God is with us.

Respectfully submitted

Reverend Paula Gale, FDEE Region Reporting Member

James Evans, FDEE Member

and the Tri-Region Staff Support Committee

R70

### **AFFIRM STANDING COMMITTEE**

The initial meeting of the AFFIRM Committee was held virtually on July 8, 2021. The Committee is made up of Rev. Faith March-MacCuish, Christopher Jagger-Parsons, Hannah Sheppard, J. Paul Walsh, Corinna Freake and Rev. Jocelyn Cook. Paul Walsh volunteered to be Chair, and Jocelyn Cook, Secretary. The meeting began with The Mission Statement of First Dawn Eastern Edge and prayer.

Meeting dates for this Committee were set – September 8, 2021, November 9, 2021, and February 22, 2022, with the June meeting to be decided at a later date. All meetings have been virtual.

The *Open Hearts* Document had been emailed to each member of the Committee and each one asked to read it as “summer homework”. The Mission Statement, Theological Conviction, and Operating Principles from the FDEE Handbook were circulated and referenced by Rev. Faith as starting points for the Committee.

One key question was raised for discussion – “We can say we are inclusive, but do we live it?” From this question and discussion, it was felt that education is one of the key components in realizing the answer and to quell discomfort with this question. It was felt that a ‘gentle’ education process could begin with our Region. Monthly Webinars seemed to be a good way to begin.

The FDEE Mission Statement was sent to AFFIRM United to see where we might need to do work with this item. It was unanimously felt at this meeting, that the slower process in moving the work of the Committee along will probably have a more successful outcome than rushing through it.

#### **FEEDBACK ON MISSION STATEMENT**

From the feedback we received from Affirm United, it was unanimously agreed to go with the suggestions made. Our first submission was as follows:

*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 all regardless of race, creed, age, cultural background, sexual orientation, gender expression, economic status, ability or any other difference that has lead to marginalization or oppression. 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.*

#### **Changes to be made (highlighted):**

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 statuses, abilities or any other differences that have lead 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.

These changes were agreed on by all present. Our next step is to get this off for the next Executive meeting. Our original one was approved by the Executive, but we want them to be in the same loop with the changes.

**AFFIRM STANDING COMMITTEE (Continued)**

**THEOLOGICAL STATEMENT OF FDEE**

It was agreed by all present that there was no need for us to wordsmith this Statement for our purposes.

**WEBINAR TOPICS**

Possible topics for Webinar presentation were talked about.

- What coming out means to you
- What is gender, identity and expression
- Age and Ability
- Implicit bias and sexism
- An exploration of race, creed and culture

Another conceivable topic is “Coming out – what it means, and how the church played a role” (positive or negative). As churches, *how are we not being inclusive* is a very important part of the discussion.

It was decided that our first webinar would be live with registration and presentation being managed through Zoom. Chris suggested we try one first, and if it’s a hit, we can try and run it again. Faith suggested that could probably try one in the evening and maybe a “lunch & learn” mid-day could be a good time for another (March & April). We are going to try and get two in before the Regional Annual Meeting in May. Paul volunteered to seek out two presenters.

Up to now, nothing has happened with the Webinars.

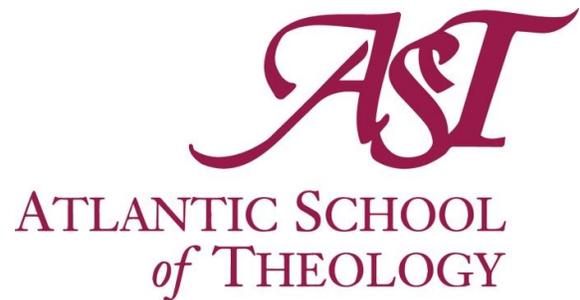
This Committee feels that the mandate for this committee is essential. The work will be challenging, but worthwhile in an attempt to bring our Region to an all-inclusive, Affirming stage. May God grant us all grace in this work.

Jocelyn Cook  
Secretary

R72

**OTHER GROUPS/REPORTS**

**Atlantic School of Theology**



**Annual Report to United Church of Canada Regions**

Atlantic School of Theology continued to offer a full slate of courses and programs in the last year, adjusting constantly to COVID-19 protocols and norms, just as the churches have done. All courses were delivered online or in a hybrid format. We enjoyed a strong number of new applications, and our total enrollment hovers around the 180 person mark.

