

ATTENDANCE

Present

Ordered Philip Newman, Eun-Joo Park, Mark Marshall, Judith Fayter, Jeffery Crittenden, Doug Wright, Paul Rodey, David Williamson, Cheryl-Ann Stadelbauer-Sampa, John Brown

Lay Bill Butt, Chuck Scott, Sandra Stock, Mary Anne Silverthorn, Bev Slater, Louise Hall, Glenda McMillan, Joyce Payne, Charles McMillan, Ken Hunking, Tanya Cameron, Rob Witmer, Keiko Witmer

Regrets Tyler Powell, Clare Walker, Cathy Larmond

OPENING – Jeffery Crittenden

In the name of Jesus Christ, the one true head of the church, and by the authority given to me at the 90th 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.

WORSHIP

President Jeff Crittenden asked each member to select from one of the five symbols of cross, bible, towel/basin, oil, bread/wine and share a moment that had special meaning that related to the chosen item.

CONSENT DOCKET

The updated Sacrament and Marriage Licence Document was removed for later discussion.

Motion **It was moved, seconded, and carried to accept the Consent Docket, noting**

- a) Tanya Cameron will remove the statement on page 31 of the June 11, 2014 meeting that was attributed to Ken Hunking;
- b) Cheryl-Ann Stadelbauer-Sampa will seek to confirm the number of Affirming congregations in London Conference as either 2 OR 3 (page 33 of the June 11, 2014 minutes). The Affirm process has accountability so while many churches identify as welcoming and subsequently think they are affirming, they do not have a definitive membership with Affirm United.

- 1) Agenda adopted with presentation from Rob and Keiko Witmer
- 2) That Sandra Stock be a corresponding member of the Executive for this meeting representing U.C.W. and that Louise Hall be named as corresponding from Lambton presbytery
- 3) Approval of the London Conference Executive Minutes of June 11th, June 25th and August 12th

- 4) Board Biographies (Appendix 1):
 - a. Kenesserie Camp
 - i. Doreen Hewitson
 - ii. Dave Hewitson
 - b. Algoma Presbytery Church Extension Council
 - i. Jane Graham
 - c. Lambton United Church Centre
 - i. Dylan Cox
- 5) Administration Assistance Finance Position (Appendix 2) - The title of this position was changed in the meeting and the fact that it created ambiguity under General Office Duties was missed. This was previously the title of Tanya Cameron's former position. Recommend revised wording in attached position description.

BUSINESS ARISING FROM MINUTES

1) **Executive Handbook**

The template for the Executive Handbook contains information not normally required by the Executive, i.e. conducting reviews. However, to provide some background for new members, the minutes of the past year of Executive and Sub-Executive meetings and helpful attachments have been prepared for and provided to all new members.

2) **Corporation Board Members**

Further to the role of the London Conference Executive and the way it is involved in the supervision of corporations, data is being collected on members and Directors terms on London Conference corporations with a view to facilitating a discussion on this at the November 26th, 2014 meeting of the London Conference Executive.

3) **Letter to the Ministry of the Environment** (Appendix 3)

Ken Hunking stated that Gary Clark's proposal should go directly to the political spectrum by contacting the local Member of Provincial Parliament instead of writing to the Ministry of the Environment. Phil Newman clarified that the Conference Executive took the action they were directed to take via Gary's proposal and that responsibility has been fulfilled.

Motion **It was moved, seconded, and carried to ask Gary Clark to outline the next steps he would like the London Conference Executive to take with respect to his proposal.**

4) **Letter to the London Free Press** (Appendix 4)

This letter was reprinted in the London Free Press "Letters to the Editor" and in the Mennonite Church of Canada news.

5) **Letter to Prime Minister Harper re Tent of Nations**

The construction of the letter required consultation with the Division of Social Justice and by the time that was possible the situation in the Middle East had changed dramatically.

6) **Voluntary Associate Ministers**

All retired ministry personnel with a marriage licence and without record of a pastoral connection in their personnel file were advised that they needed to meet the requirements of the Voluntary Associate Ministers form by December 1st or they would no longer have a licence.

Cheryl-Ann noted that the task group created to discuss the treatment of ministry personnel facing criminal charges will meet in the near future to outline their recommendations to the London Conference Executive.

CORRESPONDENCE

Motion It was moved, seconded and carried to receive all correspondence and discuss ad seriatum as required under New Business:

- 1) Minister of Environment (Appendix 5)
- 2) Mennonite Church Canada (Appendix 6 & 7)
- 3) Brad Morrison to the Executive; copy of Brad Morrison to the Executive Minister, Ministry and Employment and Response (Appendix 8 – 10)
- 4) Upper Valley Presbytery (Appendix 11)

GENERAL COUNCIL 43

London, Hamilton, Toronto, All Native Circle and Manitou Conference Executive Secretary's agreed that they would all support Bay of Quinte as hosts of General Council 43.

NEW BUSINESS

Nominations

Motion It was moved, seconded and carried that:

1. Brent Caslick be named as the London Conference Assistant Treasurer
2. Mark Ferrier be named as the Secretary, Ministry Personnel and Education Division
3. Christina Crawford be named as a member of the Sexual Abuse Awareness and Response Committee

Bev Slater suggested that with 3 applicants nominated for the role of Assistant Treasurer it would be wise to invite the other two to become valued members of the Finance and Administration committee.

