

<u>Attendance</u>	<p><u>ATTENDANCE</u></p> <p>Alicia Cox, Derek Elsworth, Peter Hardy, April Hart, Debbie Hawkins, Shannon MacLean, Faith March-MacCuish, Janet Sollows, Sandra Tomsons, Donna Tourneur.</p>
<u>Regrets</u>	<p><u>REGRETS</u></p> <p>Anne Cameron, Katie Logan, Shauna MacDonald, Donald Morrison.</p>
<u>Welcome</u>	<p><u>WELCOME AND OPENING PRAYER</u></p>
<u>Opening Prayer</u>	<p>In the absence of the President, the Past President, Sandra Tomsons, chaired the meeting and welcomed the Executive members gathered. The Executive Minister, Faith March-MacCuish, led the opening devotions. The Executive Minister reflected on the wisdom, courage and gifts which we all lift up and encourage in each other. The Executive Minister opened the meeting with prayer.</p>
<u>Quorum</u>	<p><u>QUORUM AND CONSTITUTION OF THE COUNCIL</u></p>
<u>Constitution of the Council</u>	<p>The Past President, Sandra Tomsons, noted that a quorum was present and constituted the council in the name of Jesus Christ, the head of the church, for all the business that shall properly come before it.</p>
<u>Acknowledging the Land</u>	<p><u>ACKNOWLEDGING THE LAND</u></p> <p>The Past President acknowledged the land on which we gather, with respect for all peoples of this land as we live out the apology, and move towards becoming the community that God calls us to be together. We are all Treaty people.</p>
<u>Agenda</u>	<p><u>AGENDA</u></p> <p><u>MOTION:</u> (Shannon MacLean/Debbie Hawkins)</p> <p style="padding-left: 40px;">That the agenda be adopted as circulated.</p> <p style="text-align: right;"><u>CARRIED</u></p>
<u>Minutes</u>	<p><u>MINUTES</u></p> <p><u>MOTION:</u> (Alicia Cox/Shannon MacLean)</p> <p style="padding-left: 40px;">That the minutes of the January 23, 2024 meetings of the Executive be adopted as presented.</p> <p style="text-align: right;"><u>CARRIED</u></p>
<u>Corresponding Member</u>	<p><u>CORRESPONDING MEMBER</u></p> <p><u>MOTION:</u> (Alicia Cox/Donna Tourneur)</p> <p style="padding-left: 40px;">That Janet Sollows be a corresponding member of the April 11, 2024 meeting of the Executive.</p> <p style="text-align: right;"><u>CARRIED</u></p>
<u>Business Arising</u>	<p><u>BUSINESS ARISING</u></p>
<u>Licensing Committee</u>	<p><u>Licensing Committee</u></p> <p>The Executive Minister reported that she has met with the committee, and that the committee has decided to continue with its structure as is.</p>
<u>Communications Group</u>	<p><u>Communications Group</u></p> <p>The Executive Minister reported that this group has not met. An attempt to gather the group resulted in just one member attending, who has since passed away. As this has been named as a priority piece, the Executive are asked to consider members who may be willing to serve with this group.</p>

Review File #2023-0622-01

The Executive Minister reported that the work on this file has been completed.

Review File
#2023-0622-
01

Association of United Church Clergy

Shannon MacLean, President of the Association, updated the Executive on the work of this group. The association has developed four pillars of focus: Community, Advocacy, Renewal, Education (CARE); and is working on website development and membership. The association currently has four gatherings per year. Work continues to evolve to find ways for sustainability to support and advocate for clergy. The Executive Minister added that a memorandum of understanding has been signed with the association.

Association of
United
Church
Clergy

Priorities Update

The Executive Minister introduced the topic of the priorities update and facilitated the discussion. At the fall Executive meeting, the pillars from the strategic plan were discussed at length and a summary of the priorities was prepared. The Executive must now work on a plan on how best to animate these priorities for the members of the region, and at the annual meeting. Donna Tourneur, Shannon MacLean and April Hart offered to work with a group to investigate ways to communicate the pillars to congregations through worship. Shepherd Munikwa, Minister for Justice, Mission and Outreach, has also offered to work with small clusters of congregations to define and live into their mission. The Executive Minister noted that some of the pieces outlined in the pillars as priorities are being worked on by our divisions and staff, and through the Health, Joy and Excellence Institute. It was agreed that supporting the youth networks are key to building on these priorities for the future.

Priorities
Update

BERMUDA SYNOD

Peter Hardy, representative from Bermuda, updated the Executive on some of the struggles currently facing the congregations in Bermuda. The congregations are aging, and resources are stretched very thin.

Bermuda
Synod

BREAK

Break

REPORTS

Reports

PRESIDENT

President

In the absence of the President, no report was available.

EXECUTIVE MINISTER

Executive
Minister

Faith March-MacCuish, Executive Minister, presented her report. Recently, work has focused on preparation of the annual audits and budgets for the three regions with the office managers of the regions. The Executive Minister also continues to work with the three Regional Ministers on several tri-regional policies, two of which will come to Executive today. The Executive Minister noted how much work has been taking place in the divisions, and offers thanks to the division members for their work on these pieces. The Executive Minister also noted that we are now in the midst of the busy work of the annual meetings.

FINANCE AND ADMINISTRATION

Finance and
Administration

April Hart, chair, presented the report of the division.

Audited Financial Statements

Audited
Financial
Statements

The chair presented the audited financial statements for 2023. It was noted that the statements "present fairly the financial position of the regional council". The Chair also highlighted two areas to note: that the change in term deposits is due to having moved some cash to investments; and the unrealized gain in investments is due to improved market conditions.

MOTION: (April Hart/Shannon MacLean)

That the 2023 audited financial statements be approved as presented and brought to the Annual General Meeting in May 2024.

CARRIED

2025 Budget**2025 Budget**

April Hart, chair, reviewed the 2023 actual expenditures, and presented the budget for 2025. Changes in the budget are noted for presentation at the webinar in preparation for the annual meeting. A deficit of \$127,477 (one hundred and twenty-seven thousand, four hundred and seventy-seven) is budgeted, which will be covered by previous year's surplus.

