

Antler River Watershed Regional Council

Thursday, October 29 – Sunday, November 1, 2020
Fall 2020 Meeting Workbook

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Section One: Reports

President's Message

I started to wear eyeglasses when I was in grade 3. Bearing the brunt of many cruel jokes, I longed for that “perfect” 20/20 vision. Perfect eyesight never materialized for me, but I have been so ever grateful for expert eyecare and the science of corrective lenses.

The descriptive 20/20 vision has not only related to sight but has also been used to articulate strategy processes. Along with strategy comes the expressing of hopes and dreams. In organizational structures, hopes and dreams transform themselves into goals.

During the transformation of our conferences into regional councils, part of our work was to discern what our values and guiding principles might be. For Antler River Watershed Regional Council, we reached consensus on the following guiding principles/values:

- Love unconditionally
- Seek reconciliation
- Risk courageously

Well, here we are in the year 2020. Not a year of clear vision by any means. Not a year for strategy process accomplishments either, at least not altogether.

The introduction of the COVID-19 virus has caused our world to slow down, albeit, not in itself a bad thing. Our agendas and plans are suffering upheaval. And that has not all been bad either. The tragedy of loss of life and severe emotional distress remains challenges for all of us to hold in prayer.

In this disruptive time, many folks have found moments to reflect – to realize and recognize what and who is really important in life.

Even though being in person is not possible, nor advisable for health protection, ingenuity and technology have afforded opportunity for us to stay virtually connected.

When I chose the theme “**Be Present**”, based on John 1: 1-2,14a, I of course had no 20/20 vision of what was to come.

We read these words in John:

V1, 2 The Word was first, the Word present to God, God present to the world.

The Word was God, in readiness for God from day one.

V14a The Word became flesh and blood, and moved into the neighbourhood. (*The Message*)

What I do observe, however, is that this earth-shaking event has forced us in the church to re-evaluate how our ministries interact and might continue to interact with our communities. For decades, we have said the church is not the building, but lives outside our walls in our communities. COVID-19 has forced us in many ways to come to grips with this reality.

Virtual ministries are reaching so many folks outside our “membership roles”. Connections are being made with so many who are interested and reaching out for the gospel message, but who also are not about to “join” a community of faith. Virtual connection gives folks a safe place to commune with the Spirit.

New importance comes to the question of “how are we and need to continue to be in relationship with each other?” How will we find innovative ways of sharing the Gospel message?

I feel a holistic avenue of moving forward is through collaboration where the following initiatives become leading actions:

- Ensuring ALL voices are invited to the conversation;
- Ensuring a process of listening to each other;
- A desire to share our resources with each other;
- A commitment to come together to offer a message of love, hope and compassion

2020 is the year to banish the seven most deadly words from our church (if we have not already).

“We haven’t done it that way before”

This year of chaos and uncertainly helps us to reflect on those stories in the Bible where God’s people persevered as they travelled to unknown regions but relied on their hope in the unseen God.

HOPE – the essence of the faith of our ancestors up to our present-day reality. As you read the stories of work and faith in the pages of this workbook, you will experience the work of so many dedicated disciples who believe in the Gospel message of love and hope and are working so diligently to help share that message to our neighbourhoods, through the life and work of Antler River Watershed Regional Council.

As 2020 people of God, and as we continue to move forward into a future yet to be imagined, may we hold these values in every decision and action we take:

~ Love unconditionally ~
~ Seek reconciliation ~
~ Risk courageously ~

Blessings,



Joyce Payne, President
Antler River Watershed Regional Council

Executive Report

Like the Commissions, the Executive has been learning its role during the past 20 months. The key focus has been to keep the purpose and the priorities of the regional council preeminent. The Executive expresses its gratitude to President, Joyce Payne, whose leadership of the Transition Commission, was very helpful. With regret, the Executive received President Joyce's resignation effective as of the rise of this meeting of the regional council. Thank you, President Joyce, for the vital role you played in the ending of London Conference and the beginning of Antler River Watershed Regional Council.

Holding and Encouraging Congregations

- Supporting 'Change with Cameron Trimble', in partnership with Horseshoe Falls and Western Ontario Waterways Regional Councils.
- Ongoing partnership with Metropolitan United Church, London and the Hope Council (formerly United Church Council of Middlesex) for an innovative ministry model at the former Fairmont United Church building.
- Reviewing assets inherited from predecessors to establish protocols to make funds available and to invest for income generation.
- Dealing with Workplace Violence and Harassment Complaints.
- Authorizing Administrative Assistant, Website Management, position description and search for a 10/hour per week contract until December 31, 2021 to ensure current information on website during pandemic; Shaela Kinting appointed to role following search.

Social Justice and Outreach

- Engaging in Black Lives Matter discussion and making a commitment to continue this throughout the coming year; effort led by some members of the Executive.
- Donation of \$2,500 to the Mission & Service global relief fund from travel savings.

Supporting Camps and Youth

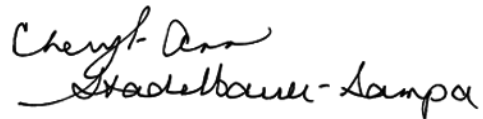
- Working with Mission and Discipleship Commission and Horseshoe Falls and Western Ontario Waterways Regional Councils to support a consultation among the camps (postponed due to COVID).

Living into Right Relations

- Continuing discussion with Euelunaapéwi Lakhéewit, Delaware of the Thames at Moraviantown, planning the transfer of the Fairfield Museum.

- Authorizing position description and search for Minister, Right Relations and Social Justice; position description was developed in partnership with staff from Indigenous Ministries and Justice Unit at General Council office.
- \$2,000 support for Nations Uniting to host Annual Native People's Retreat (postponed until 2021).
- Rescheduling event with Honorable Senator Murray Sinclair to May 28, 2021 (postponed from May 2020).
- Donating \$1,000 to Wesley U.C., Saugeen FN, following the fire.

Report submitted by,

A handwritten signature in black ink that reads "Cheryl-Ann Stadelbauer-Sampa". The signature is written in a cursive, flowing style.

Cheryl-Ann Stadelbauer-Sampa,
Executive Minister

Commissions

Mission and Discipleship Commission

The Mission and Discipleship Commission will be making a video presentation.

Robin Sherman, Chair

Covenant Commission

The Covenant Commission has made a video and PowerPoint to present to the regional council.

Marie Santos, Chair

Human Resources Commission

The Human Resources Commission will make a video presentation to the regional council.

Olav Kitchen, Chair



Candidate Biographies

Commissionands

Christina Crawford



Christina Crawford is a member of Dundas Street United Church, Woodstock, currently serving at Forest United Church.

In 2015, following years of lay ministry, especially in the area of children, youth and adult faith formation, Christina began the candidacy process and her education in Diaconal Ministry through the Centre for Christian Studies (CCS) and St. Stephen's College. She graduated from CCS in April and continues her studies at St. Stephen's College.

Christina has served as Family and Youth Minister at St. David's United Church, Woodstock, and as Student Minister at Otterville and Newark United Churches. Two years ago, Christina began ministry at Forest United Church, where she

has joyfully accepted a call.

Christina brings to her ministry a passion for social justice, previously lived out as a support worker for abused women at Domestic Abuse Services Oxford and working alongside impoverished families and volunteers at Operation Sharing Oxford. She is a Spiritual Director through the Ontario Jubilee Program. Christina is passionate about fostering spirituality in individuals and within the community of faith.

Christina lives in Forest with her two young adult daughters Lauren and Gwen, who attend post-secondary school.

Christina looks forward to integrating her experience, gifts and passions in service with others through the United Church. It is with gratitude for the invaluable support of the Antler River Watershed Regional Council faith community that Christina shares with the region council this final step in the candidacy process and this first step in living out her call as a Commissioned Minister in The United Church of Canada.

Barbara McGill

Barbara McGill was born in London and is a member of Wesley-Knox United Church. She grew up in Victoria, British Columbia.

Barb found her faith and her passion for faith through children's choirs, children and youth ministry and through faith formation at both the congregational and regional level. Her joy of ministry extends to all ages and stages and to all walks of life. Barb demonstrates a passion for



hospitality and small group ministry through her leadership in local congregations, the London Interfaith Peace Camp, Bridges Out of Poverty Circles Program and through her work with the National Church (Iridesce-The Living Apology Project).

Barbara has a Bachelor of Music in Music Therapy, Montessori Teaching Diplomas in both Primary and Elementary and is completing a Diploma in Diaconal Ministry in The United Church of Canada.

Barb believes that building respectful, strong and trusting relationships is the foundation of effective ministry. These relationships are built through all aspects of church life including effective worship, committee work, fellowship, faith formation, visitation, baptism, weddings and funerals. She approaches situations with openness, curiosity, generosity and patience. Barb is an effective listener. She delights in nurturing the gifts, skills and faith of those around her and is grateful for all opportunities to learn and grow in faith. Barb considers it a privilege to serve in The United Church of Canada.



Admissionand

George Rowaan



George is the Senior Pastor at Kerwood Bethesda United Church in Kerwood. He comes from the Christian Reformed Church in North America, with a Master of Divinity from Calvin Theological Seminary in Grand Rapids, Michigan and a Bachelor of Arts from Redeemer University College located in Ancaster.



