



**ANTLER RIVER WATERSHED REGIONAL COUNCIL
OF THE UNITED CHURCH OF CANADA**
Holding and Encouraging Communities of Faith

November 2, 2019

ARW Regional Council Gathering

WORKBOOK

“Being Present”

BEING PRESENT

John 1:14 (The Message)

“The Word became flesh and blood, and moved into the neighbourhood.”

My hope is we might hold this as our Theme as we manoeuvre new opportunities to be the Church in a new way.

We have much to offer as we find new places and ways to say YES to God.

A handwritten signature in black ink that reads "Joyce Payne". The signature is written in a cursive style with a large, looping initial "J".

Joyce

AGENDA

Antler River Watershed Regional Council – November 2, 2019
W.I.S.H. Centre, Chatham

For Action

Theme: *Simple Gifts*
Gift of Worship, Gift of Work, Gift of Abundance, Gift of Being Church

Schedule for day	Time
Arrival	9:30 a.m.
<i>Gift of Worship</i>	
Call to order	10 a.m.
Opening worship with communion	
<i>Gift of Work</i>	
Community building – ARW Jeopardy	11:15 a.m.
Procedural motions	11:30-11:45 a.m.
GC Commissioners – process for election	11:45 a.m.
Regional Council Commissions overview	Noon-12:15 p.m.
Lunch	12:15-1 p.m.
<i>Gift of Abundance</i>	
1. Financial Matters 2. Budget 2020	1-1:30 p.m. 1:30-2 p.m.
<i>Gift of Being Church</i>	
Affirming Network	2:05-2:20 p.m.
Covenant with Communities of Faith update	2:20-2:45 p.m.
Closing music/prayer	2:45-3 p.m.

ARW Priorities

Pastoral Relations, Social Justice & Outreach – living out our Affirm mandate, Communities of Faith Support including Indigenous Communities of Faith, Camps/Youth, Communications, Living into Right Relations

Proposals are formatted in accord with the General Council practice to familiarize the regional council with this style.

For Action Proposal #1 Consent Docket

MOVED / SECONDED that Antler River Watershed Regional Council:

- 1) Adopt the agenda as circulated and authorize the Business and Agenda Committee to make any changes as necessary;
- 2) Appoint Brad Morrison as Parliamentarian;
- 3) Name President Joyce Payne, Parliamentarian Brad Morrison, and Executive Minister, Cheryl-Ann Stadelbauer-Sampa as the Business Committee;
- 4) Set the bounds of the meeting as the gym of the W.I.S.H. Centre, 177 King Street East, Chatham;
- 5) Make all guests corresponding members;
- 6) Accept the registration as the roll of this meeting;
- 7) Elect Brenda MacMain, minister of St. Clair United Church, as the Indigenous representative to the Executive;
- 8) Confirm the following appointments made by the Executive to provide the Commissions with sufficient members to manage their work:

For Action

Proposal #2 Election of General Council Commissioners

What is the issue?

The regional council will elect 13 Commissioners to attend the 44th General Council July 21-25, 2021 in Calgary, Alberta. The regional council President who is elected in 2020 and installed in 2021 will also attend. The regional council needs to determine the process by which it will do this.

The process for calculating the number of Commissioners for each regional council is set out in *The Manual, Section D 1.1*. The base used to calculate the number of Commissioners for each regional council included:

- 1) Number of pastoral charges including Indigenous ministries
- 2) Number of camps.

Section D. 1.1. e) iii) is titled Diversity and reads "Attention is given to diversity of gender and age, racial and cultural identities and sexual orientations as provided in policies set by the General Council".

Section D. 1.1. e) iv) notes that "the election takes place, where possible, at least one year before the next in-person meeting of the General Council". The General Council follows a three-step process: Listening/Learning / Discussion / Decision-Making.

It is anticipated that the listening/learning sessions will happen online prior to the General Council. Commissioners will need to come prepared to discuss and make decisions.

Why is this issue important?

The work of the General Council helps shape the denomination and has an impact on many elements of life as the church, ecumenical and inter-faith relationships, and the United Church's presence in the world.

If the process to do this is determined at the November meeting of the regional council, the May 29-31, 2020 meeting in Port Elgin can move quickly into the election process.

How might the regional council respond to the issue?

The regional council might adopt the following process being recommended by its Executive:

- A) Have an initial round of voting to elect the following:
 - 1) Two Indigenous Commissioners
The process to secure nominations for these positions to be determined in consultation with Indigenous ministries.
 - 2) One Youth Commissioner (Under 19 years)
 - 3) One Young Adult Commissioner (19-30 years)
 - 4) One Commissioner who identifies as racialized or deaf.
- B) Have a second round of voting to elect the balance of Commissioners. Any positions not filled in the first round will be filled by the second. Any nominees not elected in the first round will be on the ballot for the second round.

