

# Antler River Watershed Regional Council

Friday, October 28 – Saturday, October 29, 2022

Fall Gathering Workbook

*Fear not! Be bold and courageous!*



*Fear not*  
*Be bold and courageous*

# Table of Contents

## Workbook Introduction

Format & Process: Decision-Making .....	3
..	
Holy Manners .....	4

## Section One: Check-In

President’s Message .....	5
In Memoriam .....	7
Community of Faith Life Cycle Changes .....	7
Retiree .....	7

## Section Two: Reports

Executive .....	8
Covenant Commission .....	9
Human Resources Commission .....	12
Mission and Discipleship Commission .....	13
General Council 44 Proposals .....	15
Operating Budget 2023 .....	21

## Section Three: Meeting Materials

Agenda .....	23
Proposal #1: Opening & Procedural Motions .....	24
Proposal #2: Budget .....	26
Proposal #3: Closing Motions .....	28



# Workbook Introduction

**THEME**                      ***“FEAR NOT! BE BOLD and COURAGEOUS!”***

**PURPOSE**                ***Holding and Encouraging Communities of Faith***

**PRIORITIES**

<i>Assessment</i>	<i>Mission &amp; Support</i>
Pastoral Relations	Social Justice and Outreach; Living out our Affirm Mandate
Communities of Faith Support including Indigenous Communities of Faith	Camps and Youth
Communications	Living into Right Relations

## Format and Process: Decision-Making

The format for General Council proposals is being used for the regional meeting to help familiarize Antler River Watershed with it. The General Council approach involves three distinct stages in the decision-making process:

1. Listening/learning;
2. Discussion;
3. Decision.

In our regional council meeting we do not have the space or time to mirror these stages in the same way the General Council practices them.

In our proceedings, the steps will be:

1. The Presenter will outline:
  - a. What is the issue? And,
  - b. The suggested way in which the regional council might respond to the issue.
2. The President will inquire if there are questions for clarification. Please note this is for clarification only.
3. The President will then ask if there are changes or additions being suggested for the proposal. Using warm and cool cards, the regional council will seek to come closer to agreement on how to respond to the issue.
4. 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.

## Holy Manners

As a way to have faith-filled conversations on important topics, we offer the following acronym.

***B** eing accountable for the impact of both our words and our silence*

***R** eflexing 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*

**“Do the best you can until you know better.  
Then when you know better, do better.”**

~ Maya Angelou

Please be sure you are familiar with the following Zoom functions, which may be different on different devices: (*please see [Zoom Resources](#) or check online for your device*)

- \_\_\_ Update to **latest version of Zoom**
- \_\_\_ How to **mute** and **unmute** yourself (mute during meeting unless called on)
- \_\_\_ How to turn your **video on** and **off** (turn off during meeting)
- \_\_\_ How to **rename yourself** (with pronouns) if needed, from Participant list
- \_\_\_ Start your name with an X- if you are a **non-voting guest**
- \_\_\_ How to **raise your hand** to speak in discussions
- \_\_\_ Use **Thumbs Up/Thumbs Down** (for informal polling, under Reactions)
- \_\_\_ What is the **waiting room**
- \_\_\_ **When called on**, turn on Mic and Video, state Name and Community of Faith
- \_\_\_ **Chat Box** is for Questions of Clarification, Procedural Concern, Matters of Privilege – This is NOT the spot for a discussion space/commentary. Send private messages if needed.
- \_\_\_ How to participate in Breakout Rooms

## Section One: Check-In

### President's Message

#### ***Fear Not! Be Bold and Courageous!***

Ah, the Antler River Watershed Regional Council (ARWRC) Fall Gathering 2022! Can't wait!

And yet ... as Executive Assistant, Sue Duliban, can attest, this "President's Message" has been slow to arrive in her email in box for inclusion in the Fall Gathering Workbook. Many times, throughout my ministry, I discovered that where I thought I was going with a sermon idea, took on a life of its own. When the time came to put "pen to paper," as the saying goes, the original thought was moving in a different direction than I first anticipated.

Such is the case with this President's Message. The winds of the Spirit within started shifting when I heard a quote voiced by the guest speaker at a meeting who said: *Time is like a River*. You cannot touch the same water twice because that flow has passed and will never pass again.

That thought gave me pause. Time, expressed not by itemized time slots on a meeting agenda but how we spend our time, use our time, make good use, or not, of our time. Carpe Diem ... Seize the day!

Ongoing visits to the [ARWRC Facebook Group](#), the [ARWRC website](#), reading [ARW Newsletters](#), and visiting the websites and Facebook pages of communities of faith throughout the ARWRC, examples abound of time being used well. They bear witness to the ARWRC theme,

#### ***Fear Not! Be Bold and Courageous!***

They include actions related to social justice, community outreach, housing justice, racial justice, Indigenous justice, food security initiatives, PRIDE, refugee support, inspiring worship and a host of workshops. But wait! That's not all! There's more! Take some time to check it out yourself!

As I spend time reflecting on how the members and friends within the ARWRC value time and use their time to fulfill the ministries to which they are called, another quote comes to mind. It is one that I gave voice to from time to time throughout my ministry, often as commissioning before the benediction. It's called The Salutation to the Dawn:

*Look to this day for it is life, the very life of life.  
In its brief course lie all the verities and realities of our existence,  
The bliss of growth,  
The glory of action,  
The splendour of beauty.  
For yesterday is but a dream,  
And tomorrow is only a vision.  
But today well lived,  
Makes every yesterday a dream of happiness,  
And every tomorrow a vision of hope.  
Look well, there to this day!*

May it continue to be so as we continue to:

***Fear Not! Be Bold and Courageous!***

Looking forward to spending time with you at the ARWRC Fall Gathering 2022!

