

**FOOTHILLS PRESBYTERY MINUTES**

*“Moving our Ministry ON...OUT...and into the community.”*

**Regular Meeting, Tuesday, June 6, 2017: Crossfield United Church, Crossfield, AB**

Present: ✓ Absent/Regrets: ✗

Ministry Personnel by Pastoral Charge

Elected Lay Presbyters by Town

|                  |                          |   |               |                     |   |
|------------------|--------------------------|---|---------------|---------------------|---|
| Acme             | Jean Udall (RD Pbt)      | ✗ | Acme          | Susan Simpson       | ✓ |
| Airdrie          | Karen Holmes             | ✓ | Airdrie       | Wendy Kindzierski   | ✓ |
| Balzac           | Rita Cattell             | ✓ |               | Kathy Lind          | ✓ |
| Banff            | Murray Speer             | ✗ | Arrowwood     | Rosemary Ingraham   | ✓ |
| Blackie-Gladys   | (see Nanton)             |   | Balzac        | Ruth Unser          | ✓ |
| Canmore          | Greg Wooley              | ✓ | Banff         | Allan Buckingham    | ✓ |
| Claresholm       |                          |   | Blackie       |                     |   |
| Cochrane         | Ray Goodship             | ✓ | Canmore       | Mary Shearer        | ✓ |
| Crossfield       | Brenda Watt              | ✓ | Cayley        |                     |   |
| Diamond Valley   | Matthew Heesing          | ✓ | Claresholm    |                     |   |
| High River       | Susan Lukey              | ✗ | Cochrane      | Arlene Hepburn      | ✓ |
|                  | David Robertson          | ✗ |               | Pat Hatfield        | ✗ |
| Irricana         | Ruth McArthur            | ✗ | Crossfield    | Bev Ink             | ✓ |
| Nanton-Cayley    | Susan Wilkinson-Matticks | ✓ | DeWinton      | Mark Dutkoski       | ✓ |
| Okotoks-DeWinton | Julia Kimmett            | ✓ | Gladys        | Irene Milton        | ✓ |
| Prairie Winds    | Sue MacDonald            | ✓ | High River    | Shirley Crawford    | ✗ |
| Rockyford        | Gordon Hunter            | ✗ |               | Marg Fenton         | ✓ |
| Strathmore       | Pamela Scott             | ✓ |               | Bob Findlay         | ✓ |
|                  |                          |   |               | Simmona Ledger      | ✗ |
| Retired/         | Shirley Collard          | ✗ | Irricana      | Marilynn Poffenroth | ✗ |
| Retained:        | Linda Ervin              | ✓ | Nanton        | Eleanore Tribe      | ✗ |
|                  | Henry Friesen            | ✓ | Okotoks       | Lois Irvine         | ✓ |
|                  | Wally Fry                | ✓ |               | Stewart Thomas      | ✓ |
|                  | Shelley Lavenne          | ✗ | Rockyford     | Lynda Arnold        | ✓ |
|                  | Leonard Ling             | ✗ | Strathmore    | Donalda Ledene      | ✓ |
|                  | Shannon Mang             | ✗ |               | Charles Watson      | ✓ |
|                  | Sherlee McGregor-McCuaig | ✗ |               | Art Eeles (alt.)    | ✗ |
|                  | Doug Powell              | ✓ | Turner Valley | Sandra Farr-Jones   | ✓ |
|                  | Oliver Seward            | ✗ | Vulcan        | Joyce Cook          | ✓ |
|                  | Don Watt                 | ✗ |               |                     |   |
|                  |                          |   | UCW           | Barbara Davison     | ✓ |
| Guests:          | Mary Rawlings            | ✓ | Lay           | Norma Bell          | ✓ |
|                  | Don Reynolds             | ✓ | Members at    | Bonar Hanson        | ✗ |
|                  | Julie Reynolds           | ✓ | Large         | Sandra Hanson       | ✗ |
|                  | Nicholas Reynolds        | ✓ |               | Jim Litchfield      | ✓ |
|                  | Stuart Reynolds          | ✓ |               | Eileen McMorris     | ✓ |
|                  |                          |   |               | Olga Pollard        | ✓ |

---A QUORUM WAS PRESENT---

**Welcome and Worship**

Worship was led by Brenda Watt, Bev Ink and Ray Goodship, based on the 104<sup>th</sup> Psalm. Thanks was given for the blessings of new growth, new life, and being touched by the Spirit in our ministries.

**Call to Order, Acknowledgement of Treaty 7, Welcome**

Presbytery delegates were welcomed, the traditional lands on which the meeting was held were acknowledged, and the meeting called to order by Chairperson Ray Goodship at 10:00 AM.