Retirees

John van Omme – October 31, 2019

Jill Rogers – May 31, 2020

Donna Kerrigan – June 30, 2020

Bonnie Pilkey – June 30, 2020



Jubilands

50 Years Service

David McKane, BA, MDiv, DMin

Kenneth Jackson, BA Hons, BD Hons, MA

John Palmer, BA, BD, DMin

55 Years Service

William Stephenson, BA, MDiv, DMin

Kenneth Thomson, BA, MDiv

60 Years Service

Arthur Woitte, BA



In Memoriam

Rev. Dr. BoJeong Kim, OM – June 9, 2019
Clyde Glendon Westhaver, OM – September 5, 2019
Christian Kraatz, OM – September 11, 2019
Joyce McManus, OM – September 15, 2019
Gordon Pickell, OM (age 102) – September 20, 2019
Herbert Summers, OM – September 21, 2019
J. Lloyd G. Brown, OM – October 24, 2019
Gordon Geiger, OM – December 20, 2019
Connie Ellis, DLM – February 25, 2020
W. Donald Bardwell, OM – March 17, 2020



Communities of Faith that have Disbanded/Ceased Worship **With appreciation for their ministry**

Appin United Church
Curries United Church
Eastwood United Church
Fairmont United Church, London
(church building re-purposed with Metropolitan United Church)
Oxford Centre United Church
St. Paul's United Church, Windsor
Zion Rural Pastoral Charge



National Incorporated Services Summary

September 30, 2020

As of January 1, 2019, Antler River Watershed Regional Council has contracted with the National Incorporated Services to manage the administrative aspects of corporate relationships. As such, tracking of requirements, as outlined in the Incorporated Ministry Policy is managed by staff in the General Council offices.

Tasks include:

1. Receiving annual reporting documents – minutes of the AGM, financial statements, evidence of insurance, board member list (with contact information)
2. Receipt of minutes of all board meetings
3. Review of insurance policy insuring that the United Church is named as an additional insured and that there is D&O coverage
4. Review of financial statements and highlighting any concerns that may be identified
5. Review of board minutes and highlighting any concerns that may be identified
6. Follow-up on outstanding reporting elements
7. Draft motions for regional council where approvals are required
8. Support revisions to by-laws/letters patent
9. Be the lead for execution of release agreements/severance agreements

During 2019, the primary focus was on establishing contact information for each incorporated ministry, insuring that the regional council Executive Minister was on the mailing list for all board correspondence as well as the National Incorporated Services program assistant – Linda Gray. The other primary focus was setting up a database that regional council staff could access with all the documentation collected from or related to the various corporations.

With this established, the focus in 2020 was actually completing the tasks as outlined above. In some cases, this has required minimal contact with the corporation. In other cases, significant follow-up has been required to insure that minutes were received, insurance included D&O and the United Church as an additional insured, getting board contact lists, etc.

Antler River Watershed Regional Council has 16 corporations that are being tracked. They include:

1. Camp Tanner Inc.
2. East London United Church Outreach (ELUCO)
3. Kee-Mo-Kee Campsite of The United Church of Canada
4. Kenesserie Camp Incorporated
5. Lambton Presbytery United Church Centre
6. Metropolitan United Church Foundation (London)
7. Park Street United Church (Chatham) Non-Profit Housing (Wedgewood Place)
8. Pearce Williams (United Church) Christian Centre

9. Retreat and Camp Corporation of Essex Presbytery, The United Church of Canada o/a Gesstwood Camp
10. The United Church Downtown Mission of Windsor Inc.
11. United Church Council of Middlesex Presbytery
12. Windsor Essex United Church Development Fund, The United Church of Canada formerly Essex Presbytery Development Fund, The United Church of Canada
13. Argyle Manor
14. Iona College - University of Windsor
15. Amherstburg Non-Profit Seniors Housing Corp (Westview Apartments)
16. St. Andrew's Residence, Chatham

Of the 16 corporations, the following are in transition or have redefined their relationship with the United Church as indicated here:

- Argyle Manor – Release Agreement in final stages
- Iona College – working towards Legacy status with signing of Severance Agreement
- Amherstburg Non-Profit Seniors Housing Corp has a historic relationship which has been confirmed with them issuing a letter to that effect
- St. Andrew's Residence, Chatham – need to come to understanding of current relationship, if any



The following chart highlights the general tasks that have been completed for each corporation in 2019 and 2020. In addition to the activities outlined below, 7 omnibus motions were prepared for the Regional Council Executive.

Corporation	By-laws	Annual Report	AGM Minutes	Board Minutes	Board Approval	Financial Statement	Insurance	Board Concerns
Camp Tanner Inc.	Flagged for revision	2019, 2020	2019	2019, 2020	2019	2019, 2020	2019, 2020	
East London United Church Outreach (ELUCO)	Revisions started – Sept 2020	2019	2019	2019, 2020	2019	2019	2019, 2020	
Camp Kee-Mo-Kee	Draft by-laws – May 2020	2019, 2020	2020	2019, 2020	2019, 2020	2019, 2020	2019, 2020	
Kenesserie Camp Inc			2019, 2020	2019, 2020	2019	2019, 2020	2019, 2020	
Lambton Presbytery United Church Centre	Admin approval Feb 2020	2019, 2020	2019, 2020	2019, 2020	2019, 2020	2019, 2020	2019, 2020	
Metropolitan United Church Foundation								
Park Street United Church Non-Profit Housing (Wedgewood Place)								
Pearce Williams Christian Centre	Flagged for revision	2019	2019	2019, 2020	2019	2019	2019, 2020	
Gesstwood Camp	Flagged for revision			2019, 2020		2019	2019	May 2020
The United Church Downtown Mission of Windsor Inc.	Pending member approval at AGM		2019	2019, 2020	2019		2019, 2020	
United Church Council of Middlesex Presbytery	Pending member approval at AGM	2019	2019	2019, 2020		2019	2019	
Windsor Essex United Church Development Fund, The United Church of Canada	Admin Approval April 2020	postponed	2019	2019, 2020	2019	2019	2019	

- Amherstburg Non-Profit Seniors Housing Corp (Westview Apartments) – May 2020 - approved amendments to letters patent and comfort letter received. Moving forward, acknowledgement that start was from the local United Church congregation which has since closed.
- Argyle Manor - updated Release Agreement mailed to General Council offices Sept 30, 2020; should be formalized in the next month or so
- Iona College - University of Windsor - Identified that formal process to have a Severance Agreement signed was pending; Region has engaged legal counsel to finalize process with support of staff from National Services

Notes to chart:

1. Due to COVID, some AGM's have been postponed. This has resulted in not receiving AGM minutes and board list for approval.
2. By-laws flagged – camps that received accreditation reports in 2020 (for visits in 2018 and 2019) were advised of the last approved by-laws on file and need to update if last approved prior to January 1, 2019
3. Annual report – only a requirement for camps and often includes AGM minutes
4. Board concerns – items identified through review of minutes and/or financial statements and brought to the attention of the Regional Council Executive Minister

This report is respectfully submitted to the Antler River Watershed Regional Council as of Sept 30, 2020 by Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries.





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Report to the Regions

Fall 2020

Pandemic Response

The Emmanuel College community has been responsive and resilient as Victoria University in the University of Toronto responds to public health concerns. With a few exceptions in the winter term, Emmanuel College courses are online this year. Internal and external events on Victoria University's campus are on hold, at least until December. Other events—such as the Christian Left Conference this summer—have shifted to online formats. Faculty have transitioned from emergency remote delivery to online pedagogies with the guidance of our new Instructional Design professor, Dr. Matthew Dougherty. The content of our courses has adapted as well, with Dr. Pamela McCarroll's new online "Pandemic Spiritual Care" summer course for students needing a curricular substitute for canceled CPE units. The Emmanuel College Library began offering curbside pickup service on September 14. Spiritual care practices, including Wednesday Chapel, are offered Monday through Thursday. Our new Spiritual and Community Life Program Manager, Dr. Sam Cavanagh, can help members of the wider community to connect. We hope you will join us!

Full Tuition Grants

The John W. Billes Grant provides 100% tuition support to all full-time domestic students registered in the Master of Divinity (MDiv) program and who are in The United Church of Canada Candidacy Pathway. The application deadline is April 30, 2021. For more information, contact Andrew Aitchison (andrew.aitchison@utoronto.ca).

Annual Fund Priority

This year's Annual Fund donations will be allocated toward emergency support for students facing financial hardship due to the pandemic. International students have been particularly vulnerable. We appreciate your generosity and support.

ATS Reaccreditation

Emmanuel College is preparing to submit our self-study report for reaccreditation by the Association of Theological Schools by the end of this academic year. Under the steady leadership of Dr. Nevin Reda, we are on pace to have draft completed by the end of 2020 so that we can receive feedback from a variety of constituencies. The self-study site visit is scheduled to take place September 27-30, 2021.

EC Connects

Over the summer, we launched a new digital platform, EC Connects. Alumni and other community members receive it via e-mail around the 21st of each month. EC Connects contains stories from “within the walls” of the College, from “outside the walls,” thought pieces, opportunities to connect for events and continuing education, and the like. For our stories from “outside the walls,” we are currently featuring one of the 2020 alumni service award winners each month. If you have a story idea for EC Connects, please share your idea with Shawn Kazubowski-Houston.

Centre for Religion and Its Contexts

Friends of the College are welcome to propose and co-sponsor lectures, workshops, speakers, or continuing education through the Centre for Religion and Its Contexts. Contact Shawn Kazubowski-Houston for an application (shawn.houston@utoronto.ca). Stay tuned in EC Connects for this year’s programming, and if you haven’t followed us yet on social media, please do:

FACEBOOK	@EmmanuelCollegeofVic
TWITTER	@EmmanuelColleg2
INSTAGRAM	emmanuelcollegetoronto

Blessings in Christ,



Rev. Dr. Michelle Voss Roberts
Principal and Professor of Theology

Section Two: Meeting Materials

Participation in a Virtual Meeting

The church is learning new ways to be together in a virtual world. Those participating in this meeting will have different levels of experience with the Zoom platform.