For Action

Proposal #3 Financial Matters: Management of Restricted Gifts

What is the issue?

The regional council is the beneficiary of funds from certain of the Presbyteries and the Conference that preceded it. The designated use of these funds is a matter for the regional council to determine.

Why is this issue important?

Antler River Watershed has received the following designated funds which are to be administered by the regional council for the purpose identified by the donor.

Some of these funds have a specific plan of operation:

Oxford Legacy Fund: approximate value \$60,000.

To be administered over the next 3 years as per guidelines adopted by Oxford Presbytery.

Four (4) people from Oxford to administer the fund:

- a) to promote the work of clusters and networks among Oxford United Churches; and
- b) to provide support for ministry candidates connected to Oxford United Churches

Other funds have an intended outcome:

Kent Presbytery

Equipment Reserve	\$4,323.35
Youth Ministry Reserve	\$9,160.65
Lay Minister Reserve	\$ 275.98
Seed Fund Reserve	\$7,015.61

Middlesex Presbytery

\$48,669.55 Middlesex Presbytery Resource Centre
to support resource centre and camping ministries

London Conference

Fairfield Museum	\$23,827.
Malahide Youth Fund	\$24,906.
Westminister Institute	\$22,451.

How might the regional council respond to the issue?

In order to establish a consistent practice across the regional council, the regional council might direct the Executive:

- 1) To consolidate funds from separate donors intended to fulfill the same purpose;
- 2) To determine how to administer the funds entrusted if a plan for administration was not included to honour the stated purpose of the fund and to benefit the entire regional council;
- 3) When in place, to publish the terms for each fund and the fund application process on the regional council website.

For Action Proposal #4 Financial Matters: Unrestricted Funds

What is the issue?

The regional council is the beneficiary of funds from certain of the Presbyteries and London Conference that preceded it. These funds are unrestricted and can be used as the regional council determines.

Please note some figures are approximate to cover outstanding costs or potential interest income.

Essex Presbytery	\$ 85,000.
Kent Presbytery	approximately \$ 20,000.
Middlesex Presbytery	\$ 55,315.45
Oxford Presbytery	approximately \$ 60,000.
London Conference	approximately \$190,000.
<i>Approximate Amount Available:</i>	<i>\$430,000.</i>

The Executive of the former London Conference set aside funds to cover the closing costs of Conference and to deal with an outstanding situation. Antler River Watershed Regional Council has been entrusted with the administration of these funds pending resolution at which time any unspent balance will be distributed as a remaining asset of London Conference (75% to Antler River Watershed Regional Council; 18% to Western Ontario Waterways Regional Council; and 7% to Canadian Shield Regional Council).

Why is this issue important?

The regional council has the following sources of income:

- 1) Assessment Grant: \$325,000 for use of regional council plus \$67,000 subsidy for salaries of Executive Minister and Executive Assistant.
For governance and shared services
- 2) Mission and Service \$289,000
For mission and ministry

The grant amounts were guaranteed for 2019 and 2020. It is reasonable to assume they will decline thereafter.

- 3) Investment Income;
- 4) Regional council share of the property of disbanding congregation.

Neither of these amounts is predictable and the latter is income resulting from the loss of a community of faith which is also a loss for the regional council.

It is still early days of being a regional council with less than one year of financial data. Consequently the Executive is recommending taking only preliminary financial steps to respond to gaps already identified that cannot be met through the operating budget of the region or other financial resources such as extension councils or new ministry funding through The United Church of Canada Foundation.

For Action Proposal #4 Financial Matters: Unrestricted Funds (continued)

How might the regional council respond to the issue?

The regional council might adopt the following recommendations of the Executive:

- 1) To establish an operational reserve of \$200,000.
- 2) To draw \$35,000 from the unrestricted reserve in 2020 to:
 - a) Provide each Commission with a budget of up to \$20,000 per year to offer events or to engage in programs of its choosing;
 - b) Provide \$5,000 to cover any honoraria offered to Officers of the regional council.
- 3) To cover the costs associated with any emerging situation, such as an investigation or review, from the reserve;
- 4) To set aside up to \$30,000 for 2020 as an investment in leaders fund with the terms to be established by the Executive so that the funds can be available to support lay members and ministry personnel to participate in learning opportunities and to provide for leadership development and for skill development.

For Action Proposal #5 Financial Matters: Operating Budget

What is the issue?

The format of financial reporting and the proper assigning of items is now being finalized.

Why is this issue important?

The Transition Commission was responsible for the initial budget of the regional council. In order to maximize the availability of specialized staff, it committed to work in partnership with Horseshoe Falls Regional Council and Western Ontario Waterways Regional Council to share staff for a period of three years at which point the arrangement will be evaluated.