Compensation Model Implementation

Bradly Morrison requested that his letter and its concern be shared with the London Conference Executive at its next meeting to consider that the Conference Executive request that the Executive of the General Council cancel the implementation of the Compensation Model and initiate changes to improve the current remuneration model.

Cheryl-Ann summarized Brad's request to the court and asked for advice and wisdom. Judith Fayter expressed that Kent Presbytery has concerns; Jeff Crittenden confirmed that Middlesex Presbytery shared the same concerns. Charles McMillan requested clarification of the process of information flow-through and it was confirmed that it flows through the Conference Executive to the General Secretary. It was expressed that the new compensation package development had only been considered at the General Council Executive and from initial review in London Conference there exists concern that the plan does not address the problem(s) it was intended to address.

The General Council Executive is only accountable to the General Councils (every three years) so there is no method by which to have a direct conversation to express dissatisfaction with the model. The only option is to ask the General Secretary to request an audience. It is difficult to imagine a constructive conversation between the General Council Executive and London Conference if we believe there are flaws in the compensation models.

Cheryl-Ann summarized what the Executive was being asked to do: "Overall, it is believed that the model is a flawed way to determine remuneration. If we as an executive believe that, then we should write a letter to the General Secretary, Nora Sanders. If we as executive are not convinced of that, or are unclear then perhaps this is not the time to write a letter. Is this an administrative issue, or systemic process question?"

Chuck Scott expressed concerns and confirmed he is unable to comment and requires more time to sift through the information. Mary Anne Silverthorn wondered if it would be helpful to have Alan Hall visit in person to explain the model. Charles McMillan suggested that the London Conference Executive could write a letter requesting that the implementation of the Compensation Model be delayed until after General Council 42.

Motion **It was moved, seconded and carried to direct the Executive Secretary to write the General Secretary requesting to delay the implementation of the Compensation package until July 1, 2016.**

It was hoped that this a positive outcome to this motion will allow London Conference to fully examine and discuss the plan in order to make recommendations to enhance it.

Division of Finance and Administration (Appendix 12 & 13)

Mary Anne Silverthorn and Bev Slater provided an overview of the London Conference financial statements. They noted that David Woodall was paid as directed by the June 11, 2014 Conference Executive meeting.

Motion **It was moved, seconded and carried to accept the financial statements.**

John Brown began a discussion of the Malahide Youth Fund (Balance Sheet – Liabilities) and wondered if the Executive would like to reconsider how the money could be used. As there is an approved Malahide Youth Fund guideline already in place approved at the November 20, 2013 London Conference Executive meeting, it is not a discussion for the moment but for future consideration.

Tanya Cameron will send information about the Liabilities accounts to the executive.

Executive Secretary's Accountability Report (Appendix 14)

Members of the Executive expressed concern about Cheryl-Ann's workload and wondered how they could help. Cheryl-Ann confirmed that support systems were in place to support the ongoing work of the conference office and thanked the executive for their care and concern.

Incorporated Ministries

Cheryl-Ann has requested clarification around the direction of Iona College's (Essex Presbytery) Incorporated Ministry status and will report to the November meeting of the London Conference Executive.

Sacraments Policy (Appendix 15)

Discussion of the Revised Policy on Licence to Administer the Sacraments and for Marriages will be delayed the November meeting of the London Conference Executive.

Upper Valley Presbytery

Motion **It was moved, seconded and carried to take no action on request from Upper Valley Presbytery.**

The documents "Thinking About One Order of Ministry" and "GLBTT National Consultations" are included for information only (Appendix 16 & 17).

Five Oaks Future

Six Executive Conferences from All Native Circle, London, Bay of Quinte, Manitou, Hamilton and Toronto spent Wednesday, September 10th listening to a presentation on the future of Five Oaks. Five Oaks is in dire financial straits and at risk of running out of money by June, 2015.

Five Oaks has requested that each Ontario Conference contribute significant financial resources to support its ongoing mission, and needs to know by October 15th of any financial commitment.

Bev and Cheryl-Ann provided the history of the financial relationship that London Conference has provided, including purchasing and holding their mortgage in a prior time of financial difficulty. There were many concerns and much sadness expressed from the group at this news. Five Oaks has not identified external partners nor initiated a capital campaign.

It was agreed that London Conference cannot in good faith support this request for funds given the presentation attended yesterday; much more detailed information is needed before any decision can be made. The recommendation is to send the executive members the presentation from September 10, gather all the specific questions that each member has to discuss available options. Cheryl-Ann expressed her apologies that the presentation was different from what was initially planned. Cheryl-Ann will have conversations with the other Executive Secretaries.

Mark Marshall requested that we express our concern for the staff and Board of Directors of Five Oaks.

Meeting adjourned.

Next Meeting: Wednesday, November 26th at the Downtown Mission in Windsor, ON
Overnight accommodation provided if desired for Executive members from Algoma, Huron-Perth, and Oxford.

Jeffrey Crittenden, President

Cheryl-Ann Stadelbauer-Sampa, Executive Secretary