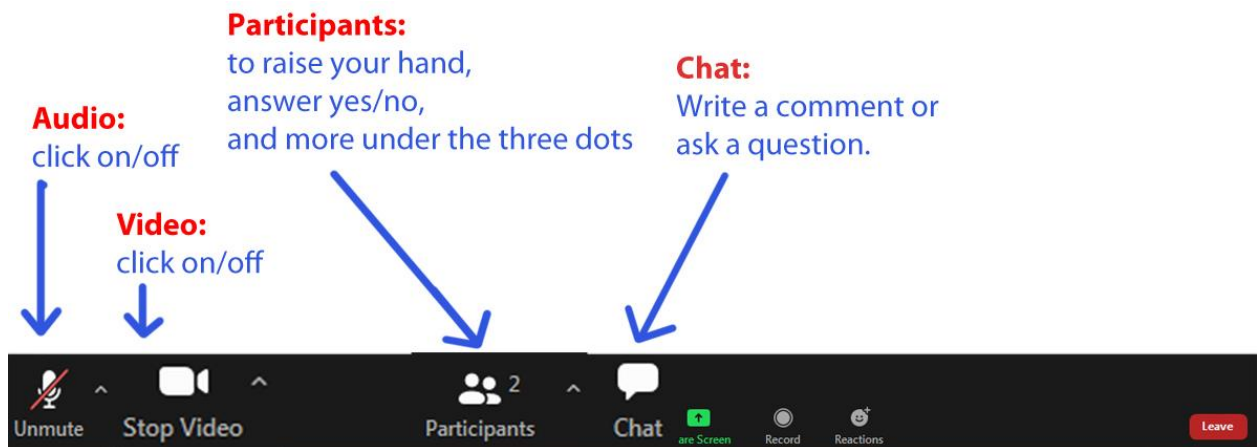
Using Zoom

The following description of the zoom screen is based on using zoom on a computer. If you are working on another device, you will need to check the set up for that screen. We recommend that you use the same device for all the meeting sessions, including the Financial Webinar.

If you are not familiar with Zoom, please log in a half hour early to the Financial Webinar for a tutorial. One-on-one support will not be possible during the meeting itself.

Meet the Zoom Toolbar

These four icons at the bottom of your Zoom screen are the ones you will use – just four! The Audio and Video are click for on or off. The Chat icon will open into a box into which you can type short questions or comments, either to the Hosts, Tech Team, other participants or to Everyone. The Participant icon opens into a box that has a row of icons at the bottom that you will use throughout the regional council sessions.



Waiting Room

When you first log into the meeting you will be placed in a waiting room. When the meeting is ready to start you will be admitted. An invitation to join will pop-up on your screen and you will need to [click to join](#).

Participants (Rename yourself, if needed)

When you are admitted to the meeting please go immediately to the [Participants icon](#). You should see your name listed BUT sometimes it will be something else. Hover your mouse over your name and [More>](#) will pop-up. Click on this to [click on Rename](#) and type in your full name.

The President will recognize people from the names in this list. Please make sure your full name is there. For example, Executive Minister, Cheryl-Ann's iPhone might read: C-A's iPhone. Cheryl-Ann would go to the Participant icon and change her name to: Cheryl-Ann Stadelbauer-Sampa.

Those who are at the meeting as a [guest](#) (not a voting participant) please add an x in front of your name. For example, if Cheryl-Ann was a guest, she would write her name as: [x-Cheryl-Ann Stadelbauer-Sampa](#). This will help with voting.

Mute

During the meeting sessions, please ensure your microphone is muted unless you are presenting. This reduces background noise and feedback and improves the quality of sound for everyone. Click on the "Mute" button to turn on your microphone if you are recognized by the President and when you move into breakout rooms. More on this below.

Video

Please have your video on as you join the meeting! It is lovely to see everyone's face before we begin the business. Once the meeting starts, [please turn off your video](#). That way, you have privacy and bandwidth is increased for improved webinar quality.

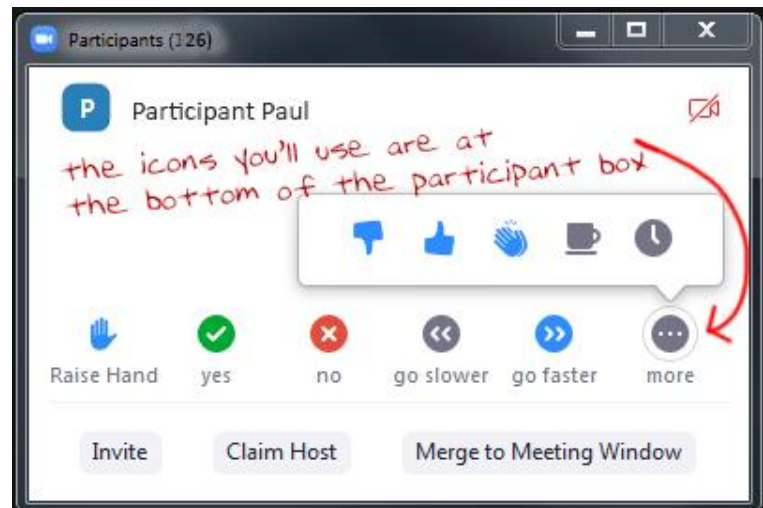
Thumbs Up/Thumbs Down

There may be times when the President wishes to informally poll the regional council concerning a proposed change. The President may ask for a thumbs up or thumbs down. These two icons are found under reactions. The reaction button is on the toolbar along the bottom of the screen.

Being Recognized to Speak

To be recognized to speak in discussion time: first, raise your hand by clicking on the icon labeled Raise Hand in the Participants box. Your digital hand will be raised.

Raised hands are listed in the order they happen; like lining up at a microphone. The President will then recognize speakers in that order.



When the President calls on you:

- Unmute your microphone
- Turn on your video
- State your name; and community of faith (along with the location)

Voting

When the President calls for a vote, click on the Participant icon and vote either yes or no. Everyone votes at the same time.

If you are a guest, please remember you do not vote.

Electing our next President and incoming Executive and Commission Members

We anticipate using the polling feature in zoom. The poll will list the nominees for positions. Representatives will have received information on the nominees ahead of time.

The top of the poll will indicate how many nominees can be endorsed, such as pick three.

If the list of nominees exceeds what is possible in zoom, email votes will be used. That information will follow if needed.

Chat Box

Please reserve the Chat for the following:

1. Questions of clarification;
2. Procedural concerns and questions--"how" we are doing our work
3. Matters of privilege—when something is preventing us from participating fully in the meeting.

Discussion of the topic being considered will happen when speakers are recognized by the President.

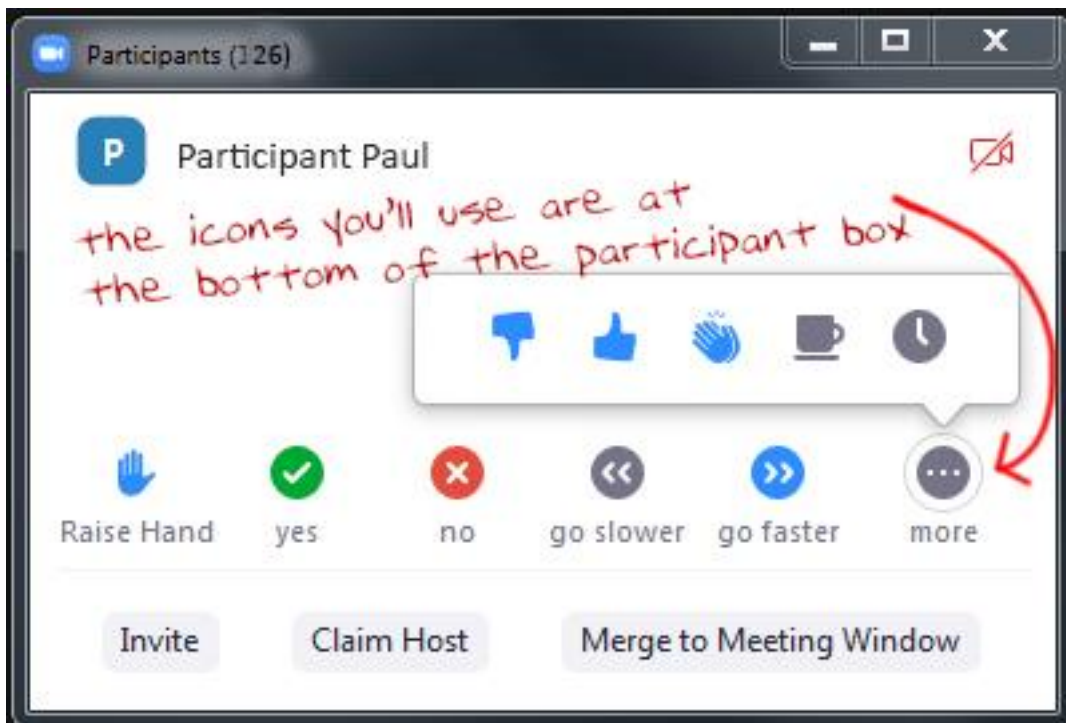
Many of us have experience of meetings where discussions happened in the Chat Box. For our purposes, if the chat is used for side conversation or commentary, it will be distracting and disruptive.

If you see a friend among the participants with whom you wish to chat, please feel free to send a private message to them. In the Participants Box, scroll to their name and click on it and then you can send them a private note!

Breakout Rooms

Participants will be invited to move into a breakout room at various times during the meeting. Please unmute your microphone and turn on your video before moving to the breakout room so you know that they're working.

To join the breakout room, you must accept the invitation to join. You will be assigned the same breakout group for the entire session. Take advantage of this opportunity to get to know some others in our regional council better.



Audio: click on/off

Video: click on/off

Participants: to raise your hand, answer yes/no, and more under the three dots

Chat: Write a comment or ask a question.

A screenshot of the Zoom meeting control bar. It includes icons for 'Unmute', 'Stop Video', 'Participants' (with a '2' next to it), 'Chat', 'are Screen', 'Record', 'Reactions', and a 'Leave' button. Blue arrows point from the text labels above to the corresponding icons in the control bar.