Staff Position	Funded by	Budget Line
Executive Minister	Assessment	Regional Operations
Executive Assistant	Assessment	Regional Operations
Minister, Congregational Support and Mission	Assessment	Supporting C of F
Minister, Right Relations and Indigenous Justice	Mission and Service (M&S)	Supporting C of F 50% Living into Right Relations 50%
Minister, Pastoral Relations	Assessment	Pastoral Relations
Minister, Pastoral Support	Assessment	Pastoral Relations
Administrative Assistant: Communications & Records	Assessment	Pastoral Relations 50% Communication 50%
Minister, Social Justice	M&S	Social Justice and Outreach
Administrative Assistant: Mission & Hospitality	M&S	Social Justice and Outreach 50% Camps and Youth 50%
Minister, Faith Formation	M&S	Camps and Youth

The Transition Commission decided also decided to accept the General Council's offer to work in partnership with the regional council for financial administration. This gives the regional council the benefit of highly skilled accounting expertise from people experienced in church and charity reporting.

This expertise has also for the preparation of a narrative budget according to the priorities of the regional council (see earlier). The Mission Support Grants were also considered according to priorities. The priorities became the budget headings:

Priority	Ministry Undertaken
Regional Operations	The work of being a regional council including meetings, Archives, oversight of corporations.
Supporting Communities of Faith (including Indigenous Communities of Faith)	Supporting congregations in the articulation of mission and ministry and through changes in their life cycle.
Pastoral Relations	The formation and care of pastoral relationships and tending to the well-being of ministry personnel.
Communication	Contact with the regional council.
Social Justice and Outreach	Equipping congregations to engage in this work and supporting outreach ministries.
Camps and Youth	Continuing support for the strong youth ministry network and camps.
Living into Right Relations	Living into the Calls to Action of the Truth and Reconciliation Commission and the Calls to the Church of the Caretakers of Our Indigenous Circle.
Building Expenses	Operation of the office space.

For Action Proposal #5 Financial Matters: Operating Budget (continued)

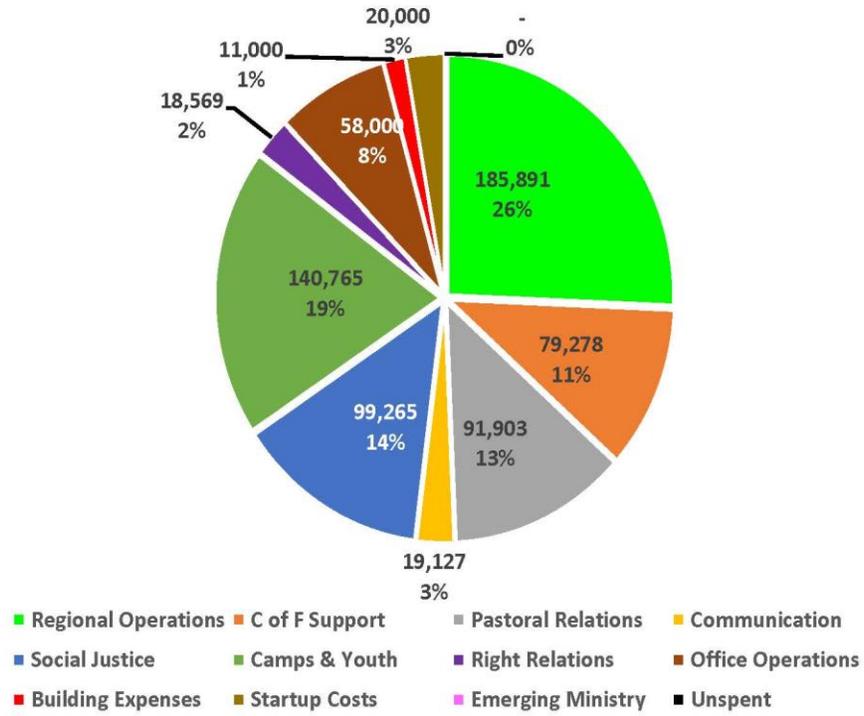
The 2019 budget was based on costs available from 2017-2018 and estimates of expenses. The 2020 budget is based on actual salary figures as anticipated and reflects the costs incurred this year with an increase of 3%.

How might the regional council respond to the issue?