MOTION: (April Hart/Shannon MacLean)

That the 2025 draft budget be accepted as presented and brought to the Regional Council Annual Meeting.

CARRIED

Ministry Resources**MINISTRY RESOURCES** – Appendix A

In the absence of the chair, Anne Cameron, Janet Sollows, secretary, presented the report of the division, included in the appendix. The following motions were brought forward for consideration by the Executive.

Immanuel UC**Immanuel United Church, Northumberland Pastoral Charge**

MOTION: (Donna Tourneur/Derek Elsworth)

That Bermuda-Nova Scotia Regional Council approves the disbanding of Immanuel United Church on the Northumberland Pastoral Charge, effective December 20, 2023.

CARRIED

Zion UC**Zion United Church, Liverpool**

MOTION: (Derek Elsworth/Donna Tourneur)

That Bermuda-Nova Scotia Regional Council approves the disbanding of Zion United Church, Liverpool, effective December 31, 2023.

CARRIED

Parkhill UC**Parkhill United Church and St. James United Church Amalgamation**St. James UC

MOTION: (Derek Elsworth/Alicia Cox)

That Bermuda-Nova Scotia Regional Council approves the amalgamation of Parkhill United Church and St. James United Church within the Sambro Jollimore Pastoral Charge, effective December 31, 2022. The name of the amalgamated congregation will be St. James United Church.

CARRIED

Licensed Lay Worship Leader Policy**Licensed Lay Worship Leader Policy**

MOTION: (Alicia Cox/April Hart)

That Bermuda-Nova Scotia Regional Council approves a change to the Licensing Policy for Licensed Lay Worship Leaders (LLWL) in Bermuda-Nova Scotia Regional Council to reflect the following:

1. the initial license will be for a period of one year;
2. an interview will be conducted following the first year of licensing for those seeking to renew their license and subsequent licenses will be for a period of three years with a yearly check-in initiated by the Licensing Committee;
3. those who are already LLWL will move to a three-year license if seeking to be re-licensed when their current license expires following upon an interview and recommendation of the Licensing Committee.

CARRIED

MOTION: (Donna Tourneur/Shannon MacLean)

That Bermuda-Nova Scotia Regional Council approves that: To satisfy the requirements for admission, commissioning, ordination or recognition by the regional council, a provisional call or appointment must:

1. Be for covenanted relationship (a minimum of 6 consecutive months following the date of admission, ordering or recognition) involving a community of faith and the regional council or an offer of employment to a paid accountable/recognized ministry, as determined by the regional council;
2. Be for a minimum of 14 hours/week; and
3. Not fill a gap resulting from a leave from which the incumbent is expected to return within 6 months, and that, depending on the contextual realities of the both the community of faith and the regional council, requests for exemption for extraordinary circumstances may be submitted for consideration and justification will be required. It would be the Bermuda-Nova Scotia Pastoral Relations Committee that grants the exemption.

CARRIED**REGIONAL SERVICES AND SUPPORT** – Appendix BRegional
Services and
Support

In the absence of the chair, Donnie Morrison, the Executive Minister, Faith March-MacCuish, chaired the last meeting of the division, and presented the report, included in the appendix. The Executive Minister highlighted some of the ongoing work of the division, and invited Sandra Tomsons to speak to the letter of response to General Council from the Just Peace Group of the Justice, Mission and Outreach Committee.

(Donna Tourneur assumed the chair)

The Executive are asked to support the action of the Just Peace Working Group.

MOTION: (Sandra Tomsons/Shannon MacLean)

That Bermuda-Nova Scotia Regional Council Executive supports the work of the Just Peace Working Group and endorses the response calling for a just peace in Palestine and Israel.

CARRIED

(Sandra Tomsons reassumed the chair)

NOMINATIONS – Appendix CNominations

Alicia Cox, chair, presented the report of the committee, included in the appendix. The chair highlighted that the nominations for General Council Commissions to General Council 45 are open.

MOTION: (Alicia Cox/Debbie Hawkins)

That the following resignation be accepted with regret: Katie Logan, member at large, Regional Council Executive.

CARRIED**MOTION:** (Alicia Cox/Donna Tourneur)

That the following persons be named to the following committees:
Betty Ann Watts, Licensing Committee; Emma MacLeod, Children, Youth, and Young Adults Committee; Stephen Mills, Retiree Support Committee.

CARRIED**STAFF SUPPORT COMMITTEE** – Appendix DStaff Support
Committee

Derek Elsworth, reporting representative on the Tri-Regional Staff Support Committee, presented the report of the committee, included in the appendix.

United Church Women**UNITED CHURCH WOMEN** – Appendix E

Debbie Hawkins, representative for the United Church Women, presented the report, included in the appendix. Planning is proceeding for the annual meeting at the end of April. A new representative will be joining the Executive in June. Debbie Hawkins offered gratitude and thanks for the support of the Executive during her term.

MOTION: (Derek Elsworth/Debbie Hawkins)

That the reports of the region be accepted as presented.

CARRIED

End of Day**END OF DAY**

MOTION:

That the order of the day be extended to 2:00pm.

CARRIED

New Business**NEW BUSINESS**Regional Roll**REGIONAL ROLL**

April Hart raised the question as to how information which used to be supplied to the region through a settlement report or regional directory of ministry personnel, is available. The Executive Minister explained that each year the roll of the region has the list of ministry personnel who are members of the region. The online directory does have the ministers contact information.

Evaluation of Regional Council Structure**EVALUATION OF REGIONAL COUNCIL STRUCTURE**

The Executive Minister presented a process for the planned evaluation of the regional council structure as we approach the 5 (five) year mark of living into the new structure.

The Executive discussed the proposed process for evaluation, and brought forward the following decisions:

MOTION: (Derek Elsworth/Donna Tourneur)

That Bermuda-Nova Scotia Regional Council move into the process for evaluation of regional council structure as presented, and that; Bermuda-Nova Scotia Regional Council Executive approves the consultant, Jenny Stephens, be named to the regional council evaluation process, and that; Bermuda-Nova Scotia Regional Council Executive approves the question:

Does the Regional Council structure enhance the vitality and engagement of faith communities and leaders in the purposes laid out in The Manual C.2.4 and live into the covenants described in C.2.1? In other words: Is the Regional Council living into its potential for enhancing call and ministry as it is in relationship with communities of faith and faith leaders?

as the focus for the regional council evaluation process.