In Faith & Hope,

*V. Jane Van Patter*

Rev. Jane Van Patter, President

Antler River Watershed Regional Council





*Since June 2022*

## **In Memoriam**

Jane Dockrill

Reverend Donald E. Hansford

Reverend James "Bruce" Small



*Fall 2022*

## **Community of Faith Life Cycle Changes**

### **Disbandment**

*With thanks for their legacy and faithful service*

North Nissouri United Church

Oxford Centre United Church

Curries United Church

### **Name Changes**

Wellburn Pastoral Charge *to* Browns Pastoral Charge

Guilds Pastoral Charge *to* Rondeau Pastoral Charge

### **Amalgamation & Name Change**

Ridge Community United Church, Blenheim  New Scotland United Church, Blenheim  
*now called* New Scotland-Ridge United Church, Rondeau Pastoral Charge



*As of Spring 2022*

## **Retiree**

**Wanda Burse**



## Section Two: Reports

### Executive

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#### Celebrations

- Commissioning Karlene Kimber in October 2021.
- Commissioning Charmain Bailey in June 2022 and celebrating that Charmain is the first Black woman to be commissioned by The United Church of Canada for ministry within The United Church of Canada.
- Ordaining Sharon Campbell-Rayment in June 2022.
- Thanking Judith Fayter for her excellent leadership and guidance while serving as acting minister for Congregational Support and Mission during Lynne Allin's leave.
- Welcoming Lynne Allin "back to the fold" following her leave.
- Honouring Diane Blanchard, Minister for Pastoral Relations, who retired in August 2022.
- Welcoming Micol Cottrell, Minister for Pastoral Relations.
- Honouring Diane Matheson-Jimenez, Minister for Social Justice, who has accepted a position in the Canadian Shield Regional Council.
- Welcoming President-Elect, Abiel Khalema, who becomes President at the Spring Meeting 2023.
- Naming 13 General Council (GC) 44 Commissioners to accompany President Jane Van Patter at GC 44 meetings (see GC 44 Report) and celebrating the election of The Right Rev. Dr. Carmen Lansdowne, the first Indigenous woman Moderator of The United Church of Canada.
- General Council Staff newly deployed to serve the ARWRC:
  - Welcoming Rev. Brenna Baker, Community of Faith Stewardship Support Team, who fills the position vacated by Dave Jagger.
  - Welcoming Martha Pedoniquotte, Community Capacity Development Coordinator (CCDC), Indigenous Ministries & Justice Unit, The United Church of Canada.

#### Challenges

- Fewer than 50% of Communities of Faith have a Representative to Regional Council.
- Fewer people completing [Expressions of Interest](#) and volunteering to serve on the Executive, Commissions and Resources Pools.
- Acting on the GC 44 proposals as they apply to the work of the Executive.
- Discerning the allocation of funds related to grants supporting ministries within ARWRC and a staff position shared by Antler River Watershed, Western Ontario Waterways and Horseshoe Falls Regional Councils.

#### How is the Executive Living into the theme: Fear Not! Be Bold and Courageous?

- Encouraging and upholding communities of faith during this year of cautious reopening of indoor spaces for in-person worship and meetings.



- Embracing the ARWRC values as a way of life:  
*Love Unconditionally ... Seek Reconciliation ... Risk Courageously*
- Continuing to work through the framework of anti-racism and decolonizing time (agenda items take the time they take to address and discern next steps).
- Participating in the Tri-Regional Evaluation and acting upon it.

Rev. Jane Van Patter  
President, Antler River Watershed Regional Council

## Covenant Commission

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It is an honour to serve Antler River Watershed Regional Council as the members of the Covenant Commission. We want to thank you all for the creative ways you faithfully live into your calling and ministry. As your Covenant Commission we are here to walk alongside all communities of faith that are in transition. We want to help connect you with resources, support you as you wonder collectively what God is doing in your midst and share wisdom from others who have been in similar situations.

Did you know that **eleven Congregational Support Toolkits** can be found on the Antler River Watershed Regional Council website. They cover everything you need!

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[HTTPS://ARWRCUCC.CA](https://arwrucc.ca) → COMMUNITIES OF FAITH → [CONGREGATIONAL SUPPORT TOOLKITS](#)

- Covenanting and a liturgy to use with the Regional Council
- All about Community of Faith Profiles and the Search Process
- Working with ChurchHub for ministry personnel & communities of faith
- Property matters, policy and transactions
- Amalgamating and Disbanding
- Pastoral Charge Supervisors
- Annual Self-Assessment Checklist
- Maintaining the Historic Roll
- Collaborative Covenants or Shared Ministry Agreements
- Accessibility Policy and Privacy Policy
- Annual Meetings – Information and Best Practices!

## Annual Reports

Despite the challenges of gathering during the pandemic, most communities of faith were able to hold an Annual Congregational Meeting, as well as complete their 2021 Annual Report. The Commission has received a copy of the annual report from approximately half of the communities of faith in Antler River Watershed Regional Council. These reports reveal the incredible ministry that is happening both locally and globally through the dedicated effort and generosity of their members and adherents. Thank you to all those who have sent them in!

If you haven't yet, please send a **digital copy of your annual report**, including budget and financial information to [Lynne Allin, Minister for Congregational Support](#), as soon as possible. Information on

best practices for annual reports and meetings can be found on the Antler River Watershed Regional Council website under [Congregational Support Toolkit 11](#).

### **Community of Faith Profiles**

The Community of Faith Profile continues to be one of your best tools for collecting and reviewing information and discerning the strengths, challenges and ministry priorities. This collection of worksheets is required as background for everything that requires a decision by the Covenant Commission.