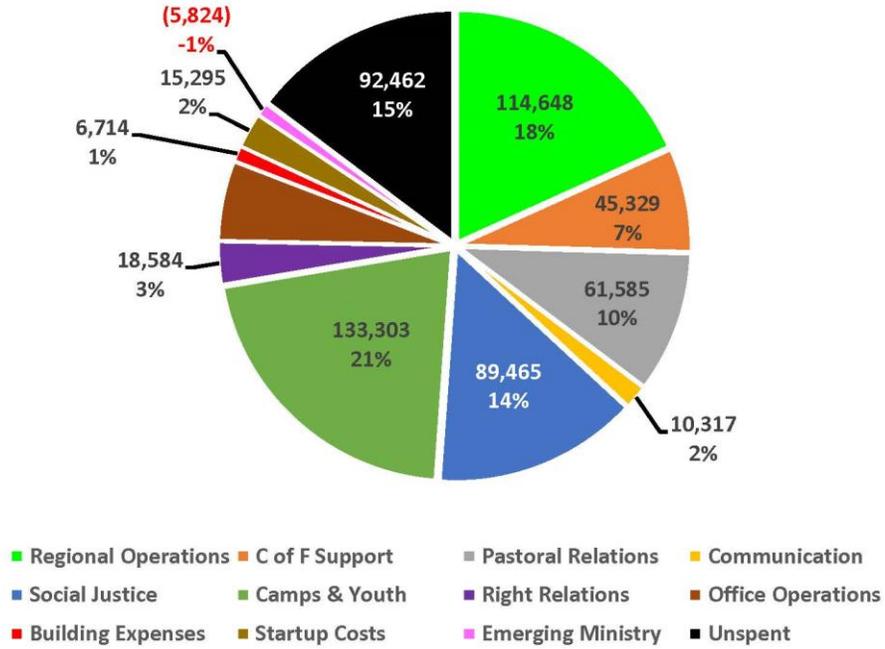
The regional council might:

- 1) Receive the 2019 Operating Statement as at September 30, 2019 for information;
- 2) Adopt the 2020 Operating Budget;
- 3) Appoint the General Council auditors, PWC, to perform the 2019 audit of Antler River Watershed Regional Council.

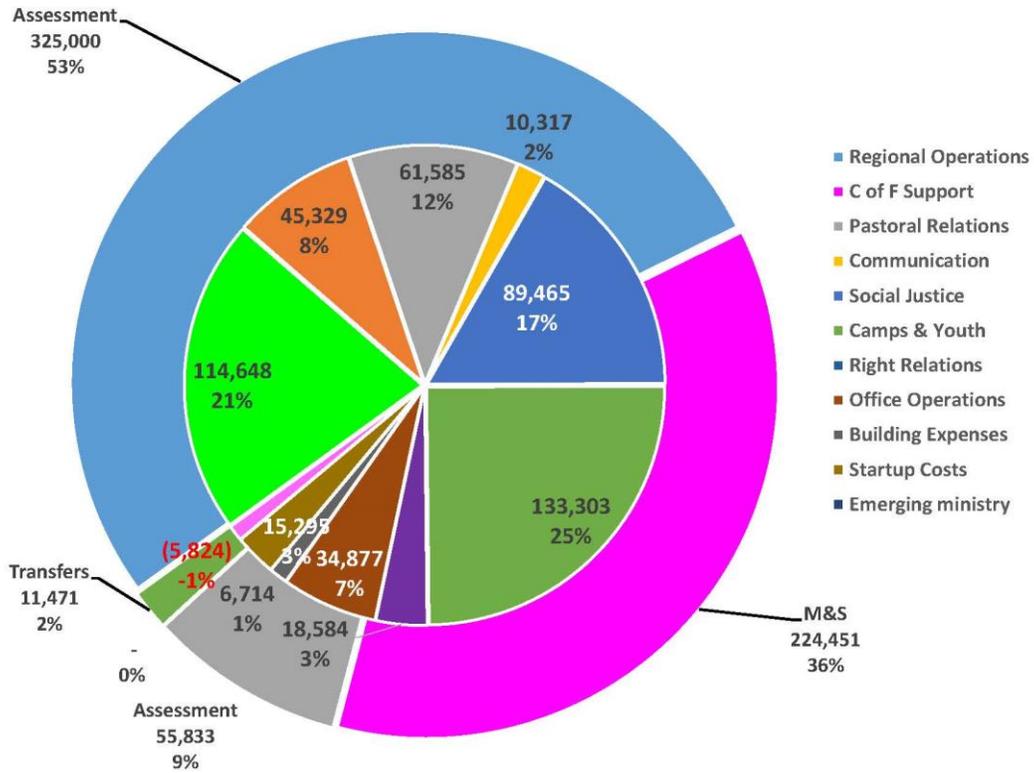
2019 Budgeted Expenses
(Total Spend - \$723,798)



Actual Expenses by Budget Category



Actual Revenue and Expenses as at October 31, 2019



Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
 for the 10 months ended October 31, 2019