**Announcements, Celebrations and Milestones**

Coming Events were noted:

- 100<sup>th</sup> Anniversary of Okotoks United Church, Sunday, June 25
- “Gospel-ish” concert and BBQ at St. Andrew’s United Church, Cochrane, July 2
- “In the Pink” 30<sup>th</sup> Anniversary concerts, Ralph Connor UC, Canmore, June 10 -11
- an evening of music at High River United Church, June 11

Celebrations and Milestones were marked, with thanksgiving, by Sue MacDonald:

- St. Andrew’s United Church recently won the Cochrane Community award as “Equity and Inclusion Champion of the Year” and Ray Goodship was named Cochrane’s “Citizen of the Year”;
- congratulations to Murray and Heather Speer on the birth of their son;
- Linda Ervin is moving to Kamloops-Okanagan Presbytery;
- Olga Pollard will be moving (eventually) to Medicine Hat;
- Karen Holmes is completing her ministry appointment at Airdrie, and Brenda Watt is retiring from her ministry at Crossfield;
- Ministry anniversaries were noted for Neal Whiting (25 years), Shirley Collard (35 years) and Rita Cattell (40 years).

**Divisions and Lunch**

Division meetings were held, followed by a pot-luck lunch. Salads and ice cream toppings were provided by delegates, and BBQ main course was provided by Congregation and Mission Development Division. Thanks were expressed to all involved, and to Crossfield United Church for hosting the meeting and the pre-meeting educational event.

**BUSINESS MEETING**

Chairperson Ray Goodship called the Business Meeting to order at 1:00 PM.

**MOTION: Linda Ervin/Allan Buckingham 2017-18-001**

That all non-members present be made corresponding members for the meeting. **CARRIED.**

Two changes were made to the order paper: the UCW report will be heard before the Division reports, and a proposal for another Small Churches Event will come forward under “other business.”

**MOTION: Lynda Arnold/Doug Powell 2017-18-002**

That the Order Paper be approved as revised. **CARRIED.**

**MOTION: Greg Wooley/Pamela Scott 2017-18-003**

That the minutes of the March 28, 2017 meeting be adopted as distributed. **CARRIED.**

Minutes of the April 25, 2017 and May 16, 2017 Presbytery Executive meetings were received for information.

**Chairperson’s Report** – Ray Goodship

The Mid-Triennium event was held in Olds, May 26-27, with roughly 200 in attendance. Theme presenter for this event was Dianne Baker, a trained facilitator with the Centre for Courage and Renewal, founded by Parker Palmer. The theme presentations revisited the story of Esther, using techniques of deep listening and various modes of engagement to reflect on life "in such a time as this." The music ensemble included familiar faces from south/central Alberta, including Foothills Presbytery. The Celebration of Ministry service was held on Sunday morning, May 28, with four candidates ordained, one ordained minister admitted from another denomination, and fifteen retirees honoured.

### **Recording and Correspondence Secretary's Report** – Greg Wooley

- At the Mid-Triennium event, ANW Conference Stewardship Committee generously provided book bags and copies of *Bullseye: Aiming to follow Jesus* by Jamie Holtom and Debbie Johnson. These were available for pickup at the meeting.
- The "summer clergy coverage" list is now available.
- Registration is now open for the "Awkward Conversations" gathering in Edmonton, October 4-6. Each Presbytery is eligible to send two official delegates to this event (with expenses covered) but all are welcome to register. Brenda Watt has volunteered to be one of Foothills' delegates.
- Names were presented, as follows, for Admission/Readmission to United Church Ministry. If there are objections or concerns they are to be made in writing to the Executive Secretary of the receiving Conference:

#### *Ministers seeking admission from another denomination:*

- Yong-Seok Baek, from the Presbyterian Church in the Republic of Korea, to Saskatchewan Conference
- Karlene Ingrid Brown-Palmer, from the Methodist Church in the Caribbean and Americas, to Manitoba & NW Ontario Conference
- Limon Daka, from the Reformed Church in Zambia, to Manitoba & NW Ontario Conference
- Eunkyuu Ji, from the Presbyterian Church in the Republic of Korea, to Sask. Conference
- Velvet John, from the Church of South India to Sask. Conference
- Mojalefa Mosa Khechane, from the Apostolic Faith Mission, South Africa, to Hamilton Conference
- MiYeon Kim, from the Presbyterian Church in the Republic of Korea, to ANW Conference
- Tammy Lindahl, from the Presbyterian Church USA, to BC Conference
- Lennox Omar Scarlett, from the United Church in Jamaica and Cayman Islands, to Hamilton Conference
- Young Seo, from the Presbyterian Church in the Republic of Korea, to Sask. Conference
- Thomas (Tae Sung) Shin, from the Korean Methodist Church, to Toronto Conference
- Gert Tait van Rensburg, from the Renaissance Church in South Africa, to BC Conference.