But it is even more important as a tool for helping your community of faith with planning, identifying opportunities and recognizing opportunities for change. The Living Faith Story answers the questions:

“Who are we today?” “What is our ministry?” and “What is our vision?”

The Living Faith Story can be used by the governing body as a reference and guide for decision-making and planning. The Covenant Commission encourages all communities of faith to complete their profile in 2023 and update it annually. Ideally, an updated profile would be presented at the annual meeting each year and approved by the congregation. This way it would be ready if needed to search for ministry personnel, enter into property transactions, apply for grants or loans etc., throughout the year. A handbook and resources are available on the Antler River Watershed Regional Council website under [Congregational Support Toolkit 2](#).

### **Collaborative Ministry Agreements**

Many of the communities of faith in Antler River Watershed Region have formed Collaborative Ministry Agreements to enable them to work together in ways that support their ongoing ministries. This year the Covenant Commission received several new agreements and renewals of existing agreements. It is exciting to see the many ways communities of faith are co-operating and exploring new partnerships, and sharing personnel. Resources are available on the Antler River Watershed Regional Council website under [Congregational Support Toolkit 9](#).

The list below celebrates the new and ongoing collaborations in Antler River Watershed Regional Council and as you can see, some reach across regional council and ecumenical boundaries.

- Avondale United Church, Tillsonburg, and Otterville United Church
- Central United Church, St. Thomas, and First United Church, St. Thomas
- Cottam United Church and Wheatley United Church
- Dorchester United Church and Union United Church
- Foldens United Church, West Oxford United Church, Ingersoll, and Sweaburg United Church
- Hebron United Church and College Ave. United Church, Woodstock
- Mt. Elgin United Church and Newark United Church
- Metropolitan United Church, London, Siloam United Church, London, and First-St. Andrew's United Church, London have a shared Youth Minister
- Metropolitan United Church, London, and Richards Memorial United Church, London
- Norwich United Church and KTV (Kelvin, Teeterville and Vanessa) United Church, Kelvin (HFRC)
- Richwood United Church (ARWRC) and St. Paul's United Church, Paris (HFRC)
- St. Andrew's United Church, Brooksdale, and Chalmers United Church, Kintore

- Trinity United Church, London, and Mount Zion United Church, London
- Villages United Church, Granton (ARWRC), Kirkton United Church (WOWRC), Centralia- Zion West Pastoral Charge (WOWRC), Bryanston United Church, Ilderton (ARWRC), and Hensall United Church (WOWRC)
- Wyoming United Church and Watford United Church

### **Newly Amalgamated Communities of Faith**

New Scotland United Church and Ridge Community United Church on September 15, 2022

Resources are available on the Antler River Watershed Regional Council website under [Congregational Support Toolkit 5](#).

### **Disbanding Communities of Faith**

The Covenant Commission works with communities of faith who have discerned that it is time to disband as a congregation. This is a difficult decision, which is often the result of changes in the surrounding community and other factors beyond the control of the members. It is also an opportunity to celebrate the ministry they have shared and create a legacy as their assets are disbursed to support the ongoing work of many United Church ministries.

### **Congregations that have recently closed or are working toward disbanding include:**

- Curries United Church will disband on October 31, 2022
- Fourth Line United Church *is in process*
- North Nissouri United Church, Thorndale, disbanded on December 31, 2021
- Oxford Centre United Church will disband on October 31, 2022
- Ravenwood United Church, Lambton Shores, *is in process*
- St. Paul's United Church, Sarnia, *is in process*
- Vanneck United Church disbanded on December 31, 2021
- West Lorne United Church disbanded on December 31, 2021
- Zion United Church, Kent Bridge, disbanded on August 31, 2022

### **Property**

This year the Covenant Commission consulted with communities of faith on matters such as:

- Consultation with [Kindred Works](#)
- Grant applications
- Leases
- Major renovations approvals
- Ongoing redevelopment planning
- Property listings and sale

Resources for property matters are available on the Antler River Watershed Regional Council website under [Congregational Support Toolkit 4](#).

### **Rural Connect**

Rural Connect is a new way of inviting churches to worship together through streaming technology. Using the model of a hub church partnering with satellite churches, a cluster of congregations are

joined together for a fully interactive, live worship service with participation from all of the partner churches. More information can be found at the [Rural Connect](#) website.

Harrow United Church has become a Rural Connect Hub which means it will be able to live stream worship services with up to 3 other “satellite” congregations each week. Each congregation will be able to participate in the service as it happens. This means the scripture reading could be done in church A, an anthem from church B and a prayer from church C, with the sermon coming from Harrow United Church. There is a “plug and play” equipment box available for rent by satellite locations. Those interested in trying this option can contact [Harrow United Church](#) to find out more.

And, there is funding available to cover costs for a trial period!

### **Covenant Commission Personnel**

Since last fall the Covenant Commission has seen a great deal of change and transition. From October 2021 to the end of February 2022, Rev. Judith Fayter stepped in to cover the position of the Minister for Congregational Support and Mission during Rev. Lynne Allin’s leave. We thank Judith for her wisdom and guidance through this time.

Chairperson Marie Santos stepped off the commission in May 2022, and we would like to thank her so much for her dedication and care during her time as chair.

Thank you to all of the members past and present who have served the commission with faithfulness and commitment to the work of the church and to Rev. Lynne Allin for her ongoing encouragement and dedication to serving communities of faith.