Three faculty members were called and appointed to tenure track positions: Rev. Dr. Susan MacAlpine-Gillis, Rev. Dr. Andy O'Neill, and Dr. Evangeline Kozitza Dean. We are delighted by the rich knowledge, experience, and skill that these scholars bring to our teaching team. 2021 brought a change in senior leadership, as Rev. Canon Neale Bennet retired as President. Dr. Tim O'Neill has been called as our Interim President, and we have commenced the search for a new long term president to serve from mid-2023 onward.

2021 saw the launch of our newest program, the Diploma in Missional Leadership. The first cohort is comprised of United Church persons serving in active ministry. The next cohort will launch in 2023. Our Continuing Education programs ranged from "Progressive Approaches to the Bible" to "Decolonizing Theology," and were all delivered online. AST's Camino Nova Scotia pilgrimage program took place in beautiful Cape Breton Island this year.

Deep gratitude goes out to our United Church of Canada partners, from the General Council to the Regions to the local churches and ministers where our students are serving and are supervised. We continue to seek to be responsive to the emerging needs of the church as we serve God's world together.

In Christ,  
Rev. Dr. Rob Fennell  
Academic Dean

## OTHER GROUPS/REPORTS

### Centre for Christian Studies

# Centre for Christian Studies - 2021

## A Year of Planning for the New

Students in Dawning Waters and Regional Council 15

Alicia Walls

Submitted on behalf of Ken Delisle and the Centre for Christian Studies

*Pandemic – It was certainly not going away...*

### Spring – New Rhythms

By the spring of 2021 staff had found rhythms of working together while working from our homes. We became quite adept at meeting through Zoom for staff meetings, committee meetings, student and mentor and field orientations, and we also made sure to schedule meetings with each other just to chat like we would if we were in the office together. Students were also becoming more comfortable and resourceful with online learning and we have been impressed with the ways students have worked creatively with their field sites to meet their learning goals under ongoing health restrictions.

This year we also held our Annual Service of Celebration online which allowed friends and family of the graduates to participate from across Canada.

### Summer – New faces

This summer we ran our first UCC Admission Orientation program for ministers entering the church from other denominations. People joined online from time zones in Canada, India, Korea, Kenya, Congo, Zambia, and Zimbabwe. This meant people were joining the learning circle from every part of the day – morning, afternoon, evening and late into the night. Our Learning on Purpose circle was held for the first time online in August. Donors to the Matching Gift Campaign supported the development and implementation of this new way of offering the LoP. We learned from student feedback how to create space during the intensive learning circles for time to work independently away from the screen while also offering students opportunities to meet informally so they could chat about all the non-school stuff that matters to them. And, importantly, staff enjoyed valuable vacation time. We took advantage of the easing of COVID restrictions to visit family and friends throughout July and August.

### Fall – Changes coming and other new things

Our learning circles continued to be online, including: Integration Year, Culture and Identity, and Right Relations. The Right Relations learning circle was a joint circle with Sandy Saulteaux Spiritual Centre and CCS. It was designed and led collaboratively with the staff from both schools. This collaboration allowed staff from both schools to learn from each other's teaching methods, but best of all was the opportunity to talk and laugh together. Right Relations was the first learning circle we ran in a hybrid format with sixteen people participating in person and sixteen people participating online. Some students proceeded with field placements, while others focused on external courses, which were widely available online.

In the fall Michelle and David both announced that they would be leaving CCS to pursue other ministry callings. Michelle returned to congregational ministry in London Ontario and David has begun the

R74

## OTHER GROUPS/REPORTS

### Centre for Christian Studies (Continued)

discernment process to enter ordained ministry in the Church of England. This set in motion the search process for two new additions to the CCS staff team and the announcement that Ken Delisle would serve as Interim Principal for the first half of 2022.

#### Progress – Education

We continued to innovate online pedagogy – the UCC Admission Orientation and Right Relations circles are just two examples. We held 11 Learning Circles online, including four circles that had never been offered online: Culture and Identity, Right Relations, Grief and Loss, and Ministry as Community Building. We continued with free-of-charge public workshops with our CCS Fridays series, exploring topics including How to Host an Online AGM, The Pandemic of Racism, Profiles of Diakonia, Indigenous Testamur, Unanswered Questions about 9/11, and Transgressive Devotion. Members of our learning community presented and participated at conferences including Diakonia of the UCC and Anglican Deacons Canada gatherings (attended by Lori, Michelle, Janet, Marcie). Janet and Michelle attended an online conference on Asian Women's Theology. David attended an online conference with a diaconal network in the UK.

#### Justice

Staff and students remain committed to ministry education that lives a theology of justice.