2019 BUDGET vs ACTUAL RESULTS (1)

	2019	2019	2019	2020	2019 M&S	2019 M&S	2019 M&S	2020 M&S	2019	2019	2019	2020 Other	2019 Total	2019 Total	2019 Total	2020
	Assesmt	Assesmt	Assesmt	Assesmt	2019 M&S	2019 M&S	2019 M&S	2020 M&S	Other	Other	Other	2020 Other	2019 Total	2019 Total	2019 Total	Budget (21)
	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)
INCOME																
EM/EA	67,000	55,833	11,167	67,000		-	-			-	-		67,000	55,833	11,167	67,000
Assess.	325,000	325,000	-	325,000		-	-			-	-		325,000	325,000	-	325,000
M&S					289,000	224,451	64,549	289,000					289,000	224,451	64,549	289,000
Other									20,000		20,000 (11)	20,600 (12)	20,000		20,000	20,600 (12)
Investment																
Transfers									33,000	11,471	21,529		61,666	33,000	11,471	21,529
TOTAL	392,000	380,833	11,167	392,000	289,000	224,451	64,549	289,000	53,000	11,471	41,529	82,266	734,000	616,754	117,246	763,266
MINISTRIES																
Regional Operations																
Staff	67,000	55,957	11,043 (3)	66,613 (22)		-	-			-	-		67,000	55,957	11,043	66,613
Con Ed	725	-	725	725		-	-			-	-		725	-	725	725
Travel	6,666	4,009	2,657	6,666		-	-			-	-		6,666	4,009	2,657	6,666
Staff Support	1,000	497	503	1,000		-	-			-	-		1,000	497	503	1,000
RC Meetings	40,000	44,766	(4,766) (4)	40,000		-	-			-	-		40,000	44,766	(4,766)	40,000
Commiss/Exec	5,000	3,166	1,834	7,500		-	-			-	-	10,000 (24)	5,000	3,166	1,834	17,500
Executive Expenses						-	-			-	-	5,000 (25)				5,000
Archives	20,000	-	20,000 (11)	20,600 (12)		-	-		20,000		20,000 (11)	20,600 (12)	40,000	-	40,000	41,200 (12)
Corps.	5,500	6,250	(750) (15)	5,500		-	-						5,500	6,250	(750)	5,500
Legal	10,000	4	9,996	10,000		-	-						10,000	4	9,996	10,000
Learning opportunity						-	-						30,000			30,000
Honoraria						-	-						5,000			5,000
Prof. Fees				6,000		-	-		10,000		10,000		10,000		10,000	6,000
Total	155,891	114,648	41,243	164,604	-	-	-	-	30,000	-	30,000	70,600	185,891	114,648	71,243	235,204
Supporting C of F, including Indigenous Comm.																
Staff	50,000	25,698	24,302 (1)	57,431 (22)	16,667	15,223	1,444 (1)	17,167 (22)					66,667	40,922	25,745	74,598
Con Ed	708	-	708	729	236	180	56	243					944	180	764	972
Travel	5,000	1,419	3,581	5,000	1,667	373	1,294	1,667					6,667	1,792	4,875	6,667
Cov't Comm	5,000	1,910	3,090	5,000		-	-						5,000	1,910	3,090	5,000
Comission events						-	-					3,333				3,333
Other						525	(525) (9)							525	(525)	
Total	60,708	29,027	31,681	68,160	18,570	16,301	2,269	19,077	-	-	-	3,333	79,278	45,329	33,949	90,570

Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
 for the 10 months ended October 31, 2019

2019 BUDGET vs ACTUAL RESULTS (1)

	2019	2019	2019	2020	2019 M&S	2019 M&S	2019 M&S	2020 M&S	2019	2019	2019	2020 Other	2019 Total	2019 Total	2020		
	Assesmt	Assesmt	Assesmt	Assesmt	Budget (21)	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)
Pastoral Relations																	
Staff	79,166	60,798	18,368 (3)	73,057 (22)		-	-	-		-	-	-		79,166	60,798	18,368	73,057
Con Ed	1,071	-	1,071	1,103		-	-	-		-	-	-		1,071	-	1,071	1,103
Travel	6,666	187	6,479	6,666		-	-	-		-	-	-		6,666	187	6,479	6,666
HR Comm	5,000	-	5,000	5,000		-	-	-		-	-	-		5,000	-	5,000	5,000
Commission events	-	-	-	-		-	-	-		-	-	-	3,333	-	-	-	3,333
Emergency Fund	-	-	-	1,000		-	-	-		-	-	-		-	-	-	1,000
Other	-	600	(600) (10)	-		-	-	-		-	-	-		-	600	(600)	-
Total	91,903	61,585	30,318	86,826		-	-	-		-	-	-	3,333	91,903	61,585	30,318	90,159
Communication																	
Staff	12,500	10,317	2,183 (3)	12,290 (22)		-	-	-		-	-	-		12,500	10,317	2,183	12,290
Con Ed	127	-	127	131		-	-	-		-	-	-		127	-	127	131
M&S Grant GRESR	-	-	-	6,500		6,500	-	6,500		10,000	-	-		6,500	-	6,500	10,000
Other	-	-	-	-		-	-	-		-	-	-		-	-	-	-
Total	12,627	10,317	2,310	12,421		6,500	-	6,500		10,000	-	-	-	19,127	10,317	8,810	22,421
Social Justice and Outreach																	
Staff		-	-	45,833	28,465	17,368 (3)	42,226 (22)			-	-	-		45,833	28,465	17,368	42,226
Con Ed		-	-	599	-	599	617			-	-	-		599	-	599	617
Travel		-	-	3,333	-	3,333	3,333			-	-	-		3,333	-	3,333	3,333
Mission & Disc. Comm	2,500	-	2,500	-	-	-	-			-	-	-		2,500	-	2,500	-
Commission events		-	-	-	-	-	-			-	-	-	3,333	-	-	-	3,333
M&S Outreach Min.		-	-	47,000	61,000	(14,000) (15)	58,000			-	-	-		47,000	61,000	(14,000)	58,000
All Other M&S Grants		-	-	-	-	-	-			-	-	-		-	-	-	-
Total	2,500	-	2,500	-	96,765	89,465	7,300	104,176		-	-	-	3,333	99,265	89,465	9,800	107,509

Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
 for the 10 months ended October 31, 2019

2019 BUDGET vs ACTUAL RESULTS (1)

	2019			2020			2019			2020			2019			2020		
	Assesmt BDGT	Assesmt ACTL	Assesmt DIFF	Assesmt Budget (21)	2019 M&S BDGT	2019 M&S ACTL	2019 M&S DIFF	2020 M&S Budget (21)	Other BDGT	Other ACTL	Other DIFF	2020 Other Budget (21)	2019 Total BDGT	2019 Total ACTL	2019 Total DIFF	2020 Total Budget (21)	2020 Total ACTL	2020 Total DIFF
Camps and Youth																		
Staff		-	-		45,833	35,024	10,809 (3)	42,895 (22)		-	-		45,833	35,024	10,809	42,895		
Con Ed		-	-		599	107	492	617		-	-		599	107	492	617		
Travel		-	-		3,333	2,275	1,058	3,333		-	-		3,333	2,275	1,058	3,333		
Mission & Disc. Comm	2,500	-	2,500		-	-	-	-		-	-		2,500	-	2,500	-		
Commission events		-	-		-	-	-	-		-	-	3,333	-	-	-	3,333		
Youth Forum		-	-		3,000	13,397	(10,397) (14)	3,000	3,000	-	3,000		6,000	13,397	(7,397)	3,000		
M&S Camps		-	-		75,000	75,000	-	52,500		-	-		75,000	75,000	-	52,500		
M&S Chaplaincy		-	-		7,500	7,500	-	-		-	-		7,500	7,500	-	-		
Total	2,500	-	2,500	-	135,265	133,303	1,962	102,345	3,000	-	3,000	3,333	140,765	133,303	7,462	62,783		
Living into Right Relations																		
Staff		-	-		16,666	15,223	1,443 (3)	18,475 (22)		-	-		16,666	15,223	1,443	18,475		
Con Ed		-	-		236	-	236	243		-	-		236	-	236	243		
Travel		-	-		1,667	1,361	306	1,667		-	-		1,667	1,361	306	1,667		
Commission events		-	-		-	-	-	-		-	-	3,333	-	-	-	3,333		
Grants		-	-		-	-	-	-		2,000	(2,000) (2)		-	2,000	(2,000)	-		
Total	-	-	-	-	18,569	16,584	1,985	20,385	-	2,000	(2,000)	3,333	18,569	18,584	(15)	23,718		
Emerging Ministry																		
Kids Across the Regions		-	-		-	-	-	-		(5,824)	5,824 (6)		-	(5,824)	5,824	-		
Total	-	-	-	-	-	-	-	-	-	(5,824)	5,824	-	-	(5,824)	5,824	-		
Office Operations	58,000	34,877	23,123	59,740								58,000	34,877	23,123	59,740			
Building Expenses	11,000	6,714	4,286 (5)	11,330								11,000	6,714	4,286	11,330			
Start Up Costs	-	-	-	-					20,000	15,295	4,705 (7)	20,000	15,295	4,705	-			
TOTAL MINISTRY EXPENSES	395,129	257,168	137,961	403,081	275,669	255,654	20,015	255,983	53,000	11,471	41,529	87,265	723,798	524,292	199,506	703,434		
Surplus (deficit)	(3,129)	123,665	(126,794)	(11,081)	13,331	(38,477)	44,534	33,017	-	-	-	(4,999)	10,202	92,462	(82,260)	59,832		

S:\FIN Public\Financial Analysts\2019 Reports\Regions\REMs\Cheryl Ann Stadelbauer Sampa\Meetings\ARWRC Nov 2 2019\Sent to REM and Treasurer\ARW Narrative Budget as at Oct 31 2019 prepd Oct 30 2019 by Bob Savaria Report

Antler River Watershed Regional Council

Holding and Encouraging Communities of Faith
for the 10 months ended October 31, 2019