CARRIED

Cluster Animator**CLUSTER ANIMATOR**

The Executive Minister presented the position description for the cluster animator, as approved at the 5th annual meeting in June, 2023. The Executive Minister worked with Human Resources of the General Council to prepare the position description and its resulting classification. This classification has been used to prepare a salary that was included in the 2025 budget.

(Donna Tourneur left the meeting)

DRAFT

MOTION: (Derek Elsworth/April Hart)

That the position description for a cluster animator for the region and budget implications be taken to the annual meeting for consideration.

CARRIED

(Peter Hardy abstained from the vote)

CLOSING PRAYER

The Executive Minister, Faith March-MacCuish, closed the meeting with benediction and prayer.

Closing Prayer

NEXT MEETING

Having reached the end of day, the remaining pieces of New Business will be held until the next meeting of the Executive. A doodle poll will be sent to determine a time for a special meeting to deal with these items.

Next Meeting

The next meeting regular meeting of the Executive is scheduled on June 20, 2024 at 9:30am via Zoom Video Conferencing.

ADJOURNMENT

The Past President declared the meeting adjourned.

Adjournment

Sandra Tomsons
Past President

Faith March-MacCuish
Executive Minister

Appendix A

MINISTRY RESOURCES

Divisional Report to Regional Council Executive Bermuda- Nova Scotia UCC

Division of Ministry Resources – April 11, 2024

Division Name: Ministry Resources

Committees: Faith Story and Community Covenant

Future Directions
Licensing
Pastoral Relations
Retiree Support

Date of Divisional Meeting: Thursday, March 7th, 2024

Dates of Committee Meetings:

Faith Story and Community Covenant – January 26th Workshops -February 28th &29th

Future Direction – February 21st, March 20th, 2024

Licensing – February 15th, 2024

Pastoral Relations – January 25th, February 23rd, March 22nd

Retirees Support

Report of the discussions & decisions from the Division:

The Division of Ministry Resources met on, March 7th, 2024 with the following reports, motions, and business:

New Business:

1. **Financial Statement** – It was agreed that the financial statement presented was an accurate account of the work of the Division and its Committees. Jennifer Whittemore will be checking with chairs of committees before expenses are credited to accounts. David explained what the term “deferred revenue” meant especially with regards to the United Fresh Start budget.
2. **United Fresh Start** – David Hewitt reported that the intent of the program is to assist congregations in the first 2-3 years of a pastoral relationship. Training took place in conjunction with the Fundy St. Lawrence – Dawning Waters Regional Council. Bermuda – Nova Scotia facilitators have met a couple of times. Three or four workshops have been offered in some areas of the Region. The group says that the Region should offer financial support. There was also a question about honorariums. The facilitators proposed that the Region pay travel expenses and suggested an honorarium of \$150. If the honorarium is too much for a congregation, a request could be made for the Region to cover that expense. For 2024, the honorarium will be waived. The group of facilitators are working on an announcement for the weekly announcements, a brochure and a workshop for the Annual Meeting. They will report to the Division of Ministry Resources. It will be determined at a later date if United Fresh Start should be a separate committee or an ad hoc group under an existing committee.

Motion: Moved by Catherine MacDonald, seconded by Tom Woods that \$2575.00 be requested for United Fresh Start in the 2025 budget. Motion carried.

Correspondence:

1. Anne received a copy of a letter from Carol Smith to Faith March-MacCuish asking where the Region is in the process of hiring a Clusters Animator. According to the latest minutes of the Executive meeting, a budget and terms are being developed.
2. Anne also received a letter from Faith regarding the Annual Meeting and what is required of the Division and its Committees. Committee chairs are reminded to submit their annual reports to Anne before April 5. Proposals are also due April 5.

Reports:

Pastoral Relations – Tom Woods, Chair reported the following:

“The Committee continue to appoint, call and make changes in Pastoral Relations via email.

-after a congregational visit by David Hewitt, Brooklyn PC has agreed after much resistance, to pay their appointed minister the required 6 hrs/week pay through ADP.

-4 liaisons from the valley area have been added to the PR list after a recent training session conducted by David Hewitt.

-continue to send out cards and a Tim’s gift card to folks off on sick leave

-minister from Zimbabwe coming to Aylesford in May.

-Emily Duggan, minister at Louisburg PC has joined the committee.”

Tom also mentioned that there has been a rush of retirements lately.

Motion: Moved by Tom Woods, seconded by Ruth Gamble that the following motion be forwarded to the Executive of the Bermuda-Nova Scotia Regional Council for approval.

“To satisfy the requirements for admission, commissioning, ordination or recognition by the regional council, a provisional call or appointment must:

Appendix A - continued**MINISTRY RESOURCES** - continued

1. Be for covenanted relationship (a minimum of 6 consecutive months following the date of admission, ordering or recognition) involving a community of faith and the regional council or an offer of employment to a paid accountable/recognized ministry, as determined by the regional council;
2. Be for a minimum of 14 hours/week; and
3. Not fill a gap resulting from a leave from which the incumbent is expected to return within 6 months.

Depending on the contextual realities of the both the community of faith and the regional council, requests for exemption for extraordinary circumstances may be submitted for consideration and justification will be required. It would be the Bermuda Nova Scotia Pastoral Relations Committee that grants the exemption." Motion carried.

Future Directions – Catherine MacDonald, Chair reported the following:

"Report from Future Directions Committee – March 2024

One of the ongoing challenges of this committee is that we are tasked with both future and endings. And that Communities of Faith don't often call on us until it's too late, so we are having discussions about how our committee should function and if indeed it should include both growth and palliative functions. With that in mind, we've asked for 10 minutes on the agenda of the ARM to highlight the work of the committee.

Our request for a spot as a corresponding member on the Executive Committee was turned down; that it could wait till the governance review took place.

Recognizing that we wanted to explore 'discipleship' as one of the pillars of the Region's Strategic Plan, each member of the committee has purchased a copy of Unbinding the Gospel and we will be exploring it as part of our meetings.