HOLY MANNERS

Many thanks to Diane Matheson-Jimenez, our Minister, Social Justice, for helping us to think about Holy Manners as more than a call for polite discourse (although that also seems in short supply these days), and for offering us an acronym that gives us a way to have faith-filled conversations on important topics.

For our time together, we commit to being brave by ...

- B** eing accountable for the impact of both our words and our silence
- R** eflecting on and naming our own biases
- A** ctively listening
- V** ocalizing questions that arise from our learning
- E** ncountering new ideas with curiosity and wonder

Preparing for the Meeting

The cancellation of the spring meeting of the regional council means that all the work of the regional council for 2020 must be done at this meeting. The result is an agenda focused on business— elections, finances, reporting, etc. We have some limitations on what we can devote time to at this meeting by virtue of the pressure of our workload and the nature of our meeting. Online sessions are more time bound because of the type of energy they require.

It is realistic to anticipate that online meetings will be the norm for the foreseeable future. Your input now will help with future agenda planning when we can consider more options.

Also, this is our first attempt at such a meeting so let's be prepared that, despite careful planning, not everything may run smoothly. Please be patient in the meeting.

Afterwards, we welcome your constructive feedback through the feedback process. A link to the Feedback Form will be shared. Participants might find it helpful to keep the questions nearby during the meeting so that they can jot down ideas as they occur. The Feedback Form will ask the following questions:

1. Virtual meeting sessions were 90 minutes each. Did this length allow you to stay engaged without Zoom fatigue?
2. All but one session was scheduled outside of 'normal working/school hours'. Did this help you to participate in more sessions than you would otherwise have been able to attend?
3. Video clips were used often instead of in-person presentations to minimize the risk of technical glitches with multiple presenters from multiple sites. Did the video clips integrate well to the meeting content/format?
4. How comfortable were you with using the Zoom program?
5. By the end of the regional meeting how confident were you in your ability to participate by Zoom in discussion and decisions?
6. And, lastly, Please share concrete ways to help prepare for the next virtual meeting.

Agenda

Monday, October 26 - 7 to 8:00 pm	
7:00	Financial Webinar by Zoom

Thursday, October 29 - 6 to 7:30 pm		Friday, October 30 - 4 to 5:30 pm	
5:45	Zoom Orientation	3:45	Zoom Orientation
6:00	Welcome, Announcements	4:00	Welcome, Announcements
	Worship with Communion		Worship
	Procedural Motions		Celebrating Jubilands
	Community Building		Community Building with breakout rooms
	Affirm Action Plan - overview		Remit - overview
	Affirm Action Plan - breakout rooms		Remit - breakout rooms
	Affirm Action Plan - questions & vote		Remit - questions & vote
	Commissionand & Admisionand presentations		Executive, Commission member elections
	Receive 2019 financial report		Mission & Discipleship Commission Report
	Equity Reflection		Equity Reflection
	Theological Reflection		Theological Reflection
	Closing Worship		Closing Worship
	Reminders		Reminders
7:30	Pop & Chips and Wine & Cheese	5:30	Pop & Chips and Beer & Pretzels
11:59	DEADLINE: Commission and Executive nominations	6:00	DEADLINE: President nominations DEADLINE: New Business

Agenda

Saturday, October 31 - 9:30 to 11 am		Saturday, October 31 - 1 to 2:30 pm	
9:15	Zoom Orientation	12:45	Zoom Orientation
9:30	Welcome, Announcements	1:00	Welcome, Announcements
	Worship		Opening
	President speeches & elections		Retirees
	Presentation: Treaty		Approve 2021 budget
	Human Resources Commission update		Covenant Commission update
			General Council update
	Address from the Moderator		Community of Faith disbandments
	In Memoriams		Breakout Room conversations
	Breakout Room conversations		New Business and Closing Motions
	Equity Reflection		Equity Reflection
	Theological Reflection		Theological Reflection
	Closing Worship		Closing Courtesies
11:00	Reminders		Closing Worship
			Reminders
		2:30	Pop & Chip and Tea & Crumpets

Sunday, November 1 - 10:00 am	
10:00	Celebration of Ministries Service Live stream to YouTube channel from Grace United Church, Sarnia. President Joyce Payne preaching.



PROPOSAL #1

Title: Opening and Procedural Motions

Origin: Executive Minister

What is the issue?

The regional council must establish the procedures by which it will conduct business.

Why is this issue important?

This clarifies and confirms the way in which decision-making will happen.

How might the regional council respond to the issue?

The regional council might adopt the following as a consent docket:

1. Adopt the agenda as circulated and authorize the Business and Agenda Committee to make any changes as necessary;
2. Approve the minutes of the May 24-26, 2019 and Nov. 2, 2019 meetings
3. Receive the following minutes of the following meetings of the
 - i. Executive
 - 2020-08-12
 - 2020-09-10
 - 2020-05-13
 - 2020-04-08
 - 2020-03-19
 - 2020-02-12
 - 2020-01-08
 - 2019-11-21&22
 - 2019-09-11
 - 2019-07-09
 - 2019-06-12
 - ii. Covenant Commission
 - 2020-09-02
 - 2020-08-12
 - 2020-07-09
 - 2020-06-26
 - 2020-06-03
 - 2020-05-06
 - 2020-04-22
 - 2020-04-14
 - 2020-04-01
 - 2020-03-17
 - 2020-03-04
 - 2020-02-19
 - 2020-02-05
 - 2020-01-29
 - 2020-01-15

2019-12-11
2019-12-04
2019-11-21
2019-11-20
2019-11-06
2019-10-30
2019-10-03
2019-09-19
2019-09-04
2019-08-07
2019-07-30
2019-07-15
2019-06-12

iii. Human Resources Commission

2020-09-08
2020-07-07
2020-06-09
2020-05-12
2020-04-08
2020-03-10
2020-02-11
2020-02-05
2020-01-14
2019-12-10
2019-11-05
2019-10-08
2019-09-10
2019-08-07
2019-06-12

iv. Mission and Discipleship Commission

2020-05-13
2020-02-21
2019-12-06
2019-10-23
2019-09-10

for information.

Note: Minutes are posted on the website www.arwrcucc.ca "About" page

4. Receive the reports in Section 1 of the Workbook;
5. Appoint Kenji Marui as Chair, Agenda and Business;
6. Appoint Brad Morrison as Parliamentarian;
7. Name President Joyce Payne, Agenda and Business Chair Kenji Marui, Parliamentarian Brad Morrison, Executive Minister Cheryl-Ann Stadelbauer-

- Sampa and Executive Assistant Sue Duliban, as the Agenda and Business Committee;
8. Name regional council staff members John Neff, Sue Duliban, Pretima Kukadia-Kinting and Ruthanna Mack as scrutineers;
 9. Name Rev. Michiko Bown-Kais as Equity Monitor;
 10. Name Rev. Karlene Brown-Palmer as Theological Reflector;
 11. Set the bounds of the meeting as the zoom call 99195704462 and the sanctuary of Grace United Church, Sarnia, ON;
 12. Make the designated representative from any United Church ministry, other than a congregation, which has been invited to become a community of faith by entering into a covenant with the regional council, a member of the regional council for this meeting (Section C.1.2 c);
 13. Make all guests, including John Young, Executive Minister, Theological Leadership, corresponding members;
 14. Accept the registration as the roll of this meeting;
 15. Set the deadline for nominations for vacancies on the Executive and Commissions as midnight, Thursday, October 29th;
 16. Set the deadline for nominations for President-Elect as 6:00 p.m. Friday, October 30th;
 17. Set the deadline for new business as 6:00 p.m., Friday, October 30th;
 18. Adopt the following method for dealing with proposals:

Step One:

The Presenter will outline:

- A. What is the issue? And
- B. The suggested way in which the regional council might respond to the issue.

Step Two:

The President will inquire if there are questions for clarification. Please note this is for clarification only.

Step Three:

The President will then ask if there are changes or additions being suggested for the proposal.

Step Four:

Once there is significant agreement, the President will invite the Presenter to move the motion at which point the regional council enters the formal debate process leading to a vote.

PROPOSAL #2

Title: Remit

Origin: General Council 43

What is the issue?

Section 10.0 under “Ministry Personnel” in the polity section of the Basis of Union reads:

10. The Order of Ministry shall be open to both men and women.

The intention of this wording is that gender does not eliminate a person from consideration for the ministry. It was intended to be inclusive. However, as society’s understanding of gender identity, the way people see themselves, has grown, it is clear using the term “both men and women” excludes people.

Please note that this references Gender Identity only. On other identifiers such as race, age, ability or sexual orientation, the Basis of Union makes no comment. These are not criteria for consideration.

Why is this issue important?

It is key that our language reflect our intention. This language excludes people who identify in any way other than these binary terms. The nature of gender identity was discussed in the Affirm webinar presented on Tuesday, September 22nd and available on the regional council YouTube channel.

What might the regional council do?

The regional council might agree that:

The Order of Ministry be open to persons of all gender identities, and

The Basis of Union be amended to reflect the change as follows:

10.0 The Order of Ministry shall be open to persons of all gender identities.

PROPOSAL #3

Title: Affirm Action Plan

Origin: Affirm Network

What is the Issue?

Antler River Watershed Regional Council was previously part of London Conference. London Conference had recently completed the process for becoming an Affirming ministry with Affirm United/S’Affirmer (www.ause.ca). For this reason, the regional council was granted provisional Affirming status to give it time to make this commitment its own.

At the meeting in May 2019, the regional council adopted a Mission/Vision statement entitled “Safety, Sanctuary and Unconditional Love.”

Now it is time for the regional council to take the next step to live into this statement with an Action Plan. The Action Plan (attached to this proposal) was also discussed during the Affirm webinar found on the regional council YouTube channel.

Why is this issue important?