One aspect of this is our continued practice of revising assigned reading lists with an anti-racist, decolonial lens. Carrying on from last year, we are stringently assessing the whiteness of our assigned authors, and making changes, circle by circle. We do this with the understanding that auditing readings is not a box to be checked, but it is an ongoing practice we are committed to.

We understand that striving for anti-racist and decolonized education is not only about readings. When inviting chaplains, guest speakers, resource people, and education partners for learning circles we are prioritizing people of colour and Indigenous people.

#### Connecting

Our partnership with the social media firm, Strategic Charm, enables us to stay connected with old friends and reach new folks through Instagram and Facebook.

Our online learning circles have provided an opportunity for people to try a CCS learning circle who might not have otherwise made the journey to Winnipeg. This includes continuing studies students from the US, but it also includes continuing studies students from across Canada. The same is true for our CCS Fridays – in the past these were only available to those who make it to Woodsworth house at noon on a Friday. Now we regularly see people from across the country and occasionally we are visited by someone in the US or further abroad.

#### Community

The CCS community includes a vast group of generous donors and engaged alumni. As an example of our community engagement we saw a 48% response rate to the donor survey – most organizations don't receive more than 20% response rate. This year donor generosity supported the project to put the LoP online. The fact that they gave almost the same amount in 2021 as 2020 shows an outstanding outpouring of generosity when we were expecting to have some financial losses.

## OTHER GROUPS/REPORTS

### Centre for Christian Studies (Continued)

Students are persisting in their ministry formation during this protracted experience of distancing and Covid health precautions. They support each other as they support their local communities. It has been a tiring and challenging year – that is undeniable. But students remain engaged, inspired, and motivated to keep transforming themselves and the world around them.

We are blessed with collaborative, generative partners, including:

- Anglican and United Churches
- Diakonia of the United Church of Canada
- Anglican Deacons
- Diakonia of the Americas and Caribbean
- Diaconal Mentors, Field Placements, Learning Facilitators, Local Committee members, Council and Committee volunteers
- St Andrew's College
- St Stephen's College
- Sandy Saulteaux Spiritual Centre
- Strategic Charm (social media managers)

*Our Year Book, Financial Statements and Annual Report may be found at:*

<http://ccsonline.ca/wp-content/uploads/2022/01/2021-Year-Book.pdf>

## OTHER GROUPS/REPORTS

### Emmanuel College



**EMMANUEL COLLEGE**  
OF VICTORIA UNIVERSITY IN  
THE UNIVERSITY OF TORONTO

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WWW.EMMANUEL.UTORONTO.CA

### Spring 2022

Dear Friends:

On behalf of Emmanuel College, I want to bring greetings to your region as you meet this spring. It is my hope and prayer that your meeting goes well and that you experience God's presence and blessing in this important work of the church. As Interim Principal, I write to share news of various aspects of life at Emmanuel College.

**The search process for Emmanuel's new Principal is in its final stages. My term will close at the end of June and the College's new Principal will begin July 1, 2022.**

**2021-22 has been our second full academic year offered through pandemic-related remote delivery. After a brief taste of in-person gatherings and community life at the beautiful Victoria University campus in fall 2021, we had high hopes of returning to in-person learning this past January. Regrettably, due to the rise of the Omicron variant we were forced to remain online for the winter term and will have our summer course offerings online as well. Emmanuel staff and faculty have adapted well and continued to offer excellent pedagogical, community & spiritual life & student service experiences throughout the pandemic in this online format. We are exploring ways to incorporate the best of the online experience as we move forward into predominately in-person experiences in fall 2022.**

**Emmanuel College's accreditation with the Association of Theological Schools has been renewed for another 10 years. Emmanuel received a very positive report from the ATS, commending us on the hard work of interreligious theological education in a triply-embedded school. Emmanuel College is blessed and challenged by the three significant relationships we share with Victoria University, Toronto School of Theology, and University of Toronto. These relationships made the re-accreditation process particularly arduous, but under the fine leadership of Nevin Reda, it was successful and we were well prepared for the ATS Team visit in September. They were very impressed with our self-study and complimented those responsible for it. In doing this work at Emmanuel College, we have become aware of areas where we need to make changes. We think these changes will strengthen the College and enhance its work as an educational institution preparing individuals for various forms of ministry and service.**