Our focus continues to be working with communities of faith as we live out our calling in an ever changing and challenging world. Over the next year, we encourage each congregation to complete the Community of Faith Profile to evaluate your current ministry as well as to help you discern a vision for your future. Information is available on the Antler River Watershed Regional Council [Congregational Support Toolkit # 2](#).

Respectfully submitted on behalf of the Covenant Commission,

Greg Simpson  
Chair, Covenant Commission

### **Human Resources Commission**

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Our Commission carries responsibility for:

*The formation and nurturing of healthy pastoral relationships;  
The equipping and licensing of lay worship leaders.*

Since the Spring Meeting of the regional council, we welcomed the new Minister, Pastoral Relations, the Rev. Micol Cottrell, and said goodbye to the Rev. Diane Blanchard as she entered into retirement.

Congregations and search committees are slowly getting used to working through “[ChurchHub.ca](#)” with Search Committees resourced by a support person, the Regional Council Liaison. We are in need of more Liaisons, either ministry or lay personnel. This position does not require the time commitment

associated with the former Presbytery Representative, who needed to be present for meetings and interviews.

We have a Licensed Lay Worship Leader Resource Team which oversees the program for the initial and ongoing training of Licensed Lay Worship Leaders (LLWL), as well as the support and supervision of the LLWLs.

A new venture is the United Fresh Start Program and here is how it is described:

*United Fresh Start is a curriculum with 24 modules that teach ministers and congregational leaders, critical strategies for working effectively together. It contains proven methods based on the work of organizational leadership experts and is based on a program developed by the Episcopal Church over the past 25 years. The program covers key topics, such as entering new systems, conflict management, family systems theory, polarity management, church size theory, and adaptive leadership and more. Together, ministers and congregational leaders gain a mutual understanding of leadership expectations, role clarity, and the use of power and authority. The program will help create a fresh start for the pastoral relationship and prepare you for effective mission and ministry together. Although the program is ideally suited for new pastoral relationships, several of the modules can be used to equip congregations to be effective in the face of any adaptive challenge.*

from the [United Fresh Start website](#).

The Human Resources Commission meets every month on the 2<sup>nd</sup> Tuesday. Also, you will find our minutes on the Antler River Watershed Regional Council website if you go down the *About* section to the *Commissions* and follow it through -- you will get to the approved minutes of the Commission.

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[HTTPS://ARWRCUCC.CA](https://arwrcucc.ca) → ABOUT → COMMISSIONS → [HUMAN RESOURCES COMMISSION](#)  
→ [HUMAN RESOURCES COMMISSION MINUTES](#)

Blessings and Peace to you from the Commission,

Olav Kitchen

Chair, Human Resources Commission

## **Mission and Discipleship Commission**

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Mission Support Grants ("Mission" to be reviewed by General Council) are one of the primary responsibilities of the Mission and Discipleship Commission. We have moved the review of the applications to October to ease the administration of these funds. Fourteen applicants applied for almost \$260,000. We look through the lens of the type of project being funded, the priorities of the regional council, fiscal responsibility and our ability to fund them. The Executive of Antler River Watershed Regional council did make available an additional \$10,000 to us this year so that \$150,000 could be granted to area charities. The breakdown is as follows:

<b>Applicant</b>	<b>Grant Awarded</b>
Five Oaks	\$8,100
Camp Kee-Mo-Kee	\$8,100
Christian Resource Centre	\$4,050
ELUCO	\$20,250
Grand River Resource Centre	\$0
Kenesserie Camp	\$20,250
Lambton Centre	\$12,150
London Community Chaplaincy	\$14,580
Pearce Williams Camp	\$32,400
Ridgetown Chaplaincy	\$4,050
Siloam United Church, London	\$1,000
St. Luke's United Church, Sarnia	\$0
TUC Kitchener: The Hub*	\$8,100
UC Downtown Mission of Windsor	\$16,970
<b>TOTAL</b>	<b>\$150,000</b>

*\*Pending further information*

The decisions made were done with great discussion and debate. While not perfect, we feel strongly that we have paid due diligence to the application and granting process. In order to distribute these funds, we were unable to give the requested amount to any of our applicants. With that in mind, we would encourage giving to the Mission & Service Fund of The United Church of Canada, in order to support these various ministries within ARWRC and across Canada. One of the joys of our role is hearing from some of the applicants during the course of our meetings. This gives us a face to the organization and helps us learn about the fine work they are doing in our communities.

Additionally, our support staff, Thérèse Samuel, Kathy Douglas and Diane Matheson-Jimenez had planned and helped deliver education programs on Palestine/Israel relations, Indigenous issues, and youth programming among, other initiatives. These programs all offer a different perspective on what you think you might know about the Mission and Discipleship Commission's work. They also bring together individuals of different backgrounds to learn about each other. I would encourage people to attend any of these informative sessions.

Respectfully submitted,

Richard Auckland  
Chair, Mission and Discipleship Commission



## General Council 44 Proposals

Theme:



The Commissioners to GC 44 from Antler River Watershed Regional Council are:

<i>President, Jane Van Patter</i>	<i>Wendy Noble</i>
<i>Richard Auckland</i>	<i>Jo Ann Silcox</i>
<i>Tabitha Carey</i>	<i>Mary Anne Silverthorn</i>
<i>Gabrielle Heidinger</i>	<i>Colin Swan</i>
<i>Olav Kitchen</i>	<i>Rebecca Whiting</i>
<i>Kenji Marui</i>	<i>Pamela Wilcox</i>
<i>Shane McDowell</i>	<i>Brie Wohlers</i>

There are additional Commissioners from this geographic area elected through the National Indigenous Circle. Commissioners remain in this role until the constitution of the 45<sup>th</sup> General Council. They will meet at least once per year electronically.