In no particular order, this is some of the work we've been a part of over the last few months:

1. Glace Bay: Sharon Ballantyne and David Hewitt have met with the 3 constituent congregations, and progress is being made.
2. Moved that Bermuda Nova Scotia Region approve the disbanding of Immanuel United Church of the Northumberland Pastoral Charge, effective December 20, 2023.
3. Zion United Church, Liverpool, has disbursed all of their remaining assets according to the direction of the Region Property Committee. In an email dated January 2, 2024, Property Chair Wally Chivers indicates that some final details need to be confirmed; however, disbanding can proceed. Moved that Bermuda Nova Scotia Region approve the disbanding of Zion United Church, Liverpool, effective December 31, 2023.
4. Rockingham and Fairview: Fairview is no longer holding worship in their own building so is worshipping with Rockingham, their office admin staff have resigned and their music director is away for 3-4 months. While they are doing this, they are also working on a plan for amalgamation. Once the plan is in place, it will come to us/the Region. The amalgamation plan needs to show how the new CoF will extend and expand the ministry to include the Fairview neighbourhood.
5. Moved that Bermuda Nova Scotia Region approve the amalgamation of Parkhill United Church and St. James United Church within the Sambro Jollimore Pastoral Charge, effective December 31, 2022. The name of the amalgamated congregation will be St. James United Church."

The Future Directions Committee also sent the following proposal for the Division to consider:

"Proposal from Future Directions Committee**Background**

In part, this rose out of some intensive work the Future Directions Committee did with the Crossroads Pastoral Charge, in part it comes from my work as an Intentional Interim Minister.

With Intentional Interim Ministry, the congregation is required to set goals for the interim time and create a team that will work with the Intentional Interim Minister (IIM) on those goals for the time of the appointment. This creates a sense of urgency and forward motion and a group of people that are committed to the goals. This is not to say that the goals don't shift and change as ministry unfolds, but it does give a clear starting place, one that the Community of Faith has agreed to and that the new minister knows going into a new pastoral relationship.

We borrowed aspects of this after intensive engagement with Crossroads Pastoral Charge. They had recently been involved in an Edge consultation about their place in the community. When their student minister declined to renew the appointment in June 2023, they decided to 'pause' worship for the summer.

Appendix A - continued**MINISTRY RESOURCES** - continued

Rather than simply allowing the pastoral relations process to unfold and a new half time minister be called or appointed; and in their words, 'they would be out of money in two years, if nothing changed,' the Future Directions Committee invited them into a further Sunday morning pause and instead, offered worship and workshops on Sunday afternoons to determine if 'something could change.' One of the points, Trinity UC in Timberlea, is in a growing area and there is potential there. At the conclusion of the Worship and Workshops period, it was decided they could begin the Pastoral Relations Process AND they would have to come up with 3 or 4 goals and a team of people who were committed to working on those goals with the new minister.

This led to a deeper discussion within the committee that many Community of Faith profiles are very similar and what would it look like if they were required to have goals?

While the Pastoral Relations Process for Search and Call does not explicitly state the need for goals, in the Handbook: Ministry Personnel Committees: Policies, Procedures, Practices, on page 27, it is written:

"The first step of the performance review process is the setting of goals for the year. The performance review process can encourage growth when it is a mutual evaluation, of both staff and the pastoral charge. In this model, both the governing body and the staff set goals for the year. (emphasis mine) The performance review of staff would happen at the same time as a review of the community of faith's goals. Goals are most helpful when they are realistic. The SMART goal formula can be a good guide to establish goals. A SMART goal is Specific, Measurable, Achievable, Realistic, and

Timely. To begin the performance review, information is gathered concerning the work of each ministry personnel or lay employee as it relates to the mission and goals of the community of faith."

Motion: Moved by Catherine MacDonald, seconded by Daniel MacDonald that the Living Faith Stories & Community Covenanting Committee and the Pastoral Relations Committee work together to make goal setting a part of the Profile process by establishing 3-5 goals for a 3-year period in BNS. Motion carried.

Retiree Support – Ruth Gamble, Chair shared a letter with the Division that she sent to retirees outlining the recent work of the Committee. She mentioned that the Committee continues to meet through e-mails. The Committee is suggesting a cluster gathering in the Cape Breton area, perhaps Sydney after April 15. Stephen Mills will be joining the Retiree Support leadership team. A gathering of some type (perhaps a shared meal) is being suggested for the Annual Meeting. Ruth also reported that retirees and ministry personnel presently serving in the Valley meet together every second month.

Licensing – Joan Griffin, Chair reported that she and Jim Webber-Cook have decided to stay on in their roles on this committee for another year. They are hoping to help with another LLWL in-person gathering. LLWLs have been informed that they are responsible for contacting the Committee to renew their license when the time comes. The Committee is also receiving requests for administering Sacraments.

Motion: Moved by Joan Griffin, seconded by Ruth Gamble that the Division of Ministry recommend to the Regional Council Executive a change to the Licensing Policy for LLWL in Bermuda-Nova Scotia Regional Council to reflect the following:

- the initial license will be for a period of one year;
- an interview will be conducted following the first year of licensing for those seeking to renew their license and subsequent licenses will be for a period of three years with a yearly check-in initiated by the Licensing Committee;
- those who are already LLWL will move to a three-year license if seeking to be re-licensed when their current license expires following upon an interview and recommendation of the Licensing Committee. Motion carried. (Abstention: Janet Sollows)

Faith Story & Community Covenant – Daniel MacDonald, Chair reported that the Committee held their fifth workshop on Living Faith Stories. Over 20 people from 5 Communities of Faith attended. The Committee is planning an in-person workshop on Living Faith Stories for the spring (May or June) in the Valley. The self-assessment process takes place every two years. In 2021, the summary report gave the Region a "State of the Church" report following Covid. The assessment in 2023 was more focused. The results will be shared with relevant groups. Anne was asked to pass along the results of the assessment to the Executive (Appendix A). Daniel also mentioned that the Committee is often asked to preview drafts of Living Faith Stories before submitting them to the Pastoral Relations Committee.

