

ATTENDANCE

Present

Ministry

Personnel: Cheryl-Ann Stadelbauer-Sampa, Philip Newman, Paul Rodey, Jeff Crittenden, Paul Ross, Connie Ellis, Judith Fayter, Doug Wright

Lay: Joyce Payne, Louise Hall, Pat Whitton, Bill Butt, Glenda McMillan, Mary Anne Silverthorn, Tanya Cameron

Guests: Cathy Collins-Barker, Dyane Matthews

Regrets John Brown, Paul Browning, Tyler Powell, Clare Walker, Thom McDonough, Chuck Scott, Charles McMillan, Bev Slater

OPENING – President Philip Newman

*In the name of Jesus Christ, the one true head of the church, and by the authority given to me at the 89<sup>th</sup> Annual Meeting of London Conference, I declare this meeting of the Executive of London Conference duly constituted for any business that may come before it. The bounds of the meeting shall be this room.*

CONSENT DOCKET

**Motion** It was moved, seconded and carried to accept the consent docket.

ADOPTION OF THE AGENDA

**Motion** To adopt the agenda with exception of the EDGE proposal to be discussed during the Priorities Working Group presentation.

APPROVAL OF MINUTES

**Motion** To accept the minutes from November 20, 2013 and January 8, 2014 with corrections as follows:

1. Minutes from November 20, page 46 “Proposal 3 – Date for Electing General Council Commissioners” edited to add to the first line which now reads:  
“a) That London Conference elects its slate of Commissioners to the 42<sup>nd</sup> General Council excluding two lay commissioners and two ministry personnel commissioners and alternates, at the 2014 Annual Meeting using the same process as in 2012.” *(This phrase was added when presented.)*
2. Minutes from November 20, page 46 “Extension of Pastoral Support Minister’s Contract” edited to change the end date of the contract to June 30, 2014.
3. Minutes from January 8, page 1 edited to change the bounds of the meeting to “this conference call.”

CORRESPONDING MEMBERS

**Motion**        **To make Cathy Collins-Barker and Dyane Matthews of the Priorities Working Group corresponding members to this meeting.**

INCORPORATED MINISTRIES (Appendix 1 – 4)

**Motion**        **To approve Board Membership of the following Incorporated Ministries:**

- i. Camp McDougall Board – Deborah Woodman**
- ii. Camp Tanner Inc. – Andrea Allan, Lorraine Underwood**
- iii. Lambton United Church Centre – Adam Kilner, James Louks**
- iv. Pearce Williams Christian Centre – Pam Silva, Troy VanGinkel, Laura Penner**

NOMINATIONS

**Motion**        **To approve the position of Secretary of the Settlement Committee, Joyce Payne.**

COMMITTEE / DIVISION REPORTS (Appendix 5 – 7)

The following reports are submitted for information:

1. Ministry Personnel and Education – Tyler Powell
2. Huron-Perth Presbytery Report – Paul Ross
3. Executive Secretary's Accountability Report

CORRESPONDENCE (Appendix 8 – 12)

1. **Received:** Ruling on Fees from General Secretary
2. **Sent:** Leamington United Church, Essex Presbytery, Kent Presbytery, Premier Wynne

INTRODUCTIONS

There were round-table introductions stating our name and role in the Conference, and a welcome extended to our guests.

OPENING WORSHIP

Philip opened with a worship centering on the idea of belonging and maintaining relational experience, bolstered by a reading from Isaiah. He concluded with an invitation to share with a partner the changes you are excited about in your life.

REPORT OF THE PRIORITIES WORKING GROUP / EDGE PROPOSAL

Dyane Matthews provided an introduction to the work of the Priorities Working Group and outlined their method of data collection culminating in their recommendations presented in Proposal 1 (Appendix 13).

As the proposal had parts A and B, they were presented ad seriatim for discussion. Louise Hall began with the priority of ministry with children, youth and young adults followed by the testing of the Effective Leadership process. Judith Fayter highlighted elements of effective

communication (as fulfilled by current staffing and channels) and the fourth priority of promoting the best practices for healthy congregations.

Cheryl-Ann presented the background of entering into the Effective Leadership process and how methods were developed to assist presbyteries in the shift of elements of the “work”. She clarified that the fourth priority would be addressed by discussing the EDGE proposal (Appendix 14).