### Decision-Making Process

The decision-making process involved three stages.

#### Stage 1: Learning Sessions

These sessions took place from February to May and involved a presentation on each of the proposals before General Council, with an opportunity for the input of additional information, along with a time for questions.

#### Stage 2: Discussion Sessions

The Discussion Sessions were held over a weekend mid-June. Commissioners were placed in groups of approximately 18 to ensure there was time for everyone to voice their views. The discussion groups reviewed the material before the General Council.

#### Stage 3: Decision Sessions

The notes from the Discussion Sessions were reviewed by a small group called the Facilitation Team. The Facilitation Team worded a Way Forward based on the input of discussion teams. Below are the Ways Forward adopted in response to Proposals from Antler River Watershed Regional Council and its Commissioners.

Details of the rest of the General Council's work can be found at:

[United Church Commons - 44th General Council \(2022\) - All Documents \(sharepoint.com\)](https://sharepoint.com)

**ARW01: Senior General Council Office and Regional Staff Performance Reviews**

The Antler River Watershed Regional Council proposes that the General Council:

- Adopt a policy that The United Church of Canada will engage in Full Circle (360°) performance review for its GCO and Regional Office staff that is to be no less frequent than biennial.

A Full Circle review process is not static. The General Council should engage skilled representatives from labour and industrial relations to work with those responsible for overseeing performance reviews to develop Full Circle performance assessment tools that respond to the variety of individuals, positions and environments in which people perform their ministries.

*Note: The term is called a "360 review" because performance feedback is solicited from all directions in the organization. The objective of the feedback is to give the employee the opportunity to understand how their work is viewed in the total organization by coworkers in any position - various cultures, ethnicities, heritages, races, differing physical, mental and intellectual abilities, Francophone.*

**MOTION** Kenji Marui / Jim Evans

That Antler River Watershed Regional Council agrees with Proposal #11: Senior GCO and Regional Staff Performance Reviews as presented on Page 41 of the Antler River Watershed Regional Council Fall 2021 Meeting Workbook.

**CARRIED****Way Forward 19: ARW01 & SW03 Senior GCO and Regional Staff Reviews**

There was no support to move forward with these proposals, with most groups either not coming to consensus or recommending to take no action. Comments were that the proposal seemed reactive and unnecessary, there was a lack of clarity about what the proposals change, and one group raised concerns about cost. We suggest that the General Council take no further action on these two proposals.

**That the 44th General Council, 2022 take no further action on proposals ARW01 & SW03.**

**ARW02: Vocational Review and Discipline Accountability**

Antler River Watershed Regional Council proposes that the General Council will:

- Establish a discipline process oversight body that includes non-staff representatives from each region, with a mandate to conduct regular assessments of the Offices of Vocations and its review/discipline actions and activities.
- There will be SMART (Standardized Metrics that are Achievable and Realistic in an appropriately timely manner) requirements for review/disciplinary action.
- Establish a central repository of official review and disciplinary documents accessible for analysis and assessment.
- Upon completion of a review and/or disciplinary process, the subject of the review, and the subject's companions, families and advocates will be invited to conduct a confidential review of the review and disciplinary process and structures, and of the Office of Vocation.



- Provide to the advocate of any subject of review and discipline access to all meetings associated with the review and discipline action when the subject of the review and discipline wishes.

**MOTION** Kenji Marui / Jim Evans

That Antler River Watershed Regional Council agrees with Proposal #12: Vocation Review and Discipline Accountability as presented on Page 43 of the Antler River Watershed Regional Council Fall 2021 Meeting Workbook.

**CARRIED**

**Way Forward 20: ARW02 Vocational Review and Discipline Accountability**

There was generally no support for this proposal - we heard comments expressed that the proposal is coming from a place of distrust, and that it seeks to create an oversight body of an oversight body. We heard affirmation for the need to self-monitor the church, and also a need to balance transparency with confidentiality. We suggest that the General Council take no further action on the proposal.

**That the 44th General Council, 2022 take no further action on proposal ARW02.**

**ARW03: Vocational Process Accountability**

The Antler River Watershed Regional Council proposes that the General Council:

- A. Establish an oversight body (of the Candidacy Board and Offices of Vocations) that includes past and present Candidates and Inquirers.
  - With a mandate to conduct regular assessments of the Offices of Vocations and Candidacy Boards.
  - The assessment will include an analysis of how many Candidates complete their process over a reasonable period of time.
  - There will be SMART (Standardized Metrics that are Achievable and Realistic in an appropriately timely manner) requirements for Candidates and Inquirers including a set expectation of how many Learning Competencies and additional education modules (e.g., CPE) are required.
  - There will be an analysis of how many Candidates/Inquirers maintain the baseline, and how many diverge from that baseline. Any divergence will require a written rationale from the OV Minister and the Candidacy Board.
  - Upon ordination or commissioning ordinands and commissionands will be invited to conduct a confidential review of the Candidacy Board and the Office of Vocations.
- B. Candidates and Inquirers will have the right to a support person of their choosing to attend any meetings with the Candidacy Board, Office of Vocations or their representatives.
  - The options for attending support persons will not be limited by the Office of Vocations or Candidacy Board. (e.g., Faculty, Family Members, or Members of Denomination Staff may not be excluded).
  - The support person of any Candidate or Inquirer will attend all meetings of the Board or Office in which the Candidate or Inquirer is discussed, so as to provide transparent and accurate feedback for the Board and the Candidate or Inquirer.

C. Candidates and Inquirers will apply for Learning Sites through ChurchHub.

- The Office of Vocations and Candidacy Board will not appoint or dismiss students to/from sites without consultation and authorization of the Community of Faith and the Candidate or Inquirer.