Appendix A - continued**MINISTRY RESOURCES** - continued

Support Staff – David Hewitt reported that there are clusters that are forming throughout the Region. There is a cluster in the Glace Bay region as well as one in the Valley. David will be offering a workshop at the Annual Meeting entitled “What to do when you don’t know what to do”. He will also be conducting a workshop for Ministry & Personnel Committees on Zoom in the Spring. It was suggested that those congregations with newly covenanted ministers receive a special invitation to this workshop. David also spoke about two different understandings of the term ‘collaborative ministry.’ One involves two Pastoral Charges working together with one minister. There are 17 collaborative ministries of this type within our region. The General Council is starting a new initiative as part of their Strategic Plan which involves the development of collaboration of ministry personnel and lay leadership within a pastoral charge. Pilot projects will be funded where candidates will use their SME to promote lay leadership in the community of faith working with their minister. Five of these pilot projects will be funded for two years across the country. David has spoken with Andrew Richardson about the terminology.

Appendix A**Faith Stories and Community Covenants Committee****Self-Assessment Questionnaire 2023**Summary of Questions Specific to Regional Representation

Completed questionnaires received totalled 42; representing 51 communities of faith.

- 33 single-point, 9 multi-point and 3 collaborative ministries

In response to the question “Has your community of faith chosen all its regional reps?”

- 25 responses indicated all reps were chosen
- 12 indicated some reps were chosen
- 5 indicated that no reps were chosen.

Those without reps are:

- Rockingham – Halifax
- Central United – Lunenburg
- Annapolis/Granville – Annapolis Royal
- Musquodoboit Harbour – Musquodoboit
- Truro 1st - Truro

When asked about how their representatives are involved in the work of the Region, reported numbers broke down into the following categories and the corresponding number is how many questionnaires indicated representative participation.

(Note: this was a ‘select all that apply’ question, so one person could select multiple options).

Chairing a committee - 6
Sitting on a committee - 15
Task group - 0
Liaison work - 7
Attending workshops - 15
Attending regional meeting - 29
None – 9

Those responding with no specific involvement:

- Bedford United
- Walton
- Central United – Lunenburg
- Annapolis/Granville – Annapolis Royal
- Musquodoboit Harbour – Musquodoboit
- First United – Truro
- Port Hawkesbury
- St. Paul’s – Mt. Uniacke
- Chalmers/Warden – Glace Bay

In response to the question “Is your regional rep given time to report on the work of the region at your governing body and/or congregation?” the following was reported.

Yes – 35
No – 7

Appendix A - continued**MINISTRY RESOURCES** - continued

The congregations reporting no time was provided for reporting are:

- Middleton
- Central United – Lunenburg
- Annapolis/Granville – Annapolis Royal
- St. Paul's, Spryfield – Halifax
- Truro 1st – Truro
- Margaree Centre and Margaree Harbour – Cape Breton
- Chalmers/Warden – Glace Bay

Next meetings:

Thursday, May 23, 2024 – 9 a.m. by Zoom

Concerns of the Division and the Committee:

Communication within the Region and an understanding of how the governance structure works still remain concerns.

Recommended Motions from the Division to the Executive:

The Division of Ministry Resources recommends to the Executive the following motions:

Moved that Bermuda Nova Scotia Region approve the disbanding of Immanuel United Church of the Northumberland Pastoral Charge, effective December 20, 2023.

Moved that Bermuda Nova Scotia Region approve the disbanding of Zion United Church, Liverpool, effective December 31, 2023.

(Zion United Church, Liverpool, has disbursed all of their remaining assets according to the direction of the Region Property Committee. In an email dated January 2, 2024, Property Chair Wally Chivers indicates that some final details need to be confirmed; however, disbanding can proceed.)

Moved that Bermuda Nova Scotia Region approve the amalgamation of Parkhill United Church and St. James United Church within the Sambro Jollimore Pastoral Charge, effective December 31, 2022. The name of the amalgamated congregation will be St. James United Church.”

Motion: That the Division of Ministry recommend to the Regional Council Executive a change to the Licensing Policy for LLWL in Bermuda-Nova Scotia Regional Council to reflect the following:

1. the initial license will be for a period of one year;
2. an interview will be conducted following the first year of licensing for those seeking to renew their license and subsequent licenses will be for a period of three years with a yearly check-in initiated by the Licensing Committee;
3. those who are already LLWL will move to a three-year license if seeking to be re-licensed when their current license expires following upon an interview and recommendation of the Licensing Committee. Motion carried. (Abstention: Janet Sollows)

Motion: That the following motion be approved by the Executive of the Bermuda-Nova Scotia Regional Council.

“To satisfy the requirements for admission, commissioning, ordination or recognition by the regional council, a provisional call or appointment must:

1. Be for covenanted relationship (a minimum of 6 consecutive months following the date of admission, ordering or recognition) involving a community of faith and the regional council or an offer of employment to a paid accountable/recognized ministry, as determined by the regional council;
2. Be for a minimum of 14 hours/week; and
3. Not fill a gap resulting from a leave from which the incumbent is expected to return within 6 months.

Depending on the contextual realities of the both the community of faith and the regional council, requests for exemption for extraordinary circumstances may be submitted for consideration and justification will be required. It would be the Bermuda Nova Scotia Pastoral Relations Committee that grants the exemption.”

Respectfully submitted,

Anne Cameron,
Chair Division of Ministry Resources

Appendix B

REGIONAL SERVICES AND SUPPORT

Division Name: Regional Services and Support

April 11, 2024

Committee Names within the Division

- Faith Formation and Leadership Development (FFLD)
- Communications
- Children, Youth and Young Adult (CYaYA)
- Stewardship
- Justice, Mission & Outreach (JMO)
- Annual Meeting Planning (AMPC)
- Affirm

Date of Divisional Meetings: A Zoom meeting was held on March 20, 2024.

Report of the decisions and discussion items before the Division:

Webinars

The Division continues to keep the topic of webinars before it. Division committees had agreed to being responsible for providing webinars on topics relevant to communities of faith. The goal was to do one educational webinar per month between October and April (excluding January). Webinars connect committees and networks to communities of faith.

The Division will plan webinars in a more intentional way going forward.

