

Michiko Bown-Kai shared Equity self monitoring questions to consider during the meeting.

1. Am I responding with my bias(es)?
2. Just because we've always done it this way, should we continue?
3. Who is missing around our table in this discussion? (Do we need to consult wider?)
4. Whose voices haven't been heard? Have I spoken too much?
5. Am I using correct pronouns for colleagues?
6. Am I making assumptions based on race, sexual orientation, gender, to name a few?

Worship with Communion was led by the Worship Team (Beth Parsons and Pam Wilcox).

Proposal #1 - Procedural Motions

Moved: Kenji Marui / Seconded: Cheryl-Ann Stadelbauer-Sampa

That the regional council 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-Kai 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.

Carried

Community Building

Pam Wilcox led participants in a community building game utilizing zoom reactions and polling functions.

Affirm Action Plan – Overview and Breakout Rooms Discussion

The Affirm Action Plan was introduced by Pegi Ridout. Pegi provided an overview, noting this is a commitment to the process. Meeting participants then split into breakout room groups to discuss the plan before the regional council. (Note: The Affirm Action Plan arose from last year's regional council meeting, with a requirement to produce an action plan, which has been authorized by Affirm United).

Proposal #3 – Affirm Action Plan

Moved: Pegi Ridout / Seconded: Kenji Marui

That Antler River Watershed Regional Council:

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

Address to the Regional Council

President Joyce introduced video messages to the regional council from Commissionands Christine Crawford and Barbara McGill and Admittand George Rowaan.

Proposal #4 – Receive 2019 Financial Report

Treasurer Doug Cameron reviewed the report and shared the principles behind the 2021 budget that was adopted. In 2021, the regional council will use reserve funds to invest in ministry. It is anticipated that the reserves will increase by a similar amount through the regional council's interest income and share in the legacy of disbanding congregations.

Moved: Doug Cameron / Seconded: Cheryl-Ann Stadelbauer-Sampa

That Antler River Watershed Regional Council:

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. **Carried**

Proposal #6 – Auditors Proposal

Moved: Doug Cameron / Seconded: Cheryl-Ann Stadelbauer-Sampa

That Antler River Watershed Regional Council:

Name PWC to perform the 2020 audit of Antler River Watershed Regional Council at the General Council Office. **Carried. 1 Against.**

Kathy Douglas, Minister, Faith Formation, as invited by President Joyce, shared a reflection.

I use the pronouns she/her, I am a white person with settler heritage. I recognize the privilege of speaking to all here tonight. In my work supporting Children and Youth ministry leadership, I find it important when we gather and try to offer three things

1. Connection and community building for both paid accountable folks and volunteer leadership
2. Resources and best practices, concrete materials for the forming of disciples in CE
3. Worship. Offering a moment of reflection and grounding ... remembering who we are.

BC Before Covid I worked at doing this all around the regions in person.

AC After Covid it has moved to a series of on-line webinars with specific focused topics. We just finished a Round Table on Advent/Christmas resource/idea sharing. Rich, rich, stuff. (I have a summary of those ideas, contact me if you would like to see that)

A few weeks ago, on one of these calls, in which about 25 were gathered I heard struggle.

"I am depleted", one long time Children and Family Minister sighed. These folks know the families they serve are hungry for connection, both spiritually and emotionally, but with Covid effects, it is a challenge to know if their ministry efforts offer sustenance. Talking to a camera rather than a group of kids, and releasing videos onto websites, can feel like sending things out into a void.

Joyce asked me to highlight what I sent out in a reflection on Facebook regarding the struggles our children and youth Leadership is having here with you all tonight. But I would like to make a broader I believe most of us in leadership in the church experience too often feelings of depletion. In my reflection I offered some support.

What can be done? A 'notice' and 'reach out to thank and encourage', goes a long way. It may only take one 'Thank you' that could replenish putting each of us back on the way ... ready to offer engaging and life changing connection and faith formation. I think each of us can find someone to say 'thank you' to for their ministry.

Equity Reflection: Michiko Bown-Kai
Theological Reflection: Karlene Brown-Palmer

Closing Worship & pastoral prayers led by the Worship team.

Reminder (President Joyce): Deadline for Commission/Executive nominations, midnight, Thursday, October 29th.

Friday October 30

4 pm – 5:30 pm

Zoom orientation was provided prior to the start of the Friday session.

Welcome, Announcements and Lighting of the Christ Candle: President Joyce

Worship was led by the Worship team.