The Action Plan is important for many reasons:

- 1) It continues work that was a priority for preceding bodies and ensures that important initiatives are not lost;
- 2) It makes **public, intentional and explicit (PIE)** the regional council’s commitment for “Safety, Sanctuary and Unconditional Love” for all, and especially for those who have found that denied them on the basis of their sexual orientation and gender identity, thereby setting a standard for our life together to which we hold each other accountable;
- 3) It lifts up the importance of viewing this work as a lens through which we learn how to become aware of who is privileged and who is not, who is missing, who has no voice and so forth helping us grow our awareness of “isms” (racism, ableism) and of the ways we often unintentionally participate in them.

What might the regional council do?

The regional council might

- 1) Adopt the Action Plan; and
- 2) Ask its Executive and Commissions to report on how the Action Plan impacted their work at the fall 2021 meeting of the regional council.

AFFIRMING MINISTRIES PLAN OF ACTION

In June 2019 at our general meetings, Antler River Watershed, Western Ontario Waterways, and Horseshoe Falls Regional Councils each approved the following Vision Statement:

SAFETY. SANCTUARY. UNCONDITIONAL LOVE

Striving to be faithful followers of Jesus in our time and place, Horseshoe Falls / Antler River Watershed / Western Ontario Waterways regional council will continue to remove barriers to participation in the life and work of the regional council and society, committing ourselves to be open to the Spirit. Resisting all forms of oppression, we welcome and celebrate people of any sexual orientation and gender identity, and all others who are marginalized.

That was step one. The next step is to approve a plan for how this intention will be implemented. This plan has been approved by the Affirming Ministries Coordinators.

Affirming Ministries are specifically focused on being open and welcoming to people of all sexual orientations and gender identities and also pay attention to those who are marginalized in other ways. Some resources for this conversation have come from Affirm United at <http://affirmunited.ause.ca/affirming-ministries-program/>

The Affirm Network is a self-established joint committee of members of Western Ontario Waterways, Horseshoe Falls and Antler River Watershed Regional Councils and is accountable to the regional councils. The Affirm Network promotes the mission of Affirm United / S'affirmer Ensemble through education, by encouraging communities of faith to become Affirming Ministries, and by offering support for those that are.

The Affirm Network encourages these practices to enact the Vision Statement:

- Intentionally engage guest speakers/preachers at events who reflect diversity
- Have introductions/name tags that indicate gender pronoun preferences and explain why we do so
- Review all policies and decisions through an affirming lens
- Encourage diversity in nominations procedures
- Identify, challenge and eliminate barriers in hiring and pastoral relations
- Make use of United Church of Christ resources, particularly "Stretching Beyond: Diversity in the Search and Call Process": <https://vimeo.com/showcase/5604408> and other appropriate resources from our partner denominations
- Brand the Regional Council as an Affirming Ministry on signage, website, letterhead, and in other ways and places
- Hold Regional Council events and meetings in locations that are accessible
- Work toward accessible properties, facilities, resources and systems

The Regional Council, Staff, Executive, Commissions, Committees, Networks, and members commit to working toward fulfilling the vision statement by:

A. *Continuing to remove barriers to participation in the life and work of Western Ontario Waterways / Horseshoe Falls / Antler River Watershed Regional Council*

- Commit ourselves to relationship building in our business and activities
- Educate continually on the value, importance and ways of inclusion of the LGBTQIA2S+ community
- Through the Executive, review all policies and actions with a view to removing barriers and to ensure barrier-free policies and actions moving forward
- Ensure that regional council staffing includes a portfolio with responsibility for LGBTQIA2S+ ministries
- Provide Affirming Ministries orientation including an opportunity for conversation and an information package to all new regional council members
- Include Affirming issues in the training of those serving in Pastoral Relations processes and on M&P Committees
- Encourage communities of faith to make use of available resources, including the Affirm Network, to discuss issues of inclusion and diversity

B. *Continuing to remove barriers to participation in society:*

- Advocate for municipal, provincial and federal government policies and laws that reflect a diverse and inclusive society
- Speak out on current events that demean, stigmatize or incite violence against others
- Encourage conversations with ecumenical and interfaith groups and community partners, especially with our full-communion partners regarding best practices
- Create physical and emotional spaces that are welcoming, encouraging and supportive for individuals to explore their own queerness and to explore queer spirituality
- Actively advocate for justice for all who are oppressed and who face discrimination within our geographical region

C. *Committing to be open to the Spirit:*

- Listen together for God's on-going revelation
- Discern new voices and seek them out
- Listen to and engage the diverse voices of the LGBTQIA2S+ community within the regional council
- Recognize the unique gifts and spirituality of the LGBTQIA2S+ community, by embracing, welcoming and inviting the community to share their traditions, experiences and expressions, seeking to weave them into the full tapestry of the faith, liturgy and polity of United Church within our regional councils

D. *Resisting oppression:*

- Conduct business and activities in a respectful manner that allows for open communication and discussion and differences of opinion
- Be conscious of 'safer space' practices at all regional council events, providing visible signs of inclusion (i.e. gender-neutral bathrooms, signage, nametags indicating preferred pronouns along with an explanation of their use)
- Acknowledge the intersection of privilege and oppression
- Be mindful of the disgraceful relationship of the church with the LGBTQIA2S+ community and seek reparation and reconciliation
- Recognize the need for us to be held accountable, beginning with the development of a position description for the role of equity monitor and then the appointment of an equity monitor for meetings of the executive
- As more are equipped to be equity monitors, they will be added to commissions.
- Seek to provide accompaniment for those who are travelling a difficult path

E. *Welcoming and celebrating people of any sexual orientation and gender identity:*

- Provide opportunities for the celebration of our diversity
- Encourage communities of faith to engage in conversations about making safer spaces within the church and community for people of any sexual orientation or gender identity
- Provide education and information on evolving gender identity language and the diversity of sexual orientations and gender identities
- Visibly support LGBTQIA2S+ activities
- Provide support for the Affirm Network, particularly through the Mission and Discipleship Commission, as it offers education, encourages communities of faith to become Affirming Ministries, and offers support for those that are.

The Vision Statement will be included in each annual meeting and compliance with the Action Plan will be assessed annually as part of the annual reporting to Affirm United / S'affirmer Ensemble.

PROPOSAL #4

Title: Reviewing 2019 and 2020 Year-to-Date Financial Statements

Origin: Treasurer

What is the issue?

Transparency and accountability are key elements of financial management in any charity. It is important that the regional council is guided by these principles and models these practices for the communities of faith within its bounds.

Why is this issue important?

The regional council is a new entity with 2019 being its first year of operation. Its members are still learning how to understand its financial documents and overall financial situation.

Its internal financial documents are set up on the following template:

Columns

Reflect income source: Assessment, Mission & Service Other and are colour coded by year and whether budget or actual

Sections

Reflect ministry priority

Income

The regional council receives two grants to fund its operation. For both 2019 and 2020, these grants were:

Assessment Grant: For Governance and Shared Services

\$325,000

67,000 salary subsidy for Executive Minister and Executive Assistant

Mission and Service Grant: For Mission and Ministry

\$289,000

The regional council also receives funds from:

1. Investment income
2. Regional council share (25%) of proceeds of disbanding congregations.

Draws on either of these plus additional grants are recorded in the **“Other”** column.

Antler River Watershed Regional Council

Holding and Encouraging Communities of Faith

for the 9 months ended September 30, 2020

2019 PRELIMINARY RESULTS & 2020 BUDGET vs 2020 YTD RESULTS (1)

	2019 Total ACTL	2020 Total BDGT	2020 YTD Total ACTL	2020 Total B to A DIFF	Comments
REVENUE					
EM/EA	67,000	67,000	50,250	(16,750)	Assessment grants yet to be received
Assess.	325,000	325,000	238,167	(86,833)	Assessment grants yet to be received
M&S	289,000	289,000	205,069	(83,931)	M&S grants yet to be received
Other	18,050	18,973	4,421	(14,552)	Funding from the Ontario Archives Fund
Investment	-	-	-	-	
Transfers	29,962	75,000	11,471	(63,529)	Reserve draws are well below budget at this time
TOTAL REVENUE	729,012	774,973	509,378	(265,595)	
MINISTRIES					
Regional Operations					
Staff	66,959	66,613	52,213	14,400	Q4 staff costs yet to be incurred
Con Ed	780	725	243	482	
Travel	7,307	6,666	381	6,285	Savings expected due to impact of pandemic
Staff admin resources	-	-	-	-	Move of Ruthanna Mack recognizing her contribution to regional operations - 50% of her time
Staff Support	418	1,000	-	1,000	
RC Meetings	31,951	40,000	227	39,773	Savings expected due to cancellation of spring AGM
Commiss/Exec	12,057	17,500	576	16,924	Savings due to reduced person to person meeting costs
Executive Expenses	1,200	5,000	2,750	2,250	
Archives	36,099	37,945	14,230	23,715	Q4 archive expenses yet to be incurred
Corps.	7,500	7,500	2,917	4,583	
Legal	13,490	10,000	-	10,000	Major under spend for legal costs
Learning opportunity	6,657	30,000	-	30,000	No disbursements as at Sep 30, 2020
Prof. Fees	13,490	6,000	1,978	(1,575)	Reduced spending as at Sep 30, 2020
Total	197,907	228,949	75,515	147,838	
Supporting C of F, including Indigenous Comm.					
Staff	50,347	74,431	35,450	38,981	Savings expected dur to vacancies
Con Ed	874	963	-	963	Savings expected dur to vacancies
Travel	5,719	6,667	565	6,102	Travel cost savings due to pandemic
Cov't Comm	320	5,000	560	4,440	Meeting cost savings due to pandemic
Commision events	-	10,000	-	10,000	Event cost savings due to pandemic
Other	-	-	8,477	(8,477)	Did not budget disbursement for roof repairs on disbanded church property
Total	57,260	97,061	45,052	52,009	
Pastoral Relations					
Staff	72,527	73,057	56,421	16,636	Q4 staff costs yet to be incurred
Con Ed	513	1,092	304	788	
Travel	2,182	6,666	501	6,165	Travel cost savings due to pandemic
HR Comm	1,844	5,000	95	4,905	Meeting cost savings due to pandemic
Commision events	-	10,000	-	10,000	Event cost savings due to pandemic
Emergency Fund	-	1,000	-	1,000	
Other	600	-	-	-	
Total	77,666	96,815	57,321	39,495	
Communication					
Staff	12,351	12,290	9,467	2,823	Q4 staff costs yet to be incurred
Con Ed	-	130	-	130	
M&S Grants	7,500	10,000	7,500	2,500	Q4 grants yet to be disbursed
Other	22	-	-	-	
Total	19,872	22,420	16,967	5,453	
Social Justice and Outreach					
Staff	35,434	42,226	26,046	16,180	Vacancy savings and Q4 staff costs yet to be incurred
Con Ed	95	611	28	583	
Travel	2,126	3,333	223	3,110	Travel cost savings due to pandemic
Mission & Disc. Comm	619	2,500	1,227	1,273	Meeting cost savings due to pandemic
Commision events	-	5,000	-	5,000	Event cost savings due to pandemic

Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
for the 9 months ended September 30, 2020

2019 PRELIMINARY RESULTS & 2020 BUDGET vs 2020 YTD RESULTS (1)

	2019 Total ACTL	2020 Total BDGT	2020 YTD Total ACTL	2020 Total B to A DIFF	Comments
M&S Outreach Min.	61,000	58,000	31,000	27,000	Q4 grants yet to be disbursed
All Other M&S Grants	-	-	1,500	(1,500)	
Total	99,274	111,670	60,024	51,646	
Camps and Youth					
Staff	41,857	42,895	33,080	9,815	Q4 staff costs yet to be incurred
Con Ed	145	611	137	474	
Travel	2,833	3,333	152	3,181	Travel cost savings due to pandemic
Mission & Disc. Comm	79	2,500	83	2,417	Meeting cost savings due to pandemic
Commision events	-	5,000	2,079	2,921	Event cost savings due to pandemic
Youth Forum	13,445	3,000	-	3,000	Overbudget is offset by undebudget in living into right relations
M&S Camps	75,108	52,500	75,000	(22,500)	Grant disbursements exceed budget
M&S Chaplaincy	7,744	-	21,500	(21,500)	Underbudgeted chaplaincy grants
Total	141,210	109,839	132,031	(22,192)	
Living into Right Relations					
Staff	18,172	18,475	5,471	13,004	Savings arising from unplanned vacancies
Con Ed	96	241	-	241	
Travel	3,090	1,667	208	1,459	
Commision events	-	-	2,000	(2,000)	
Grants	2,000	-	600	(600)	Over spend is offset by under spend in Camps and Youth
Total	23,359	20,383	8,279	12,103	
Emerging Ministry					
Kids Across the Regions	(486)	-	897	(897)	
Interim Ministry	-	-	-	-	
Clergy Retreat	243	-	512	(512)	
Workshops	1,850	-	77	(77)	
COVID-19 Global Relief Fund Support	-	-	5,000	(5,000)	This grant is funded by travel cost savings
Total	1,608	-	6,486	(6,486)	
Office Operations	47,720	59,740	23,010	36,730	Savings expected due to pandemic
Building Expenses	14,235	11,330	8,092	3,238	Savings expected dur to pandemic
Start Up Costs	5,008	-	-	-	
TOTAL MINISTRY EXPENSES	685,118	758,207	432,777	325,430	Savings are expected, but are not determinable at this time.
OPERATING SURPLUS	43,893	16,765	76,600	59,835	This reports is largely cash based and excludes interest income and gains on investments, which will be used to increase the expected cost savings.
FUND ACTIVITY					
Unrestricted Funds					
General Fund	485,649	485,649	485,649	-	
Operating Fund	43,893	60,659	120,494	59,835	Increase due to prior year operating surpluses 1) - The 2020 budget was higher than actual, so 2021 was budgeted lower 3) - The decrease is because of the funding of various ministries in 2021 for \$97,000
Property Income Fund	125,440	200,440	160,603	35,163	
Total Unrestricted Funds	654,983	746,748	766,746	94,998	
Externally Restricted Funds					
The Kent Legacy Fund	20,776	20,776	20,776	-	
The Oxford Legacy Fund	65,069	65,069	65,069	-	
Middlesex Resource Centre Legacy Fund	42,670	42,670	42,670	-	
Fairfield Museum (5201105)	10,919	10,919	9,036	(1,883)	Expect reduced funding due to poor markets
Westminster Weekend Fund	22	22	22	-	
Westminster Institute Special	22,451	22,451	22,451	-	
Malahide Youth Fund	24,906	24,906	24,933	27	

Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
 for the 9 months ended September 30, 2020

2019 PRELIMINARY RESULTS & 2020 BUDGET vs 2020 YTD RESULTS (1)

	2019 Total	2020 Total	2020 YTD	2020 Total	Comments
	ACTL	BDGT	Total ACTL	B to A DIFF	
subtotal	186,813	186,813	184,957	(1,856)	
Internally Restricted Funds					
London Conference Closing and Legal Costs Fu	250,000	250,000	250,000	-	
Mission & Service Projects Revenue Generatic	11,485	11,485	11,485	-	
Congregational Learning Grants	7,957	7,957	7,957	-	
subtotal	269,443	269,443	269,443	-	
Total Restricted Funds	456,256	456,256	454,400	(1,856)	
TOTAL FUND BALANCES	1,111,239	1,203,004	1,221,146	93,142	See above comments

Priorities

The regional council identified the following priorities for the assessment grant.

Regional Operations	The work of being a regional council including meetings, Archives, oversight of corporations
Pastoral Relations	Facilitating the formation of and providing support for healthy pastoral relations Supporting communities of faith in the articulation of mission and ministry and through changes in their pastoral relationships and life cycle. (decision involving both the community of faith and regional council)
Communities of Faith Support including Indigenous Communities of Faith	Supporting communities of faith who are congregations in the articulation of their Living Faith Story, with their use of major assets or property matters, through changes in their life cycle Encouraging communities of faith to formalize their covenant with the regional council
Communications	Sharing the life and work of the regional council
Office Operations	Costs for shared services, office supplies and technical needs
Building Expenses	Operation of the office space

The following priorities were identified for the Mission and Service Grant.

Social Justice and Outreach; Living out our Affirm Mandate	Encouraging and equipping communities of faith to share in the wider mission of the church through public witness and advocacy for justice
Camps and Youth	Supporting leaders in this ministry and camps as well as providing opportunities for children and youth to gather Being committed to life-long faith development
Living into Right Relations	Connecting with Indigenous communities and ministries; helping deepen the understanding of treaty and the Calls to Action to the church

The amalgamating of charities, finalizing of the 2019 financial information, tracking of legacy funds from preceding bodies, and sorting of some costs shared across regional councils, such as the May 2019 meeting, has taken longer than anticipated resulting in the audit happening in September. Final 2019 figures accounting for interest income, etc. are not yet available.

What might the regional council do?

The regional council might:

1. Receive the internal 2019 financial report and the 2020 operating statement to date for information;
2. Direct the Executive to approve the 2019 Auditors’ Report; and
3. Direct the Executive to forward the 2019 Auditors’ Report via email to the roll of this meeting once it is approved.

PROPOSAL #5

Title: Operating Budget 2021

Origin: Treasurer and Executive

What is the issue?

The regional council needs to set a budget for 2021 to guide the Executive in its management of the regional council's resources.

Why is this issue important?

The regional council needs to understand both the strengths and challenges of its financial situation to be able to function effectively in the present and ensure it is well positioned for the future.

In 2021, the regional council will experience a 17% drop in its Mission and Service grant which is a reduction of \$47,000. With this in mind, along with the uncertainty of the pandemic situation, the budget was developed according to these principles:

1. Maintain current meeting and travel budgets
2. Provide 2% increase for cost of office and building operations
3. Reflect accurate staff costs
4. Determine affordable and essential staff complement (overall reduction of .5)
5. As much as possible, protect the amount of the Mission and Service grant available for grant recipients. The amount available for grants this year was only reduced by \$5,000 overall. This was possible due to:
 - a) Loss of .5 staff complement previously covered by Mission and Service grant;
 - b) 50% of the cost of the Administrative Assistant, Mission and Finance was moved to assessment more appropriately accounting for the financial element of the role;
 - c) 50% of the new full-time Minister, Right Relations and Social Justice, will be covered from the proceeds of property sales.

What might the regional council do?