Questions/Comments from court:

Does the youth position extend beyond camps? It was clarified that the foci for this position is to develop Christian education with accompanying curriculum, and aligning with camp boards. Further discussion regarding staff complement and start/end dates resulted in the following changes to this portion of the proposal:

#### **Proposal 1A**

**London Conference Priorities Committee proposes that, in addition to its obligation to fulfill the requirements of The Manual, the Executive of London Conference name as its priorities:**

##### **1) ministry with children, youth, and young adults**

To be supported through:

- a) the continuing position of the Conference Minister, Faith Formation, Youth and Young Adults; and
- b) the creation of an up to one full-time equivalency additional staff position(s) up to 12 months, the timing of the position to be determined in consultation with our camp boards to liaise with London Conference camping ministries to strengthen their United Church identity and connection through:
  - 1) staff faith formation and curriculum development;
  - 2) strengthening Camps’ Boards of Directors;
  - 3) strengthening the bond between Camps and the local Presbytery.

The exact terms of this work to be approved by the London Conference Executive on recommendation from the Priorities Working Group.

Paul Ross expressed a concern that no one knows about EDGE – what is EDGE? He stated that nobody knows who EDGE is so could this proposal be “sold” as an option in the Conference? It was clarified that this proposal exists for London Conference executive consideration only, and in its current format is not for congregational distribution. Another concern expressed was that congregations are inward looking and not interested in learning about external sources of information. Judith clarified that the cost of executing this proposal would be borne completely by Conference and pastoral charges would not be expected to pay for this service.

There was a concern expressed that the proposed ½ ministry personnel to serve the remaining Personnel portfolio outside the Effective Leadership is not enough time. After considering a suggestion that this position be made full time, it was left at a ½ time position.

When will a decision be made about the open staff position as a result of Matthew Steven's retirement? Cheryl-Ann confirmed that adoption of this proposal would clarify the staff complement.

Communication of Conference events, initiatives and general information has been improved as a result of LoCo news, London Conference website updates and reactivation of the Communications committee.

**Motion        It was moved, seconded and carried to accept Proposal 1a.**

**Motion        It was moved, seconded and carried to accept Proposal 1b.**

EDGE – fully supportive but be careful to be aware of the insular nature of United Church on United Church people. Judith stated that all this work is flexible, nothing set in stone. Concerns and confusion around the EDGE process was mitigated by the expectation that EDGE consultants would report to Conference executive after a pilot/trial basis. In addition, the models/testing methods outlined in the proposal have already been developed and tested.

**Motion        It was moved, seconded and carried to accept the EDGE proposal to satisfy Proposal 1 > Proposal 1A > 4.**

#### BUSINESS ARISING FROM THE MINUTES

Cheryl-Ann gave brief updates on Fairfield Museum and potential land transfer (no movement since November), and the Riverside property proposal architectural drawings (looks great). It was confirmed that the problems that arose in the past with a potential move to Empress United will not be repeated with this move to Riverside United.

#### PROPOSAL 2 - PASTORAL SUPPORT MINISTER POSITION (Appendix 15)

Mary Anne Silverthorn of the Staff Support Committee presented the background data for continuing to employ a pastoral support minister. The genesis for this position began with conversation at staff support as to who is responsible for providing pastoral care: Presbytery? Conference? External provider (such as EDGE)? Benefit plans? It was determined that this was a service that Conference could provide and fund on a part-time basis. Appendix 16 contains the data gathered from the survey undertaken in the fall of 2013 regarding the work of the Pastoral Support Minister.

The June 30, 2015 deadline is to accommodate the work and analysis of the Priorities Working Group and to allow a longer timeframe to gather data on the services provided by this role. Paul Ross noted conflict between pastoral support in Huron-Perth and the Conference Office

minister due to unclear roles and responsibilities. Cheryl-Ann identified that only the Conference Office can explain and enforce polity and iterated that that responsibility does not reside with the presbytery.

**Motion**        **It was moved, seconded and carried to accept Proposal 2.**

LUNCH        Following lunch, Cathy Collins-Barker and Dyane Matthews left the court.

CONFLICT RESOLUTION FACILITATORS

Cheryl-Ann introduced Proposal 3 – Conflict Resolution Facilitation (Appendix 17). She clarified that the need to increase the number of trained Conflict Resolution Facilitators in London Conference is a result of these problem areas being staffed by conference personnel, and that it is helpful to offer conflict resolution earlier in the process.

**Motion**        **It was moved, seconded and carried to accept the proposal. Jeff Crittenden abstained.**

MINISTRY PERSONNEL AND EDUCATION (Appendix 18)

**Motion**        **It was moved and seconded to accept Dinesh Gomes as candidate for admission to The United Church of Canada.**

Request from court to clarify why we are admitting people when there are not enough spots here for current candidates. Cheryl-Ann explained that this approval is necessary to begin the start of entering the admissions process into the United Church of Canada. In response to clarification on what process is used to determine if a candidate is suitable to enter the admissions process, Cheryl-Ann outlined the whole process.