Celebrating Jubilands

Diane Blanchard, Minister Pastoral Relations, offered a prayer of thanksgiving for all those honoured. The following Jubilands' lifetime of service was celebrated:

50 years

David McKane

Kenneth Jackson

John Palmer

55 years

William Stephenson

Kenneth A. Thomson

60 years

Arthur R. Woitte

Community Building

Pam Wilcox led participants in a community building *What am I* riddle game utilizing zoom breakout rooms.

Remit

An overview of the Remit was outlined by Pegi Ridout and Thérèse Samuel. Pegi also discussed some questions regarding the remit that have previously arisen.

Haven't we already done this? Not so much. Pegi noted—previously considered sexual orientation not gender identity;

Why do we have to be so specific? Remember when we tried to make man or men mean all of humankind? Assumptions about gender have been made. When trying to counter balance assumptions, have to be explicit about what we are saying.

Thérèse noted this is changing wording that hasn't caught up with the reality.

Meeting participants then split into breakout room discussion groups.

Following the breakout group discussions some clarifying questions were raised, including is this anything to do with the change of structure in the church from conferences to regions? The responsibility for ordination, etc., readiness for ordered ministry is now the responsibility of the Office of Vocation, but who is included in that is not related to structure.

Proposal #2 - Remit

Moved: Pegi Ridout / Seconded: Kenji Marui

That Antler River Watershed Regional Council agrees 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.

Carried. 4 Against

This decision will be communicated to the General Secretary on behalf of ARWRC.

The New Creed video was shared.

Executive, Commission Member Elections

President Joyce presented the following, appointed with thanks to their respective roles by acclamation:

Executive: Kenji Marui

Covenant Commission: Jeffrey Smith, David Whiting

Human Resources Commission: Louise Hall

Mission and Discipleship Commission: Linda Badke, Tabitha Carey

Mission & Discipleship Commission Report

Prior to the presentation, a point of order was made.

Moved: Kenji Marui / Seconded: Cheryl-Ann Stadelbauer-Sampa

To extend the order of the day to no later than 6 pm, October 30, 2021. Motion made debatable and amendable. **Carried**

A video was then shared highlighting the work of the Mission & Discipleship Commission, including Mission Support grants provided. Chair Richard Auckland thanked the staff resource team, and Dave Jagger. Some of the videos will be posted individually to use as minutes for mission. Richard also gave special thanks to Robin Sherman who served as chair during the transition from presbytery to regional council, and welcomed Tabitha and Linda.

Equity Reflection: Michiko Bown-Kai

Theological Reflection: Karlene Brown-Palmer

Closing Worship was led by the Worship team.

Reminders (President Joyce): Deadline for nominations for president and new business, 6 pm, Friday, October 30th.

Saturday October 31

9:30 am – 11 am

Zoom orientation was provided prior to the start of the Saturday session.

Welcome, Announcements and Lighting of the Christ Candle: President Joyce

President Joyce spoke about a letter sent to the Canada Post Stamp Advisory Committee, on behalf of the Antler River Watershed Regional Council, in support of the proposal from the Canadian Mackay Committee for a stamp in 2022 to commemorate Rev. Dr. George Leslie Mackay and 150 years of Canada's engagement in Asia.

Agenda & Business Chair, Kenji Marui, noted changes to the order of the agenda.

Worship was led by the Worship team prior to the speeches and election of president.

President speeches and election

Karlene Brown-Palmer and Jane Van Patter each spoke eloquently to their call to serve as president of the ARWRC. President Joyce led the regional council in prayer before the vote.

Jane Van Patter was elected president of Antler River Watershed Regional Council.

Moved: Karlene Brown-Palmer / Seconded: Brad Morrison

That the vote for ARWRC president be unanimous. **Carried**

Presentation by Tim Hackborn, Community Capacity Development Coordinator, Indigenous Ministry & Justice, UCC

A discussion of dual belonging was shared in a video presentation by Tim.

Human Resources Commission update

The Human Resources Commission shared an informative video which included: an update on the United Fresh Start program, which will be resuming soon, with more details to be provided, and an update on the Licensed Lay Worship Leader program

Moderator's Address

A video for this Antler River Watershed regional council gathering was presented featuring an address by the Right Reverend Richard Bott, Moderator of the United Church. Richard Bott noted that while the space is virtual, worship is real. He spoke from his home at Port Coquitlam, which he said was a call to action and to live in right relations since this unceded territory was not part of any treaty. Moderator Richard offered a prayer for the work of Antler River Watershed regional council.

In Memoriam

With thanksgiving for the ministry, they offered and for the witness they provided, the regional council remembered these ministers: Bojeong Kim, Clyde Westhaver, Christian Kraatz, Joyce McManus, Gord Pickell, Herb Summers, Lloyd Brown, Gordon Geiger, Connie Ellis and Don Bardwell. Diane Blanchard, Minister Pastoral Relations, offered a prayer.