**Emmanuel College continues to provide significant financial support to students. Through the John W. Billes Fund, Emmanuel continues to provide 100% of tuition coverage to all domestic students who are registered full-time in the M.Div. programme and who are engaged in The United Church of Canada's candidacy pathway process. All incoming domestic full-time students are eligible for our Entering Theological Education grant, which offers 50% tuition coverage to their first year courses. The application deadline is April 30, 2022. For more information about studying at Emmanuel College and about the**

## OTHER GROUPS/REPORTS

### Emmanuel College (Continued)

financial support available for all Emmanuel programmes, whether one is studying full-time or part-time, please contact Andrew Aitchison ([emmanuel.admissions@utoronto.ca](mailto:emmanuel.admissions@utoronto.ca))

**Emmanuel is offering an increasing number of Continuing Education events online.**

These events are offered through the Centre for Religion and its Contexts. This past academic year featured The "Things They Didn't Teach Me in Seminary" Seminar Series, which was developed to bridge the gap between academy and church. M.Div. students could take this series for credit, while engaging with continuing education participants who were ministers in the field. The Centre will host its second Annual symposium entitled "Re-thinking Preaching," in April. It will also host the third annual "Christian Left Conference" with a focus on Creation, Land and Indigeneity in August. A list of upcoming offerings are found on the Emmanuel College web site at <https://www.emmanuel.utoronto.ca/the-centre-for-religion-and-its-contexts/continuing-education-events-and-courses/> For further information about these events and about applying, please contact Shawn Kazubowski-Houston: [ec.events@utoronto.ca](mailto:ec.events@utoronto.ca).

**Please follow us on social media:**

Facebook: @EmmanuelCollegeofVic  
Twitter: @EmmanuelColleg2  
Instagram: @emmanuelcollegetoronto  
Youtube: @EmmanuelCollege1

If you have questions or are seeking further information about Emmanuel College, please be in touch with us or explore Emmanuel: <http://bit.ly/exploremmanuel>.

Yours sincerely,



Rev. Dr. John H. Young,  
Interim Principal

R78

## OTHER GROUPS/REPORTS

### Office of Vocation

The Office of Vocation ensures faithful, well-equipped, and effective ministry personnel, where applicants are encouraged, candidates for vocational ministry grow in learning and competency and where allegations of ministry personnel misconduct are dealt with quickly and fairly and action taken for the well-being of ministry personnel and communities of faith.

As part of the first part of this mandate, the Atlantic Candidacy Board assesses all applicants and candidates for ministry and supports them through the Candidacy Pathway process. They meet monthly via zoom to conduct interviews and make decisions.

The members of the Atlantic Candidacy Board are:

Sally Shaw (Chair)

Brenda Andrews (Secretary)

Jane Johnson

Kevin Cox

Simbarashe Mazhara

Elizabeth Stevenson

Ettie Gordon-Murray

Sheila Gallant

Margaret Ann Plant

Annika Sangster

Adekunle Adeniyi

We are also well served by a number of guest interviews and chaplains.

As this is a General Council year; there will be a new board in the fall. I want to thank the current members of the board whose term is coming to an end. They began as members of a brand-new way of working with those seeking ministry. They forged ahead, finding ways to work together, setting norms and patterns, navigating the new structure and making the new process their own. Like all of us they were forced to adapt their work in the face of Covid restrictions. Their dedication, good humour, wisdom, faithfulness and honesty in helping candidates and applicants discern their call has been outstanding and the church has been well served.

In particular I want to thank Sally Shaw who has served as Chair of the Candidacy Board since its inception. She has held the board together, kept the focus on the task at hand, and above all showed exemplary care for candidates and applicants and for the church as a whole. Thank you Sally.

The number of candidates in the three Atlantic Regions are as follows:

Region	Total	Diaconal	DLM	Ordained
FDEE	6		3	3
FSLDW	8	1	2	5
15	16	1		15
Totals	30			

Of the 30 candidates in our regions, 15 are in appointments and 13 are doing Supervised ministry appointments. This year there are two ordinations; April Hart and Rick Gunn (Region 15) and one DLM recognition; James Martin Carter (FDEE).

## OTHER GROUPS/REPORTS

### Office of Vocation (Continued)

My colleague Karen Medland and I are now hosting a podcast called **It's Your Call**. Every two weeks we interview someone about their call to ministry. We have had some wonderful conversations with ministers called to all sorts of interesting ministries. It is a great tool for anyone who might be discerning a call to ministry: <https://open.spotify.com/show/6VwiRjP03j4SxJaEZgvPSg?si=2a270f42532c445b>

In 2021, we were able to partner with Vancouver School of Theology to offer an online Ministry of Supervision course that was attended by over 40 prospective supervisors.