**MOTION** Kenji Marui / Jim Evans

That Antler River Watershed Regional Council agrees with Proposal #9: Vocational Process Accountability as presented on Pages 38 and 39 of the Antler River Watershed Regional Council Fall 2021 Meeting Workbook.

**CARRIED**

**MOTION** Kenji Marui/ Jim Evans

Antler River Watershed Regional Council adds the following statement to its acceptance of Proposal #9: Antler River Watershed Regional Council asks that “C” be amended to read “The regional council will not appoint or dismiss students to/from sites without prior consultation with the Community of Faith and the Candidate”.

**CARRIED**

**MOTION** Kenji Marui/ Jim Evans

Antler River Watershed Regional Council adds the following statement to its acceptance of Proposal #9: This proposal includes all streams of ministry.

**CARRIED**

**Way Forward 21: ARW03 & SW04 Vocational Process Accountability**

There was generally no support for these proposals. Some groups suggested further work was needed and/or that there was too much problematic in the proposals. We suggest the General Council take no further action on these two proposals.

**That the 44th General Council, 2022 take no further action on proposals ARW03 & SW04.**

**ARW04: Jurisdiction of Clergy**

The Antler River Watershed Regional Council proposes that the General Council:

- recognize that the restructuring has led to greater isolation and vulnerability for those in ordered ministry and that it create opportunities for collegiality and support.
- undertake a review of the authority of clergy to deal with bullies in the congregation, without the fear that by doing so they will lose their jobs.
- undertake a full review of the current system of local and regional governance with respect to the support and accountability of clergy be conducted, with a focus on the challenges that ministers are currently facing in a time of systemic decline. Integral to this review will be a consultation with all ordered clergy.
- make no changes to Benefits or the Pension Plan without a consultation with all those affected.
- direct that each Region employ a chaplain whose sole job is the support of clergy.

**MOTION** Kenji Marui / Jim Evans

That Antler River Watershed Regional Council agrees with Proposal #7: A Jurisdiction of Clergy as presented on Pages 34 & 35 of the Antler River Watershed Regional Council Fall 2021 Meeting Workbook.

**CARRIED**

**MOTION** Kenji Marui / Jim Evans

Antler River Watershed Regional Council adds the following statement to its acceptance of Proposal #7: That the line included in the Proposal: “direct that each Region employ a chaplain whose sole job is the support of clergy”, be removed.

**CARRIED**

**Way Forward 22: ARW04 A Jurisdiction of Clergy**

There was no clear consensus to affirm this proposal; based on the conversations reported, we see the way forward may be for the regions to implement the system of networks and clusters that were affirmed at GC43. We suggest the General Council take no further action.

**That the 44th General Council, 2022 take no further action on proposal ARW04.**

**ARW05: Care of the Church’s Marginalized**

Antler River Watershed Regional Council proposes that:

- The General Council Office (GCO) will contact those individuals currently on the DSL to inform them of changes to The Manual since each individual’s original placement on the DSL.
- Following each meeting of the General Council the General Council Office will contact each person on the DSL to inform them of any changes (or absence of changes) to sections in The Manual pertaining to those on the DSL.

**MOTION** Kenji Marui / Jim Evans

That Antler River Watershed Regional Council agrees with Proposal #10: Care of the Church’s Marginalized as presented on Page 40 of the Antler River Watershed Regional Council Fall 2021 Meeting Workbook.

**CARRIED**

**MOTION** Kenji Marui / Jim Evans

Antler River Watershed Regional Council adds the following statements to its acceptance of Proposal #10:

1. that those on the DSL take the responsibility to keep their contact information updated with the GCO. And,
2. that a mechanism be developed by GCO to ensure that those on the DSL are able to communicate with the GCO.

**CARRIED**

**Way Forward 26: ARW05 & SW08 Care of the Church's Marginalized**

While some groups affirmed the proposals, we did not hear sufficient feedback to move forward, and several groups suggested take no action. We suggest that the General Council take no further action.

**That the 44th General Council, 2022 take no further action on proposals ARW05 & SW08.**

*Rebecca Whiting of Antler River Watershed Regional Council submitted a new proposal which was reviewed on May 18, 2022.*

**New 01: Diaconal Education Pathways for the Future**

How might the General Council respond to the issue? Name a possible response that the General Council might consider:

1. We could consider affirming the importance of accessibility to training for all streams of ministry.
2. We could ask the General Secretary to work in partnership with CCS to review, with a lens of disability justice, what needs to be changed within the diaconal program to become accessible, and if necessary, begin designing an alternate pathway through the diaconal program.

**Way Forward 18: NEW01 Diaconal Educational Pathways for the Future**

There was no consensus across discussion groups, though there was some support for the proposal. Some groups explicitly asked to take no action, with one group recommending no action specifically because the program at CCS is already under review. Some groups suggested opening up accessibility across all streams of theological education. We suggest the General Council take no further action on this proposal.