The regional council might:

1. Adopt the proposed 2021 budget authorizing the Executive to adapt as necessary within the above guidelines.

Antler River Watershed Regional Council

*Holding and Encouraging Communities of Faith
for the 9 months ended September 30, 2020*

2021 BUDGET and 2020 BUDGET vs PRELIMINARY ACTUAL RESULTS for 2020 (1)

	2020 Total BDGT (21)	2020 YTD Total ACTL	2021 Total Budget (30)	2021/2020 Other Bdgt DIFF	Comments
REVENUE					
EM/EA	67,000	50,250	67,000	-	
Assess.	325,000	238,167	325,000	-	
M&S	289,000	205,069	240,000 (35)	(49,000)	Reduction in M&S Grants by 17%
Other	18,973 (12)	4,421	18,973 (45)	-	
Investment	-	-	-	-	
Transfers	75,000 (51)	11,471	97,382 (51) (52)	22,382 (49)	Additional draw on Property Income Fund to support staff costs to better balance the M&S funding and work
TOTAL REVENUE	774,973	509,378	748,355	(26,618)	
MINISTRIES					
Regional Operations					
Staff	66,613	52,213	68,822	2,209	Increases from COLA and Step staff costs increases
Con Ed	725	243	1,223 (54)	498	
Travel	6,666	381	6,666	-	
Staff admin resources	-	-	11,676 (46)	11,676	Move of Ruthanna Mack recognizing her contribution to regional operations - 50% of her time
Staff Support	1,000	-	1,000	-	
RC Meetings	40,000	227 (4)	40,000	-	
Commiss/Exec	17,500	576	17,500	-	
Executive Expenses	5,000	2,750	5,000	-	
Archives	37,945 (12)	14,230	37,945 (12)	-	
Corps.	7,500	2,917	7,500	-	
Legal	10,000	-	10,000	-	
Learning opportunity	30,000	-	30,000 (50)	-	
Prof. Fees	6,000	1,978	21,000	15,000	Audit costs
Total	228,949	75,515	258,333	29,384	
Supporting C of F, including Indigenous Comm.					
Staff	74,431	35,450	41,296	(33,135)	Reduced staffing of this ministry by 0.17 FTE
Con Ed	963	-	737 (54)	(226)	
Travel	6,667	565	5,000	(1,667)	
Cov't Comm	5,000	560	5,000	-	
Commision events	10,000 (51)	-	10,000 (51)	-	
Other	-	8,477	-	-	
Total	97,061	45,052	62,033	(35,028)	
Pastoral Relations					
Staff	73,057	56,421	75,465	2,408	Increased by COLA and steps
Con Ed	1,092	304	1,223 (54)	131	
Travel	6,666	501	6,666	-	
HR Comm	5,000	95	5,000	-	
Commision events	10,000 (51)	-	10,000 (51)	-	
Emergency Fund	1,000	-	1,000	-	
Other	-	-	-	-	
Total	96,815	57,321	99,355	2,539	
Communication					
Staff	12,290	9,467	18,177 (48)	5,887	1) - Additional staff to help with transition to digital world at 3.3 hrs per week or 0.1 FTE.
Con Ed	130	-	523 (54)	394	2) - Funded by the Property Income Fund
M&S Grants	10,000	7,500	8,000	(2,000)	
Other	-	-	-	-	
Total	22,420	16,967	26,700	4,281	
Social Justice and Outreach					
Staff	42,226	26,046	38,665	(3,561)	Reduced staffing of this ministry by 0.1 FTE offset by COLA and step increases
Con Ed	611	28	737 (54)	126	
Travel	3,333	223	3,333	-	
Mission & Disc. Comm	2,500	1,227	2,500	-	
Commision events	5,000	-	5,000	-	

Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
 for the 9 months ended September 30, 2020

2021 BUDGET and 2020 BUDGET vs PRELIMINARY ACTUAL RESULTS for 2020 (1)

	2020 Total BDGT ⁽²¹⁾	2020 YTD Total ACTL	2021 Total Budget ⁽³⁰⁾	2021/2020 Other Bdg DIFF	Comments
M&S Outreach Min.	58,000	31,000	79,500	21,500	Increased M&S grants
All Other M&S Grants	-	1,500	-	-	
Total	111,670	60,024	129,735	18,065	
Camps and Youth					
Staff	42,895	33,080	39,629	(3,266)	Reduced staffing of this ministry by 0.1 FTE offset by COLA and step increases
Con Ed	611	137	619	8	
Travel	3,333	152	3,333	-	
Mission & Disc. Comm	2,500	83	2,500	-	
Commision events	5,000	2,079	5,000	-	
Youth Forum	3,000	-	-	(3,000)	Under budgeted this event
M&S Camps	52,500	75,000	72,500	20,000	Increased 2021 budget to reflect 2020 actual experience
M&S Chaplaincy	-	21,500	-	-	
Total	109,839	132,031	123,581	13,742	
Living into Right Relations					
Staff	18,475	5,471	16,402	(2,073)	Replacement for departing personnel resulted in lower compensation
Con Ed	241	-	246	5	
Travel	1,667	208	1,667	-	
Commision events	-	2,000	-	-	
Grants	-	600	-	-	
Total	20,383	8,279	18,315	(2,068)	
Emerging Ministry					
Kids Across the Regions	-	897	-	-	
Interim Ministry	-	-	-	-	
Clergy Retreat	-	512	-	-	
Workshops	-	77	-	-	
COVID-19 Global Relief Fund Support	-	5,000	-	-	
Total	-	6,486	-	-	
Office Operations	59,740 ^{(28),(19)}	23,010	59,935 ⁽³²⁾	195	
Building Expenses	11,330 ^{(5),(19)}	8,092	11,557 ⁽¹⁹⁾	227	
Start Up Costs	-	-	-	-	
TOTAL MINISTRY EXPENSES	758,207	432,777 ⁽²⁹⁾	789,543	31,335	
OPERATING SURPLUS (DEFICIT)	16,765	76,600	(41,188)	(57,953)	This 2021 narrative budget is a cash based budget and excludes interest income and gains on investments, which will be used to fund this deficit because the region has more than \$1.4 million in cash & investments. In time, it will all be invested other than operating cash balances.

Antler River Watershed Regional Council
Holding and Encouraging Communities of Faith
 for the 9 months ended September 30, 2020

2021 BUDGET and 2020 BUDGET vs PRELIMINARY ACTUAL RESULTS for 2020 (1)

	2020 Total BDGT (21)	2020 YTD Total ACTL	2021 Total Budget (30)	2021/2020 Other Bdgt DIFF	Comments
FUND ACTIVITY					
Unrestricted Funds					
General Fund	485,649 (23)	485,649	485,649 (23)	- (51)	
Operating Fund	60,659 (13)	120,494	79,306 (13)	18,647	Increase due to prior year operating surpluses 1) - The 2020 budget was higher than actual, so 2021 was budgeted lower 3) - The decrease is because of the funding of various ministries in 2021 for \$97,000
Property Income Fund	200,440 (18)	160,603	63,221 (18)	(137,219)	
Total Unrestricted Funds	746,748	766,746	628,176	(118,572)	
Externally Restricted Funds					
The Kent Legacy Fund	20,776	20,776	20,776	-	
The Oxford Legacy Fund	65,069	65,069	65,069	-	
Middlesex Resource Centre Legacy Fund	42,670	42,670	42,670	-	
Fairfield Museum (5201105)	10,919	9,036	9,036	(1,883)	Expect reduced funding due to poor markets
Westminster Weekend Fund	22	22	22	-	
Westminster Institute Special	22,451	22,451	22,451	-	
Malahide Youth Fund	24,906	24,933	24,933	27	
subtotal	186,813	184,957	184,957	(1,856)	
Internally Restricted Funds					
London Conference Closing and Legal Costs	250,000	250,000	250,000	-	
Mission & Service Projects Revenue Grants	11,485	11,485	11,485	-	
Congregational Learning Grants	7,957	7,957	7,957	-	
subtotal	269,443	269,443	269,443	-	
Total Restricted Funds	456,256	454,400	454,400	(1,856)	
TOTAL FUND BALANCES	1,203,004	1,221,146	1,082,576	(120,428)	Recall that funding from disbanding churches is not budgeted, but the draws on the Property Income Fund are.

PROPOSAL #6

Title: Appointment of Auditors

Origin: Treasurer

What is the issue?

The regional council needs to name auditors for the 2020 financial year.

Why is this issue important?

An audit provides reassurance to the regional council and to the Charities Directorate as to the proper administration of charitable funds.

The authorization for expenses happens at the regional council but the management of the funds is handled by the General Council accounting team. The financial records are generated by the General Council as part of the accounting services secured by the regional council.

In 2019, the regional council named the General Council auditors, PWC (formerly Price Waterhouse Cooper). PWC already work with the General Council staff who handle our accounting, so it made sense to call upon them.

It takes significant time for an auditor to become familiar with an operation. The largest investment of time and therefore of money into the regional council's audit was for 2019. The regional council might want to take advantage of this investment by employing the same auditors for 2020.

What might the regional council do?

The regional council might:

Name PWC to perform the 2020 audit of Antler River Watershed Regional Council at the General Council Office.

MOVE Doug Cameron / SECOND

That Antler River Watershed Regional Council names PWC (Price Waterhouse Cooper) to perform the 2020 audit of Antler River Watershed Regional Council at the General Council Office.

PROPOSAL #7

Title: Closing Motions
Origin: Executive Minister

What is the issue?

The work of the regional council continues between regional council meetings.

Why is this issue important?

The regional council must be clear as to how the work will continue.

What might the regional council do?

The regional council might

- 1) Entrust any unfinished business from its October 29—November 1, 2020 meeting to the Executive;
- 2) Authorize the Executive to fill any vacancies on the understanding that appointments will be confirmed at the next regional council meeting;
- 3) Direct the Executive to plan to convene a meeting of the regional council in the spring of 2021; and
- 4) Entrust the Executive and Commissions with the responsibilities and authority of Antler River Watershed Regional Council in accordance with the Manual of The United Church of Canada and the Governance Handbook of the Antler River Watershed Regional Council.
- 5) Close the October 29th – November 1st meeting of Antler River Watershed Regional Council at the end of the Celebration of Ministry on Sunday, November 1, 2020.

MOVE Cheryl-Ann Stadelbauer-Sampa / SECOND

THAT the Antler River Watershed Regional Council

- 1) Entrust any unfinished business from its October 29 - November 1, 2020 meeting to the Executive;
- 2) Authorize the Executive to fill any vacancies on the understanding that appointments will be confirmed at the next regional council meeting;
- 3) Direct the Executive to plan to convene a meeting of the regional council in the spring of 2021; and
- 4) Entrust the Executive and Commissions with the responsibilities and authority of Antler River Watershed Regional Council in accordance with the Manual of The United Church of Canada and the Governance Handbook of the Antler River Watershed Regional Council.
- 5) Close the October 29 - November 1, 2020 meeting of Antler River Watershed Regional Council at the end of the Celebration of Ministry on Sunday, November 1, 2020.