**Motion carried.**

FINANCE & ADMINISTRATION

Mary Anne Silverthorn took the court through the January, 2014 month-end finances (Appendix 19 - 20) with a general explanation of the money unspent from prior years. The 2013 audit is complete and final reports from our auditor PricewaterhouseCoopers will be made available at Budget Forum 2015 to be held April 11, 2014 at Riverside United Church.

ANNUAL MEETING PLANNING

Cheryl-Ann reminded the court of the motion made at the 2011 Annual Meeting of London Conference that allowed for the creation of a committee whose purpose was to investigate alternative meeting options, including meeting once every three years.

The 2015 Annual Meeting is booked at the Hellenic Centre for June 5-7, 2015. Weekends in May 2015 were not available due to the inability to hold the meeting on Pentecost, Mother's Day Weekend, or the Victoria Day holiday and other events previously booked at the Hellenic

Centre. Cheryl-Ann will double-check the dates with the United Church Women to determine if there is a conflict with the Westminster Weekend event.

Jeff reminded the court to begin preparations for the submission of proposals to ensure it is placed on the 2015 General Council docket. Judith and Cheryl-Ann confirmed that proposals submitted at the 2015 Annual Meeting of London Conference would still be eligible to be placed on the docket for the 2015 General Council.

The Diana Butler Bass event on May 22, 2015 is proving to be popular with less than a third of available tickets remaining.

#### NEW BUSINESS

#### **Code of Conduct and Standards for LoCo YAYA Ministry (Appendix 21)**

**Motion            It was moved and seconded to accept the Code of Conduct and Standards for LoCo YAYA ministry.**

It was clarified to the court that this document applies to all youth / children. Bill Butt wants to know how this information will be communicated throughout all levels of the Conference and who will be the recipients and therefore ensure that it becomes “common knowledge”? It was confirmed that this document is sent to all those working with Youth and Young Adults at Conference events; and various forms of this are made into covenants that all attendees must sign and agree to abide by. It applies to all Conference-sponsored/sanctioned events. United Church camps have their own requirements of Duty of Care. It was agreed that this document would benefit from editing and reworking, and the result would be presented at the next meeting of the London Conference Executive.

General discussion in the court resulted in the request of the Conference office to provide companion pieces. It was highlighted that all supplemental information to this Code of Conduct already exists and could be found on The United Church of Canada’s website, and includes such documents as:

1. Faithful Footsteps (Reprint)
2. Duty of Care with Children’s Ministries
3. Introducing The United Church of Canada Duty of Care
4. Trustworthy Care – The United Church of Canada
5. Camping Standards Manual – The United Church of Canada
6. Police Records Checks

### **David Woodall**

Cheryl-Ann clarified that David Woodall had been found not guilty of all charges, and as a result his ministry status is under consideration.

### **Past-President Report (Appendix 22)**

Included in the report from Past-President Paul Browning was a motion that contained factual errors. Cheryl-Ann was directed to take the motion to confer with the General Council Office, seek advice, determine procedures and gather information to report back for the Executive's consideration in April, 2014.

### **United Church of Christ**

Cheryl-Ann gave an update on her meeting with the United Church of Christ.

**Motion**            **It was moved, seconded and carried to invite a representative from the United Church of Christ to our 2014 Annual Meeting of London Conference as our guest.**

### **Right Relations**

The Truth and Reconciliation Commission meets at the end of March, 2014 in Edmonton; Philip and Cheryl-Ann will be in attendance and will report to the April, 2014 meeting of Conference Executive. The court was encouraged to keep July 25-27, 2014 available for the Mount Elgin Residential School Memorial. Share the news with your presbyters.

### **Affirming Conference**

Cheryl-Ann expressed a "thank-you" to the executive; she highlighted the work they did to move from receiving a report to applying the policy as best serves the church with the result that they made a commitment to send her to the Affirm United conference in the first steps to becoming an affirming conference. It was agreed to invite Michelle Downs to the April, 2014 executive meeting to discuss the intent behind becoming affirming conference.

### **Northern Preaching Rotation**

With the dearth of available ministers to serve the northern reaches of London Conference, is it beneficial to develop a two-month rotational visiting minister schedule to work in these under-served areas? The infrastructure is in place (manse, church) so it is a matter of developing the personnel program.

### FUTURE MEETING DATES

April 23, 2014 at Riverside United Church (follows April 11 Budget Forum)

June 11, 2014 at Pearce Williams Christian Camp

September 10 – 11, 2014 at Five Oaks