Faith Formation and Leadership Development, on March 11, presented a webinar by Rev. Dr. Rob Fennell of AST called Cultivating Discipleship in a Post-Christian Society. It was about exploring the questions, difficulties and promise of claiming and handing on our faith in this challenging era. Over 20 people attended.

Faith Formation and Leadership Development is also inviting lay persons who provide worship leadership within their own congregations to participate in a 4-week program exploring Intergenerational Worship. The sessions will be offered via Zoom on Tuesday evenings April 9 to 30 inclusive.

Possibilities discussed for webinars were

- rules of order
- discrimination and sexual harassment policy
- sexual abuse prevention policy

It was decided to plan a "Rules of Order" webinar for next year.

Affirm will provide a Sexual/Romantic orientation webinar.

A webinar for Trustees has already been presented.

The Division will keep a list of webinars we have already done.

Retreat

The Division is still considering a division in-person retreat. The Division committee believes that there is value in spending time together with a social time to get to know each other. Also, meeting as committees to plan terms of reference. It would be valuable to do every couple of years.

Consideration is being given to having the retreat during the upcoming time for review of the region's governance.

Division Name Change

The Division continues to discuss a name change. Could this be part of the governance review mentioned above? If you read the name as a person sitting in the pew, would you know what its purpose is by our name? Words matter: is the word "Division" problematic? Should "Communities of Faith" be included in the name so CoF's will know the Division is there for them?

Dates of Committee Meetings: *(since last Executive meeting)*

Faith Formation and Leadership Development Feb. 7 & Mar. 14, 2024

Communications ∅

Children, Youth and Young Adult ∅

Stewardship ∅

Justice, Mission & Outreach Feb. 13, 2024.

Annual Meeting Planning meets monthly, last meeting March 21, 2024

Affirm met in February & March 26, 2024

∅ = no meeting dates reported

Appendix B - continued**REGIONAL SERVICES AND SUPPORT** - continued**Reports of the decisions and discussion items from the Committees:****Faith Formation and Leadership Development**

Submitted by Mike Thompson, Chair

This committee has been meeting regularly (monthly) and I am thankful for the other two members of the committee and the support from the region and BNS Regional Services and Support. The committee recently sponsored a Webinar for the Eastern Regions webinar series lead by Rob Fennell. "Cultivating Discipleship in a Post-Christian Society" was an engaging event that was well received by the 20+ attendees. Upcoming the committee will be sponsoring a series of webinars centered around Intergenerational Worship and aimed at lay community members who are interested in leading or assisting in leading worship in their community of faith. The announcement is included below. This series is an off-shoot of the popular Worship 101 series that has been offered in previous years. Finally, we are looking at possible activities that we can support in the Fall.

Intergenerational Worship Education Series

The Faith Formation and Leadership Development Committee of Bermuda-Nova Scotia Region invites you to participate in a 4-week program exploring Intergenerational Worship. Designed for lay persons who provide worship leadership within their own congregations, the sessions will be offered via Zoom on Tuesday evenings at 6:30 April 9-30 inclusive. Join presenters Rev. Catherine Stuart, Regional Minister for Children, Youth and Young Adults; Paige Fraser, Families Ministries Leader at Bedford United Church. Rev. Dr. Karen MacLeod-Wilkie of South Shore Pastoral Charge in Prince Edward Island and Rev. Rick Gunn, minister of St. Luke's United Church, Upper Tantallon NS. Registration information will follow in next week's newsletter.

Communications

This committee has no chair. Faith reported.

A short-term task group was to be set up to examine the communications work of our region. The task group was to consist of the Executive Minister, the Communications Committee and other members as necessary with the intention of reviewing current communication tools and creating a strategy for moving forward.

The first meeting was attended by Faith and one Communications Committee member, Jack Morrison, who has since died.

The Nominations Committee is working on finding committee members.

Children, Youth and Young Adult

In the fall, CYaYA, as a committee, looked at its mandate and set priorities for the year. The committee is looking at food insecurity in young adults. The committee is supporting Dalhousie University chaplaincy meals and covered two of the Monday night meals. On March 25 they will be serving the meals and helping with set up and clean up.

Rendez-vous will be held in St. Catharines, ON, this year from July 3-6. CYaYA received a grant for \$10,000 to help bring youth to St. Catharines, making a number of stops picking people up along the way. The bus holds 56 people. CYaYA is hoping to offset travel costs to make participation as affordable as possible.

Camps Kidston and Sherbrooke Lake registration is going well.

Stewardship

The Stewardship Committee decided that they would step back until the Chair, BNS Regional Council President, Shauna, is past president and then they will begin going around to communities of faith.

Justice, Mission & Outreach

Submitted by: Sandra Tomsons

On February 13th JMOC meet in a Zoom Room to complete the business we did not have time to discuss at the Fall Gathering in November.

Topics discussed included:

1. JMOC budget
2. JMOC membership

Appendix B - continued**REGIONAL SERVICES AND SUPPORT** - continued

3. Refugee Advisor position
4. JMOC's relationship with First Dawn Eastern Edge's JMOC groups
5. JMOC logo for letters responding to issues
6. Responding to request for JMOC support for Bill S-210 (Young persons' exposure to pornography Act)
7. Updating JMOC website
8. Requests for Plenary time and Workshops for Working Groups at AGMs
9. Added proposals for General Council on April 16th meeting agenda
Eco-Justice, Just Peace, Guaranteed Livable Income, and Mental Health Working Groups have had regular monthly meetings and have been supporting communities of faith in actions to make justice visible. Working Groups reports will be provided for April 16th meeting and included in next JMOC Report.

Annual Meeting Planning

The committee meets monthly.

Registration is open for the Annual Meeting. The logo has been designed. The committee has run into a few ups and downs with the location. Participants will be eating and meeting in the same location.

There is not a lot of space at the Dalhousie Truro Campus for those with mobility issues. The committee has booked rooms at a couple of local hotels for people with mobility issues or people who don't want communal showers.

Ross Bartlett will be the theme speaker, focus on leadership.

The Moderator will be visiting only (General Council Executive is meeting at the same time). The Retirees and Jubilarians Banquet is open to everyone participating.

Mary Taylor worked on a worship service for Communities of Faith to use on Region Sunday.