Section Three: Nominations

Executive and Commission Membership

PRESIDENT

4-year term in total: Serving as President-Elect for 1 (one) year; President for 2 (two) years, Past-President for 1 (one) year

The President will:

- a) Preside at the communion table and business table of the region and its Executive;
- b) Serve as the spiritual leader for the region, offer a theme and vision for the region;
- c) Serve, along with the Executive Minister, as the official representative of the region;
- d) Strive to inspire the members of the Regional Council and its communities of faith toward health, joy and excellence;

During the two-year term as President, the President will receive a personal honorarium. The home community of faith of the President will receive an honorarium. During the one-year term as Past-President, the Past-President will receive a personal honorarium. The home community of faith of the Past-President will receive an honorarium.

EXECUTIVE

Membership

12 Members, plus President, President-Elect or Past President, Treasurer, and Executive Minister.

By office or other:

- 3 Commission representatives
- 1 Indigenous Ministry representative
- 1 United Church Women (UCW) representative

Elected:

Of the remaining 7 positions, 3 are preferred positions:

- 1 position reserved for a youth or young adult;
- 1 position to ensure racialized representation;
- 1 position to represent sexual orientation/gender identity diversity.

Completing Current Term

The regional council thanks the following whose terms are ending: Joyce Payne who served as President, Louise Hall, Kenji Marui. Note: Some may be offering themselves for re-election.

Continuing to serve

Name	Role	Term Ends
Doug Cameron	Treasurer	2022
Diane Skomash		2022
Karlene Brown-Palmer		2022
Elizabeth Dunn		2022
Deanna Gibson		2022
Richard Dalton		2021
Bill Rothernel		2021
Brenda MacMain	Indigenous Ministry	
Lorna Gardner	UCW	
Doreen Hewitson HR Comm	Human Resources Commission Representative	2023
Marie Santos	Covenant Commission Representative	2022
Carey Wagner	Mission & Discipleship Commission Representative	2021

To be elected: Up to 2

COVENANT COMMISSION

Membership

Membership Minimum of 7 members and a maximum of 12 members, at least one-third of total membership to be ministry personnel and one-third of membership to be lay, elected by the Regional Council, one of whom serves on the Executive.

Completing Current Term

The regional council thanks the following whose terms are ending:

Tom Brunt, Judith Fayter, Mark Marshall.

Note: Some may be offering themselves for re-election.

Continuing to serve

Name	Ministry Personnel (MP) Lay (L)	Term
Marie Santos	Chair (L)	2022
Jim Evans	MP	2021
Andi McKillop	L	2021
Deb Ellacott	L	2021
Adam Kilner	MP	2022
Mark Perry	MP	2022

Need 1 to be elected. Can elect up to 6.

HUMAN RESOURCES COMMISSION

Membership

Membership Minimum of 7 members and a maximum of 12 members, at least one-third of total membership to be ministry personnel and one-third of membership to be lay, elected by the Regional Council, one of whom serves on the Executive.

Continuing to serve

Name	Ministry Personnel (MP), Lay (L)	Term
Olav Kitchen	MP	2023
Carol Ferguson	MP	2022
Elizabeth Parsons	MP	2021
Paul Browning	MP	2023
Doreen Hewitson	MP	2023
Mary Anne Silverthorn	L	2021
Jim Drummond	L	2023
Norm MacPherson	L	2021
Tracy Wygiera	L	2022

Can elect up to 3.

MISSION AND DISCIPLESHIP COMMISSION

Membership

Membership Minimum of 7 members and a maximum of 12 members, at least one-third of total membership to be ministry personnel and one-third of membership to be lay, elected by the Regional Council, one of whom serves on the Executive.

Completing Current Term

The regional council thanks the following whose terms are ending: Robin Sherman who served as Chair, Dawn Jones, Patricia Mack, Pat Whitton. Note: Some may be offering themselves for re-election.

Continuing to serve

Name	Ministry Personnel (MP), Lay	Term
James Haupt	MP	2022
Glenda McMillan		2021
Richard Auckland		2022
Carey Wagner	MP	2021
Bob Harris		2022

Need 2 to be elected. Can elect up to 7.

Nominations: Expressions of Interest

Form Name: ARW Regional Council Expression of Interest

Name	Louise Hall
Home Community of Faith	St. Luke's Sarnia
You are	Lay Representative
The date you were elected by your Community of Faith	February 2020
Name of position(s) of interest	Regional Council Human Resources Commission
What draws you to this/these position(s)?	I would like to serve wherever I am most needed
What is your experience/involvement in the United Church to date?	Presbytery Chair, Conference Executive, Transition Team, Regional Executive, Liaison. General Council Delegate.
What skills and gifts would you bring to this/these positions?	I am willing to work hard at whatever you need me to do.
What assistance would you find helpful to fulfil these roles?	Guidance and prayer
What perspective do you bring to this/these role(s) that might be missed if you were not there?	Enthusiasm, a belief in making a difference

Form Name: ARW Regional Council Expression of Interest

Name	Jeffrey Smith
Home Community of Faith	St. David's, Woodstock as of Nov. 9, 2020
You are	Ministry Personnel (OM, DM, DLM)
Name of position(s) of interest	Covenant Commission
What draws you to this/these position(s)?	I have in the past been involved in and have served as Secretary of Pastoral Relations (Erie Presbytery). I have also served on numerous JNACS and Search Committees. I have a deep love and interest in healthy relations within pastoral charges
What is your experience/involvement in the United Church to date?	I have served on the Hamilton Conference Education and Students Committee, taken part in many interviews with students, assisted many congregations with JNACS and Search Committees and have served as a pastoral charge supervisor.
What skills and gifts would you bring to this/these positions?	I am a good listener. I consider myself fair and objective. I have a deep faith.
What assistance would you find helpful to fulfil these roles?	I am seeking more awareness of the new systems that are in place since Presbyteries and Conferences were amalgamated into Regional Councils.
What perspective do you bring to this/these role(s) that might be missed if you were not there?	I bring 30 years of pastoral service to the table and understand the dynamics of congregational/ministerial relationships. I have been through many challenges including the rebuilding of a church destroyed by fire. I am open to new learnings.

Form Name: ARW Regional Council Expression of Interest

Name	Linda Badke
Home Community of Faith	First St. Andrew's
You are	Lay Representative
The date you were elected by your Community of Faith	-----
Name of position(s) of interest	Mission and Discipleship Commission
What draws you to this/these position(s)?	I've been on the Mission and Outreach committee at my church for about 30 years and sat on the Division of Mission and Outreach for presbytery. I was actively involved in planning our fall workshop.
What is your experience/involvement in the United Church to date?	I have chaired our Mission and Outreach committee three times, have been a presbytery rep and sit on our M&P committee. I teach Sunday School when we are short staffed. I also sat on the ELUCO board for 23 years and chaired it for two terms.
What skills and gifts would you bring to this/these positions?	I bring a wide experience in the church, committee work and work in the wider church.
What assistance would you find helpful to fulfil these roles?	Working with people who are willing to collaborate and share ideas.
What perspective do you bring to this/these role(s) that might be missed if you	Being willing to look at things from a new perspective.

Form Name: ARW President of Regional Council



Name

Karlene Brown-Palmer

Share a brief summary of your CURRENT & RECENT INVOLVEMENT in The United Church of Canada (Local Pastoral Charge/Congregation, Regional Council, General Council)

Since September 1, 2017 I have served as the Minister St Paul's Church Tillsonburg

From September 2017 until January 2019 I was an active member of the Oxford Presbytery

2019 to present providing emergency pastoral support to Avondale United Church Tillsonburg when necessary

May 2019, I began serving as an Executive Member Antler River Watershed Regional Council

January to July 2020 I served as the Pastoral Charge Supervisor for Norwich United Church Norwich

Share what is drawing you to serve as President; your SENSE OF CALL & COMMITMENT TO SERVE

Keenly sensing and listening to the leading of the Holy Spirit and the affirmations of others I offer myself as President of the Antler River Watershed Regional Council.

On answering the call to ministry in 2006, I pledged to hold God's people in my heart. Since then, I have sought to fulfill this pledge. I come humbly as one willing to learn and work alongside those whose hands are already at the plough.

Though having limited years of experience in the UCC. I'm committed to doing this work in God's strength. I come with many God-given gifts, educational and ministry experiences. Having a deep awareness of the Divine and trusting in God's leading, I know together we can make a difference, remembering "We are not alone God is with us"

Form Name: ARW President of Regional Council



Name Jane Van Patter

Email jane.vanpatter@gmail.com

Community of Faith St. David's, Woodstock

Share a brief summary of your CURRENT & RECENT INVOLVEMENT in The United Church of Canada (Local Pastoral Charge/Congregation, Regional Council, General Council) Now in my 40th year of Ministry, I am retiring on October 31, 2020. After 13.5 years of ministry at St. David's United Church, Woodstock I led my last worship service on October 25. For many years while living in London I served on the Middlesex Presbytery Education & Students Committee and also chaired that committee. This position led me to chairing London Conference E & S Committee for 8 years including introducing candidates at the AGM. It was also my honour once in Woodstock to be Chairperson of Oxford Presbytery during the 2014-2015 church year. Though I have not been involved in the life, work and ministry of the ARWR directly, I have helped St. David's navigate its way into this new way of being as the church.

Share what is drawing you to serve as President; your SENSE OF CALL & COMMITMENT TO SERVE At the last AGM of London Conference, Joyce Payne asked if I would consider letting my name stand in the election of the next Conference President. At the time the answer was, "Thanks, but no thanks." Even so, the seed was planted to consider that possibility in the future. At the first AGM of the ARWR in Port Elgin, Joyce Payne asked the same question of me. Again, the same answer as I knew I was moving into retirement mode and wanted to focus my time and attention on ministry at St. David's. Still, the seed Joyce had planted continued to grow. As retirement drew closer, I began wondering about next steps. It was then I discerned more clearly a sense of call and commitment to serve as President of the ARWR.