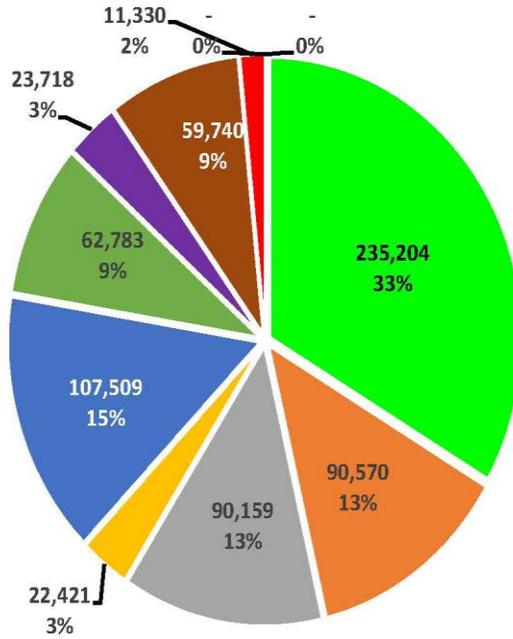
2019 BUDGET vs ACTUAL RESULTS (1)

	2019	2019	2019	2020	2019 M&S	2019 M&S	2019 M&S	2020 M&S	2019	2019	2019	2020 Other	2019 Total	2019	2020
	Assesmt	Assesmt	Assesmt	Assesmt	2019 M&S	2019 M&S	2019 M&S	2020 M&S	Other	Other	Other	2020 Other	2019 Total	2019 Total	2020
	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	DIFF	Budget (21)	BDGT	ACTL	Budget (21)
Trust Fund Activity (13)															
Fairfield Museum	-	-	-	-	-	-	-	-	-	(9,413)	9,413 (16)	-	-	(9,413)	9,413
Westminster Weekend Fund	-	-	-	-	-	-	-	-	-	(22)	22 (17)	-	-	(22)	22
General Fund	-	-	-	-	-	-	-	-	-	4,282	(4,282) (8)	-	-	4,282	(4,282)
Total Trust Fund Activity	-	-	-	-	-	-	-	-	-	(5,153)	5,153	-	-	(5,153)	5,153
Balance Sheet Items															
Capitalized Building Costs	-	5,032	(5,032) (5)	-	-	-	-	-	-	-	-	-	-	5,032	(5,032)
Total Balance Sheet Items	-	5,032	(5,032)	-	-	-	-	-	-	-	-	-	-	5,032	(5,032)

Legend:

- (1) The allocation of actual costs to the various budget line items has been partially verified by the regional leadership team
- (2) Grant to Nations Uniting
- (3) The staff costs allocation was based on initial budget
- (4) Most of the significant spring RC meeting costs have been distributed to each participating region, but have yet to be equalized
- (5) An estimate of capitalizable expenses was made and removed from this budget line - \$5,032
- (6) Registration fees exceeded costs
- (7) Includes 2 invoices from Credence Consulting totaling \$2,487
- (8) This cost includes an audit fee invoice for Kent Presbytery which will be accounted for as a reduction of presbytery contributions to the region.
- (9) Taxable bursary grants for education
- (10) Emergency medical funding
- (11) 2019 Archive expenses are expected to be \$36,098.50 of which the Ontario Archives Fund will fund half as a grant of \$18,049.25
- (12) Archival expenses are being funded (50%) from the Ontario Archive Fund maintained at the General Council Office
- (13) These items will be excluded from annual operating results as they are funded by Trust Funds
- (14) Includes accommodation at Pearce Williams Christian Centre - \$9,935
- (15) This item was under-budgeted given the available information at the time of the budgeting process
- (16) This balance includes donations (\$850), contributions (\$14,990) and expenses of \$6,427
- (17) This balance includes revenue (\$14,163) and expenses of \$14,141
- (21) Inflation was taken to be 3%
- (22) Increased by COLA at 2% for 2020 budget
- (23) 2020 grant determination has yet to take place
- (24) Discretionary disbursements to be issued as required from unrestricted funds.

2020 Initial Budgeted Expenses
(Total Spend - \$703,434)



- Regional Operations ■ C of F Support ■ Pastoral Relations ■ Communication
- Social Justice ■ Camps & Youth ■ Right Relations ■ Office Operations
- Building Expenses ■ Startup Costs ■ Emerging Ministry ■ Unspent

Antler River Watershed Regional Council
Covenant of Mutual Agreement
between
Regional Council and Communities of Faith

Background:

With the creation of the new structure for The United Church of Canada in 2019, it was decided that the relationship between communities of faith and the regional council would be based on a covenant agreement. By covenanting together, communities of faith and regional council promise to fulfill their mutual responsibilities for the life and mission of both the community of faith and the regional council. It is by covenanting together that the regional council will recognize new communities of faith, including those formed through amalgamation. (*Manual 2019 5.3.1, 6.3.1 B1.3 C2.1*)

The regional council has created a template for their covenant with each community of faith in the region. It includes the commitments that will support their ongoing relationship, and the life and mission of each community of faith and the regional council. It also invites each community of faith to add symbols to personalize the covenant and express their commitment. A covenanting service will be arranged with each community of faith to celebrate these promises.