### Oversight and discipline of ministry personnel

The Office of Vocation is identifying a pattern amongst the ministry personnel that come before the Remedial Committee – of the 34 cases, they are predominantly male ministry personnel (80%) with little collegial support, serving where there is no system of constructive feedback within the community of faith or beyond it, and where there was reluctance to seek help from the wider church early enough. Areas of growth typically identified for directed programs are self management and relationship management (emotional intelligence), understanding the community of faith as an emotional system, using ministerial power appropriately and developing expertise in conflict management. Engaging conversations are happening regarding how these skills might be developed earlier in ministry formation or as part of ongoing continuing education.

I have had many vocational conversations with clergy across the three Atlantic regions and am continually thankful for the dedicated service of our ministers. I am also acutely aware of how difficult it has been to minister during a pandemic and it has taken a significant toll on the mental, spiritual and physical health of our ministry personnel.

The Office of Vocation takes seriously its responsibilities with respect to ensuring standards for accreditation are being met. These include annual declaration of criminal charges and mandatory training. Each year there are fewer ministry personnel failing to be in compliance with filing the annual declaration.

Rev. Dr. Andrew Richardson  
[ARichardson@united-church.ca](mailto:ARichardson@united-church.ca)  
1-800-268-3781 ext 6104

R80

**AGENDA - Draft**

**First Dawn Eastern Edge Regional Council - The United Church of Canada**  
**“Presence and Hope – Health and Wellness”**  
**Annual Meeting, May 13-15, 2022- Via Zoom**

**Friday, May 13, 2022 (5:30 pm - 8:30 pm)**

- 5:30 Zoom Meeting Opens (to test connections and gather)
- 5:55 President Practice Voting
- 6:00 Call to Order/Welcome  
Acknowledgement of Place  
Worship & In Memoriam
- 6:40 Moderator’s Remarks
- 6:45 *Health & Wellness Moment (Zumba)*
- 6:55 Welcome and Introduction of Theme Speaker/General Council Office Representative  
Theme
- 7:25 Opening Procedural Motions  
Consent Motions (for Reports)
- 7:35 **Milestones in Ministry Celebration**
- 8:30 Closing Vespers

**Saturday, May 14, 2022 (9:30 am – 12:40 pm)**

- 9:30 Zoom Meeting Opens (to test connections and gather)
- 9:50 *Health & Wellness Moment (Yoga)*
- 10:00 Call to Order/Welcome  
Acknowledgement of Place
- 10:05 Opening Worship
- 10:20 General Secretary Remarks
- 10:25 Pastoral Relationship Equity Research Project
- 10:30 Check-In (Introduction of self, where you are living, your Pastoral Charge or role in the Region, what is one thing you have done for yourself for your **Health and Wellness** this past year)
- 10:50 Elections – Part 1 (President-Elect)
- 10:55 **Break**
- 11:05 Theme
- 11:50 *Health & Wellness Moment (Zumba)*
- 12:00 Introduction of Justice, Mission and Outreach Minister
- 12:10 Mission and Service
- 12:20 President’s Remarks
- 12:25 Executive Minister’s Remarks
- 12:30 United Church Resource Distribution (UCRD)
- 12:35 Announcements/Grace
- 12:40-1:45 **Lunch Break**

**AGENDA - Draft (Continued)**

**Saturday, May 14, 2022 (1:45 pm - 4:25 pm)**

- 1:45 Gathering with Music
- 2:00 General Council Office Representative
- 2:05 Ministerial, Human and Pastoral Relations Team
- 2:35 Introduction of Candidates & New Ministers to the Region
- 2:50 General Council Then Let Us Sing Development Team
- 3:00 Break
- 3:10 Affirm Task Group
- 3:30 *Health & Wellness Moment (Yoga)*
- 3:40 Motion to Receive 2021 Auditor's Report
- 3:45 Motion to Approve 2023 Budget
- 3:50 Guaranteed Livable Income
- 3:55 Elections – Part 2
- 4:00 Closing Motions
- 4:10 Worship
- 4:25 Supper Break

**Saturday, May 14, 2022 (6:20 pm – 7:30 pm)**

- 6:20 Zoom Meeting Opens (Gathering)
- 6:30 Kitchen Party (Live)
- 7:30 Closing Prayer

**Sunday, May 15, 2022 (2:00 pm)**

- 2:00 **Celebration of Ministries Service** (Wesley United Church and Live on UCCEast YouTube and Facebook)