The Celebration of Ministry Service will be held at the Dalhousie Agricultural Campus.

The committee is still looking for someone to do the territorial acknowledgment.

Youth @ Region will be there.

Childcare will be provided.

The bookstore will have a display.

There will be 5 ordinands. They are DLM's who have gone through their assessments and pending having an appointment for the next 6 months are deemed suitable for ordination. There is potential for 6 ordinands. No students are ready for ordination.

Registration starts Thursday evening, and the meeting will start on Friday morning. There will be two full days of meetings and two webinars in advance.

General Council meets in Calgary in August. GC commissioners will be elected this year at our annual meeting. There will be no elections from the floor.

Affirm

Affirm has developed roles and responsibilities for the committee and submitted them to Faith.

The committee is exploring a way to communicate via a Facebook page or group. The celebration for becoming an affirming region and a member of Affirm United will be part of the annual meeting.

Concerns of the Division and the Committees:

We continue to be concerned about the low membership of the FFLD Committee.

Recommended Motions from the Division to the Executive

Got this wrong in my February report. Here is the correction:

"The Division of Regional Services and Support discussed that this year the regional council is supposed to re-evaluate our governance structure. From the division meeting, it was decided to ask the BNS Regional Council Executive to consider what is working and what is not working. Also, to consider how to engage members in the regional council. It was suggested that the regional council should consider one more virtual meeting of the region to build on the discipleship of members, not just for business."

-Donnie Morrison

Chair

Division of Regional Services and Support

Appendix C**NOMINATIONS****DIRECTORY OF DIVISIONS AND STANDING COMMITTEES**Updated April 4th, 2024

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

Regional Executive

Executive Minister	Faith March-MacCuish, OM
President	Shauna MacDonald (2024)
President-Elect	Donna Tourneur, OM (2024)
Past President	Sandra Tomsons (2024)
Chair of the Division of Finance and Administration	April Hart, OM (2024)
Chair of the Division of Regional Services and Support	Donnie Morrison (2024)
Chair of the Division of Ministry Resources	Anne Cameron (2024)
Chair of Nominations Committee	Alicia Cox, OM (2024)
Staff Committee Liaison	Derek Elsworth, OM (2024)
Members at Large	
1. Peter Hardy (2024)	
2. Katie Logan (2025)	
3. Shannon MacLean, OM (2024)	

UCW Representative Debbie Hawkins

Nominations Committee

Chair	Alicia Cox, OM (2024)
Secretary	Tony Orlando (2024)
Members	
1. Angela MacLean, OM (2024)	
2. VACANT	

Division of Finance and Administration

Chair	April Hart, OM (2024)
Secretary	Fay Smith (2024)

Financial Accountability and Investments Committee

Chair	Allan Davis (2025)
Vice Chair	Mac MacLeod (2026)
Secretary	Debbie Davis (2025)
Members	
1. Cindy Penney (2025)	
2. Michael Ball (2024)	

Incorporated Ministries Committee

Chair	Krista Anderson, OM (2026)
Secretary	Dale Skinner, OM (2025)
Members	
1. Kevin Little, OM (2024)	
2. Kathleen MacKay (2026)	

Property Committee

Chair	Wally Chivers (2025)
Secretary	Fay Smith (2024)
Members	
1. Rob McArel (2024)	
2. David LeBlanc, OM (2024)	
3. Jack Logan (2024)	
4. Wayne Cochrane (2025)	
5. Joyce Custance (2027)	

Appendix C - continued**NOMINATIONS** - continued**Archives, Records, and History Committee**

Chair Ross Cameron (2025)

Secretary VACANT

Members

1. Roberta Phillips (2026)
2. Wendy Kean, OM (2026)
3. Shane Doucette (2026)

Division of Regional Services and Support

Chair Donnie Morrison (2024)

Secretary Mike Henderson, OM (2024)

Communications Committee

Chair VACANT

Secretary VACANT

Members

1. Kym Burke, OM (2024)
2. Ron Shaw (2024)
3. ~~Jack Morrison (2024)~~

Faith Formation and Leadership Development

Chair Michael Thompson (2024)

Secretary Sue Reid (2025)

Members

1. Sharon Lohnes, OM (2024)
2. Sue Reid (2025)

Child, Youth, and Young Adult Committee

Chair Paige Fraser

Secretary VACANT

Members

1. James O'Connell (2024)
2. Terry Skidgmore (2024)
3. Ema MacLeod (2027)

Stewardship Committee

Chair Shauna MacDonald (2024)

Secretary VACANT

Members

1. Margaret Ann Dodson (2024)
2. Margie MacIntyre (2024)

Justice, Mission, and Outreach Committee

Co-Chair Sandra Tomsons

Joint Secretary Jim Wicks (FSLDW)

Annual Meeting Planning Committee

Chair Jane McDonald

Secretary Heather Manuel, OM

President of the Region Shauna MacDonald

President-Elect Donna Tourneur, OM

Designated Individuals:

1. Heather Manuel, OM (Local Arrangements)
2. Fay Smith
3. Constance McNamara, OM (2025)
4. Mary Taylor, OM (2026) (worship)
5. April Hart, OM (2026)

Appendix C - continued**NOMINATIONS** - continued**Affirming Ministries Committee**

Chair Shelley Pick, OM
Secretary Mary Jo Harrison, OM
Members

1. Shannon MacLean, OM
2. Mike Henderson, OM
3. Marty Clark-Ettinger, DLM
4. Shelby Ryan
5. Ivan Gregan, OM
6. Katie Logan
7. Max Martin
8. Ian Harrison, OM

Division of Ministry Resources

Chair Anne Cameron (2024)
Secretary Janet Sollows (2024)

Pastoral Relations

Chair Tom Woods, OM (2024)
Secretary VACANT
Members

1. Jennifer Robarts (2024)
2. Sheila Stewart (2024)
3. Sean Boulger (2024)
4. Emily Duggan, OM (2026)

Licensing Committee

Chair Joan Griffin, OM (2024)
Secretary Jim Webber-Cook, OM (2024)
Diaconal Minister VACANT
Designated Lay Minister Dale Crawford, DLM (2024)
Qualified Supervisor Jim Webber-Cook, OM
Members