Equity Reflection: Michiko Bown-Kai

Theological Reflection: Karlene Brown-Palmer

Saturday October 31

1 pm – 2:30 pm

President Joyce welcomed all back to the afternoon session. Agenda and Business Chair, Kenji Marui, provided an update on the agenda, noting some adjustments made to include all business.

Opening worship was led by the Worship team.

Retirees

Retirees were celebrated with video clip and PowerPoint presentations.

Diane Blanchard, Minister Pastoral Relations, offered a blessing and thanks for the dedicated service of the following retirees:

Rev. John Van Omme

Rev. Jill Rogers

Rev. Bonnie Pilkey

Proposal #5 – Operating Budget 2021

Moved: Doug Cameron / Seconded: Cheryl-Ann Stadelbauer-Sampa

That Antler River Watershed Regional Council:

Adopt the proposed 2021 budget authorizing the Executive to adapt as necessary within the following guidelines:

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. **Carried**

Covenant Commission update

Lynne Allin, Minister Congregational Support and Mission, shared a few words of introduction and a video outlining the role and work of the Commission.

Community of Faith Disbandments

A video was shared honouring the ministries of the following communities of faith who have disbanded: Appin U.C., Curries U.C., Eastwood U.C., Fairmont U.C. London (building repurposed with Metropolitan U.C.) Oxford Centre U.C., St. Paul's U.C., Windsor, Zion U.C. of the Rural Pastoral Charge. Lynne Allin offered a blessing for their ministries.

A brief General Council update was provided by John Young.

New Business

Social Justice Network proposal

The Social Justice Network of ARWRC, a gathering of people from across the regional council who share a commitment to social justice, presented a proposal raising two issues: communication and the connection between a network and the regional council.

Moved: Kenji Marui / Seconded: Doug Cameron

Antler River Watershed Regional Council affirms the value and necessity of clear communication and, as the Social Justice Network proposal touches upon matters of communication (for which there is no committee or division) and upon staffing concerns, the regional council refers this proposal to the Regional Council Executive. **Carried**

Clusters and Networks

Received for information only: GS71 Remit Implementation: Clusters and Networks. Excerpt from minutes of Nov. 18, 2017 meeting of the General Council Executive noting motion adoption by Executive of the General Council of the description of clusters and networks as outlined in accompanying documentation.

Thank you

Received for information only: Thank you from Western Ontario Waterways for a donation of \$1,000 made by the Executive of Antler River Watershed, on behalf of the Antler River Watershed Regional Council, to Wesley United Church, Saugeen First Nations in response to the devastating fire.

Stewardship Presentation

Presentation by Dave Jagger, Stewardship & Gifts Officer, Philanthropy Department of United Church, "Discipleship is Stewardship." Dave outlined several new M&S resources – e.g., Minute for Mission, new M&S Guide, Called to be the Church program, promoting the use of PAR, etc.

Proposal #7 – Closing Motions

Moved: Kenji Marui / Seconded: Cheryl-Ann Stadelbauer-Sampa

That 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 29th – November 1st meeting of Antler River Watershed Regional Council at the end of the Celebration of Ministry on Sunday, November 1, 2020. **Carried**

Equity Reflection

In their time throughout the meeting, Equity Monitor Michiko Bown-Kai highlighted topics such as the importance pronouns and the value of righteous anger.

Theological Reflection

Throughout the meeting, we benefitted from Karlene Brown-Palmer's gift of placing the work we were doing in the framework of our calling to be the church.

Closing courtesies

Joyce Payne thanked the staff, Michiko and Karlene for their inspiring words, the Commission chairs, and Grace United Church and Pat Morrison for setting up space for the leadership team, the planning and worship teams for their gifts and time.

Thank You President Joyce

October 29-31, 2020

Antler River Watershed Regional Council 20-11

Louise Hall offered thanks to President Joyce Payne. The close of the Celebration of Ministry service marked the end of President Joyce's term. She advised the Executive earlier this year that she would be concluding her term before its spring 2021 ending due to moving outside the regional council. She graciously extended her term as President when the date for restructuring was set. Then she chaired the Transition Commission from June 2018 to the regional council meeting in May 2019. At that time, she let her name stand as President once more. The consistency she brought to this role was a blessing. Antler River Watershed regional council was blessed to be led by one who lives her faith.

Closing Worship, including covenanting with the Executive and Commissions, was led by the Worship team.

Joyce Payne reminded all to join the Celebration of Ministry service at 10 AM tomorrow.

Meeting closed.

The candle was extinguished.