**That the 44th General Council, 2022 take no further action on proposal NEW01.**



**Operating Budget 2023** – page 1 of 2

	2021 Actual	2022 Budget	as at Sept. 30	2023 Budget
<b>Revenue</b>				
Assessment	334,375	325,000	273,337	325,000
Mission and Service	240,000	240,000	214,147	240,000
Salary Support	67,000	67,000	50,250	67,000
Other Grants	19,476	19,352	17,184	20,000
Donation & Other Revenue	250		6,576	-
Property Fund				18,010
Investment Income				-
Transfers	17,682	92,637	17,228	87,954
<b>Total Income</b>	<b>678,783</b>	<b>743,989</b>	<b>578,722</b>	<b>757,964</b>
<b>Expenses</b>				
<u>Regional Operations</u>				
Staff	86,297	85,420	67,406	102,037
Travel	267	5,000	616	6,500
Staff Support	(25,880)	2,000	622	2,000
Exec Meetings	3,436	22,500	892	17,500
Exec Events		5,000	-	5,000
Archives	38,952	37,946	28,460	40,000
Corporations	6,000	7,500	4,500	6,000
Legal		10,000	1,714	10,000
Learning Fund		30,000	500	30,000
Professional Fees	20,000	21,000	-	20,000
Other	-	-	1,092	-
	129,072	226,366	105,802	239,037
<u>Communities of Faith</u>				
Staff	69,711	44,056	41,610	54,408
Travel		3,000	110	3,000
Covenant Commission	77	5,000	-	5,000
CC Events		10,000	-	10,000
	69,788	62,056	41,720	72,408
<u>Pastoral Relations</u>				
Staff	60,993	48,580	42,371	46,519
Travel		3,000	8	3,000
Human Resources Commission		5,000	-	5,000
HRC Events	113	10,000	408	10,000
Emergency Fund		1,000	-	1,000
	61,106	67,580	42,787	65,519
<u>Connecting</u>				
Staff	30,354	31,459	27,394	37,868
Travel		2,000	-	2,000
RC Meetings	15,683	60,000	14,240	30,000
*Mission Support Grants				-

**Operating Budget 2023 – page 2 of 2**

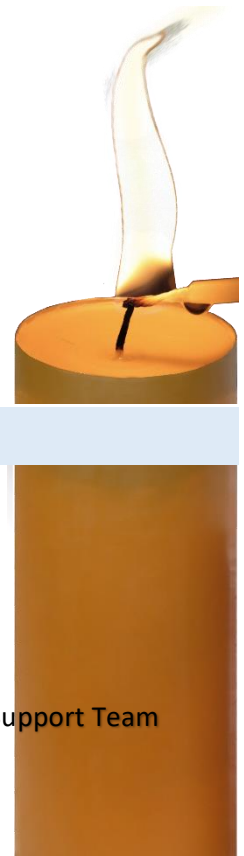
	46,037	93,459	41,634	69,868
<u>Communication</u>				
Staff	21,451	20,202	19,965	26,007
Travel		1,000	-	1,500
*Mission Support Grants	8,000	10,900	8,175	-
	29,451	32,102	28,140	27,507
<u>Social Justice and Outreach</u>				
Staff	36,741	40,092	28,944	38,983
Travel		2,502	-	3,500
Mission & Disc. Comm. (50%)	1,225	2,500	1,400	2,500
M&D C Events (50%)	2,067	5,000	-	5,000
*Mission Support Grants	84,500	49,650	36,425	-
	124,533	99,744	66,769	49,983
<u>Faith Formation</u>				
Staff	40,285	41,226	31,032	46,984
Travel		2,502	-	2,500
Mission & Disc. Comm. (50%)		2,496	-	2,500
M&D C Events (50%)		5,000	75	5,000
*Mission Support Grants	67,500	99,200	99,200	-
	107,785	150,424	130,307	56,984
<u>Chaplaincy</u>				
*Mission Support Grants	-	-	8,000	-
<u>Right Relations</u>				
Staff	11,835	14,685	12,630	17,045
Travel		1,000	-	1,000
Other	-		402	500
	11,835	15,685	13,032	18,545
<u>Emerging Ministry</u>	10,089	-	10,773	-
<u>Office Operations</u>				
GCO Acctg & IT	36,093	36,050	26,724	40,000
Office Operations	8,975	27,084	11,827	15,000
	45,068	63,134	38,551	55,000
<u>Building Expenses</u>	9,917	11,788	7,414	12,000
<u>Mission Support Grants</u>			-	150,000
<b>Total Expenses</b>	<b>644,681</b>	<b>822,338</b>	534,929	<b>816,851</b>
Surplus / (Deficit)	<b>34,102</b>	<b>(78,349)</b>	43,793	<b>(58,887)</b>

## Section Three: Meeting Materials

### Agenda for the Online Fall Gathering

\* We expect you to know Zoom basics: mute, unmute, stop video, chat. Instructions are different depending on the device you are using. Please prepare before the meeting (see p. 4). Voting guidance will be given.

<b>Friday October 28</b>		<b>6:30 pm – 8:30 pm Online</b>
<b>6:30 pm</b>	Welcome & Constitute Meeting BRAVE/Affirm Statement/Online Leadership Team Introduction Opening & Procedural Motions (Proposal #1) Lighting of Christ Candle, Call to Worship Land Acknowledgement Worship “Happiness is Making Friends” (Community Building 1) Hope Council Winter is Coming: The HUB Housing Justice Podcasts information Tri-Region Governance Review: Update GC44 Reporting Reminders Closing Worship Closing Music	
<b>Saturday October 29</b>		<b>9:00 am – 1:00 pm Online</b>
<b>9:00 am</b>	Welcome Lighting of Christ Candle, Call to Worship Land Acknowledgement Worship Budget (Proposal #2) UCC “Then Let Us Sing” Project Introduction of Brenna Baker, Community of Faith Stewardship Support Team UCC Protect Covenant Commission Human Resources Commission Mission & Discipleship Commission	
<b>BREAK (15 minutes)</b>	“Called to Be the Church – Really??” (Community Building 2) In Memoriam Community of Faith Life Cycle Changes Honouring our Retiree Closing Motions (Proposal #3) Equity Support Team Member Reflection Courtesies Thank you to President Closing Worship, extinguish candle Blessing Benediction Adjourn	



## Proposal #1 – Opening & Procedural Motions

**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 Agenda and Business Committee to make any changes as necessary;
2. Approve the minutes of the meeting of 2022-05-26;
3. Receive the following minutes of the following meetings of the
  - i. Executive  
2022-09-07  
2022-06-15  
2022-04-13
  - ii. Covenant Commission  
2022-06-01  
2022-05-27  
2022-05-04  
2022-04-26  
2022-04-06
  - iii. Human Resources Commission  
2022-07-20  
2022-06-23  
2022-06-07  
2022-05-10  
2022-04-12
  - iv. Mission and Discipleship Commission  
2022-06-14for information.