1. Mary Taylor, OM (2025)
2. Linton Worrell, OM (2026)
3. Betty Ann Watts (2027)

Faith Story Community Covenant Committee

Chair Daniel MacDonald, OM
Secretary VACANT
Members

1. Ian Harrison, OM (2024)
2. Cheryl Sellsted (2025)
3. Bev Dauphinee (2026)
4. Vivian Moores (2026)

Future Directions Committee

Chair Catherine MacDonald, OM
Secretary Kathleen Anderson, OM (2025)

Members

1. ~~Alison Etter, OM~~
2. Mary Thomson (2025)
3. Sean Hancock, OM (2025)
4. Michael Mugford, OM (2026)

Appendix C - continued**NOMINATIONS** - continued**Retiree Support Committee**

Chair Ruth Gamble, DLM (2024)

Secretary Wanalda Parsons (2024)

Members

1. Linda Winton, OM (2024)
2. Glenn MacLean, OM (2024)
3. David Hann, OM (2024)
4. Brenda McCurdy, OM (2025)
5. Stephen Mills, OM (2027)

Other Appointments**Region 15 Representatives to the Staff Support Committee**

1. Derek Elsworth, OM (Liaison to the Executive) (2024)
2. Donna Tourneur, OM (2024)

Representative to Atlantic School of Theology Senate

(3 year term, renew once for 3 years)

1. Susan Gamblin, OM (2026)

Representative to Brunswick Street Mission Board of Directors

(3 year term, renew once for 3 years)

1. Rick Gunn (2026)

Representative to Tatamagouche Centre Society

1. Allan McIntosh

Representative to St. Paul's Family Resources Institute

(3 year term)

1. Ian Reid (2025)

Representatives to Maritime Conference Financial Services

1. Jane McDonald

Appendix D**STAFF SUPPORT COMMITTEE**

March 27, 2024

Tri-Region (Fundy St. Lawrence Dawning Waters (FSLDW), Bermuda-Nova Scotia, First Dawn Eastern Edge

Staff Support Committee Meeting, Eastern Region United Church of Canada (UCC)

Regional Executive FSLDW April 17, 2024

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

The Tri-Regional Staff Support Committee for the Eastern Region of The United Church of Canada met virtually as follows via Zoom platform during the past 3 months.

-March 13, 2024 - Staff Support Committee Zoom meeting with Administrative Support Staff. The purpose of this meeting was provide an opportunity to check-in with administrative staff in the regions and for this committee to hear areas of both joys and challenges.

-March 27, 2024 - Staff Support Committee Zoom meeting with 1 Administrative Support Staff from the Sackville office who was unable to attend the previous meeting.

-TBD - Staff Support Committee Zoom meeting to debrief regarding the information gathered at the above 2 meetings, and provide support/recommendations to Rev. Faith and the Regions as we move forward.

- The committee was briefed by Rev. Faith on the departure of Shari Kaster, Communications and Administrative Support, for Fundy St. Lawrence Dawning Waters and Bermuda-Nova Scotia. An exit interview will be arranged.

At this time, the Tri-regional Staff Support Committee members raise concern for increased administrative staff hours in the recently vacated communications and administrative support position (21hrs./wk.) in the Sackville office. Further discussion/debriefing on this matter is pending.

Respectfully prepared and submitted,

*Martha Vickers
Region FSLDW Reporting Member
Tri-Region Staff Support Committee
United Church of Canada*

Appendix E**UNITED CHURCH WOMEN****UNITED CHURCH WOMEN****Report to Fundy St. Lawrence Dawning Waters & Bermuda-NS Regional Councils-April 2024**

On behalf of the Maritime United Church Women, we would like to thank Regional Councils for their continued support of the Maritime United Church Woman (MUCW). Since last submitting a report to the Regional Councils in January the Maritime UCW Executive held our regular quarterly meeting on February 12th and two Annual Planning Committee meetings January 15th, February 27th with one planned for April 18th. All meetings were held over zoom.

The 2023 statistical forms that were sent out in December and January are slowly trickling in. If your Community of Faith's UCW has not completed theirs, please encourage them to send it in asap. Our Regional UCW Statistics are due into the National UCW the end of June. In efforts to streamline the process, we are asking that both statistics and annual dues of \$4 each member (\$3 going to Maritime and \$1 to National) be mailed directly to our secretary Ruth Kennedy. For those UCW women who no longer have an active UCW unit, individual membership is available through our secretary.

Maritime UCW February/March newsletter has been published and was circulated online and those with subscription would have been received by mail. It will be available on the UCW page on the regional websites. Keeping in Touch, the National UCW Newsletter issue 9 – January 2024 is now posted National UCW website.

Fundraising for our National United Church Women Five Year Project to the **Healing Fund** – continues with \$28,383.77 being donated up to January 31st, 2024.

A great deal of our focus this spring has been the planning of our annual meeting which will take place at St. James United Church in Antigonish, NS from April 26th to 28th. Registration forms have been circulated via email and are available on the regional websites under Ministries – United Church Women as well as in our February newsletter. Rev. Janice MacLean from Prayer Bench ministries will help us explore our theme “**PASS ON BEAUTY” Spiritual Practices for These Times** and we are so pleased to welcome guests from our Regional Councils, our Executive Minister, Rev. Faith March-MacCuish, President Elect of Fundy St. Lawrence Dawning Waters (FSLDW), Rev. Sue LeMaistre and President Elect of Bermuda-NS, Rev. Donna Tourneur. The Annual meeting is open to all UCW, and we do hope to have good representation from throughout the two regions. As the two-year term of our current co-presidents come to an end, we remain hopeful that we will be able to find the leadership needed to continue the work of the Maritime UCW Executive.

Our UCW Representatives will once again be attending the Annual meetings of the Regional Councils and will have a display table with UCW Resources available.

The next Maritime UCW Executive meeting is scheduled for June 10th, 2024, in Moncton. Our executive is actively seeking a UCW Representative from within the Bermuda-NS region to replace Debbie Hawkins.

Respectfully submitted,

Elaine Burrows, MUCW Representative, FSLDW Regional Council
Debbie Hawkins, MUCW Representative, Bermuda-NS Regional Council