Instructions:

1. The governing body of a community faith reviews the template for the Covenant of Mutual Agreement.
2. The governing body, in consultation with the congregation, selects symbols that represent their commitment to the covenant.
3. The governing body adds this information to the template, along with the name of the community of faith where indicated to complete the document.
4. The governing body will notify the Minister, Congregational Support and Mission when they are ready to participate in a covenanting service. A mutually agreeable date will be set based on availability of a Covenant Commission representative. This may be done on the same day as a covenanting service with new ministry personnel.
5. The community of faith, their regional council representatives, and a representative from the covenant commission will participate in the covenanting service.
6. A copy of the covenant will be kept by both the regional council and the community of faith as a reminder of their commitment and promises.
7. From time to time the covenant may be reviewed and updated.

For Information

**A Covenant of Mutual Commitment, Accountability and Support
Between
_____ (name of the community of faith)
And
Antler River Watershed Regional Council**

Preamble

The communities of faith and Regional Council of Antler River Watershed share ministry in mutual respect as part of The United Church of Canada. Together we celebrate God’s presence, seek justice, and love and serve others. A covenantal relationship, intentionally and willingly entered into by a community of faith with the Regional Council, is an important symbol of our commitment to one another.

“Covenant” is a term with deep roots in the Christian tradition. In scripture it is frequently used to describe a relationship. For example the covenant at Sinai joined God and the people together in an expression of gratitude and mutual commitment with the Ten Commandments serving as the foundation for their relationship with God and one another. In Jesus, we are given a “new covenant” to love one another as we are loved by Christ. And in our personal relationships, marriage is a covenant that draws two people together into a partnership based on love, mutual respect and promises to care for one another.

This covenant between _____ and Antler River Watershed, is an expression of our gratitude and commitment to one another, promises to share the ministry entrusted to us as members of The United Church of Canada, and our gratitude for the gifts we have been given by God for this work.

Regional Council

Antler River Watershed Regional Council covenants to fulfill the responsibilities of a regional council as outlined in *The Manual* of The United Church of Canada and its accompanying handbooks with a commitment to holding and encouraging communities of faith. In keeping with this commitment, the regional council will

- make decisions concerning communities of faith with, not for, the community of faith
- offer staff resources to assist communities of faith in strengthening their understanding of themselves and to equip them to be partners in God’s mission;
- ensure that sources of funds are widely known throughout the regional council;
- serve as a connection with mission partners in other denominations and faiths for mission projects on a regional, national, or international level;
- encourage the development and ongoing activities of local clusters of communities of faith and of networks that lift up different aspects of the life of The United Church;
- enable access to specialized technical and professional services from the staff of the denominational council if such services are beyond the knowledge of the regional council staff;

Community of Faith

_____ (name of community of faith) covenants to fulfill the responsibilities of a community of faith as outlined in *The Manual* of The United Church of Canada and its accompanying handbooks.

_____ (name of community of faith) will

- review and update their Living Faith Story and assess their ministry annually;
- respect and follow the policies set out by the regional council;

For Information Covenant (continued)

- recognize that all property (real and personal) is held in trust for the ministry of The United Church of Canada and to act accordingly in partnership with the regional council according to the Model Trust Deed;
- Participate in the work of Antler River Watershed Region by electing representatives to the Region, sharing information about the Region with their community, and supporting the Region with prayer and engagement with Regional ministries.

Symbols

Just as the bread and cup, or a wedding ring, are familiar symbols of covenant, our relationship is also represented with tangible symbols of our promises to one another.

The following symbols represent the spirit with which the regional council enters this covenant:

- The Stole:** to mark our shared worship life
- Basin and Towel:** to serve in practical ways with respect, compassion and love.
- Loaf and Cup:** to remember our unity as the church, the body of Christ.
- The Bible:** to ground our relationship and ministries in scripture and the teachings of Jesus

_____ (CoF) names these symbols that represent the spirit with which they enter this relationship:

- *Name symbol and what it represents*
-
-

Care for the Covenantal Relationship

Both _____ (*name of community of faith*) and Antler River Watershed Regional Council commit to working together in positive ways. We commit to a code of conduct that is uplifting and supportive and all take responsibility to stand against bullying and harassment.

We all recognize that there may be times when through misunderstanding, inattention, or poor judgement we may cause harm to the covenant between us. In such moments, we commit to drawing closer even when tempted to create distance and to seeking ways to restore our relationship drawing on whatever resources might help with that until we reach agreement on the way forward. And remembering that at all times we are held together in the love and grace of God.

Dated at {insert place and date}

_____ On behalf of (name of community of faith)

Dated at {insert place and date}

_____ On behalf of Antler River Watershed Regional Council