*Note: Minutes are posted on the website [www.arwrcucc.ca](http://www.arwrcucc.ca) "About" page.*

4. Confirm the appointment of Carey Wagner to the Covenant Commission;
5. Appoint Brad Morrison as Parliamentarian;
6. Appoint Kerry Stover as Chair, Agenda and Business Committee;
7. Name Thérèse Samuel to serve as Equity Support Team Member;
8. Name President Jane Van Patter, Chair Agenda and Business Committee Kerry Stover, Executive Minister Cheryl-Ann Stadelbauer-Sampa, and Executive Assistant Sue Duliban, as the Agenda and Business Committee;



9. Name regional council staff members as scrutineers;
10. Set the bounds of the meeting as the zoom call and the Best Western Stoneridge, London, ON;
11. 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);
12. Make all guests corresponding members;
13. Set the deadline for new business to be submitted to the Agenda and Business Committee as 9:00 a.m., Saturday, October 29, 2022.
14. Receive all written reports in the workbook.
15. Adopt the following method for dealing with proposals for action by the regional council  
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. Using warm and cool signals, the regional council will seek to come closer to agreement on how to respond to the issue.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.

## Proposal #2 –Budget

**Title:**        **Reviewing 2022 Year-to-Date and Adopting 2023 Operating Budget**

**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. 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 to ensure it is well positioned for the future.

Establishing a budget for 2023 is one step in this process and will guide the Executive in its management of regional council resources.

**Why is this issue important?**

The regional council is in the process of becoming familiar with its financial situation and its financial reporting.

Revenue

The regional council receives two grants to fund its operation. The grants for 2022 have been:

**Assessment Grant:** For Governance and Shared Services

\$325,000 plus

67,000 salary subsidy for Executive Minister and Executive Assistant

*Additional salary subsidy to cover increased costs by moving all staff to a single salary schedule.*

**Mission and Service Grant:** For Mission and Ministry

\$240,000

The regional council also receives funds from:

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

Expenses

Expenses are reported according to the ministry they support to help illustrate how the regional council is using its assets to meet its priorities. The budget categories and the staff positions assigned to each are:

Ministry	Purpose	ARWRC’s Share of the following Positions
Regional Operations	Operation of the regional council	Executive Minister Executive Assistant .5 Administrative Assistant (AA), Mission and Finance .4 AA, Finance
Communities of Faith	Partnering with congregations	Minister, Congregational Support and Mission

Pastoral Relations	Supporting the formation and nurture of healthy pastoral relationships	Minister, Pastoral Relations .5 AA, Communication and Records
Communication	Newsletters, Websites	.5 AA, Communication and Records .5 AA, Website Management
Connecting	Providing opportunities to come together including regional council meetings	Minister, Pastoral Support
Faith Formation	Nurturing discipleship	Minister, Faith Formation .25 AA, Mission and Finance
Chaplaincy	Supporting ministries in post-secondary settings	
Social Justice	Seeking to be faithful in the world	.5 Minister, Social Justice (vacant) .5 Minister, Social Justice and Right Relations .25 AA, Mission and Finance
Right Relations	Deepening understanding and relationship with Indigenous Ministries	.5 Minister, Social Justice and Right Relations
Office Operations	Office supplies and equipment	
Building Expenses	Cost to maintain building	
Emerging Ministries	Unbudgeted expenses responding to an emerging situation or to the regional council's exercise of discipline.	

The audited 2019 Financial Statements were shared for information at the spring meeting. The 2020 and 2021 audits are being completed concurrently and it is anticipated will be available by year end. The auditor has experienced a staff shortage.

### What might the regional council do?

The regional council might:

1. Receive the internal 2022 operating statement to date for information;
2. Direct the Executive to deal with the 2021 Auditors' Report;
3. Direct the Executive to include the 2020 and 2021 final Financial Statements in the workbook for the Spring Meeting, 2023; and
4. Endorse the following principles for the 2023 budget:
  - a) To maintain existing Executive and Commission meeting budgets even with the increase in the reimbursement rate to promote a reduction in carbon through the practice of electronic meetings;
  - b) To reflect the changes in salaries and benefits authorized by the General Council Executive;
  - c) To base costs on the figures from the last three year and not the amount anticipated at formation of the regional council;
  - d) To fund expenses for matters involving *The Manual, Section J; Oversight and Discipline*, from the Unrestricted Operating Reserve as these fluctuate in number and cost; and
5. Adopt the proposed 2023 budget authorizing the Executive to adapt as necessary within the above guidelines.

## Proposal #3 – Closing Motions

**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 how the work will continue.

**What might the regional council do?**

The regional council might

1. Entrust any unfinished business from its October 28-29, 2022 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 2023; 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 28-29, 2022 meeting of the Antler River Watershed Regional Council at the end of the Saturday, October 29, 2022 session.

*Fear Not!*  
*Be Bold & Courageous!*



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***Fear Not! Be Bold & Courageous!***

**Antler River Watershed Regional Council**

Friday, October 28 – Saturday, October 29, 2022