#### *Minister seeking readmission:*

- Mark Giuliano, London Conference, Middlesex Presbytery.

### **MOTION: Greg Wooley/Bob Findlay 2017-18-004**

that quorum for Foothills Presbytery for 2017-18 be defined as one-fifth of members, plus one, including one-third of those present being Ministry Personnel and one-third of those present being lay members other than Designated Lay Ministers. **CARRIED**

**Business Arising:** none

**Division Reports:****UCW** – Barbara Davison

The Presbyterial Executive is working to organize a Day of Enrichment, in late September or early October, for all the women of the Foothills Presbyterial. This event will be open to all women, not only those who belong to a UCW group or an alternate women's group.

The women of the Foothills Presbyterial, with their donations through their local churches, donated a total of \$4,550 to the M & S in 2016, and have received a certificate of appreciation from the National Church to acknowledge this amount. Many thanks go to all whose efforts have financed this substantial donation, used to finance this great amount.

A financial presentation was made from UCW to Matthew Heesing, to help support the cost of his ministry studies.

**MINISTRY SUPPORT****Pastoral Relations** - Pamela Scott**MOTION: Scott/Irene Milton 2017-18-005**

That Rev. Shelley Lavenne be retained on the roll, July 1, 2017 to June 30, 2018. **CARRIED**

**MOTION: Pamela Scott/Julia Kimmett 2017-18-006**

that Rev. Dave Crawford be called to Crossfield United Church, effective September 1, 2017 under the following terms: cost of living group 4, increment level F, salary \$63,107 plus 7.5%, telephone \$264, continuing education \$1,374 = total \$69,257. Administrative Assistance is defined as 8 hours/week. **CARRIED**

**MOTION: Pamela Scott/Lynda Arnold 2017-18-007**

that Rev. Dave Crawford's membership be transferred from Calgary Presbytery to Foothills Presbytery, effective September 1, 2017. **CARRIED**

**MOTION: Pamela Scott/Doug Powell 2017-18-008**

that Rev. Shannon Mang's membership be transferred from Foothills Presbytery to Red Deer Presbytery, effective immediately. **CARRIED.**

**MOTION: Pamela Scott/Lynda Arnold 2017-18-009**

that Brenda Watt be appointed to the Acme Commission. **CARRIED**

**MOTION: Pamela Scott/Lynda Arnold 2017-18-010**

that Susan Wilkinson-Matticks be retained on the roll, as retired supply. **CARRIED**

St. Andrew's, Cochrane has informed Presbytery that they have approved a sabbatical leave for Rev. Ray Goodship starting on or about May 26, 2018 running to, on or about October 29, 2018.

The May 2017 meeting of Conference Pastoral Relations shared many points that will be of interest to Pastoral Charges. These are attached as Appendix I.

**Pastoral Oversight** –Doug Powell

Annual Reports are being reviewed. Pastoral Charges are reminded that both Stewardship and Pastoral Oversight need a copy; most have been received, but those who have not yet submitted copies are requested to do so. It is most helpful if these are submitted by letter mail rather than email, as a hard copy of the report is needed for the files and it is costly for the recipient to print them off one at a time.

**Education & Students** - Irene Milton

At the March 28, 2017 meeting, motion 2016-17-059, regarding remuneration of lay people and Licensed Lay Worship Leaders for conducting worship services, was deferred. Following research as to the practice of other Presbyteries in ANW Conference, the following motion was brought:

**MOTION: Wally Fry/Bob Findlay 2017-18-011**

that in Foothills Presbytery, the remuneration for laypeople, including Licensed Lay Worship Leaders, visiting the pastoral charge to conduct worship services, be no less than \$206 per Sunday, plus mileage and expenses. **CARRIED**

Two notes regarding this motion: (1) laypeople leading worship within their own pastoral charge may be paid a lower rate than the \$206, at the discretion of the governing body of the pastoral charge. Licensed Lay Worship Leaders conducting worship services on their home pastoral charge are only eligible to receive the same amount paid to other laypeople within the charge; (2) this amount aligns with the current worship leadership and preaching rate issued by General Council.

**MOTION: Irene Milton/Wally Fry 2017-18-012**

that Foothills Presbytery license Rosemary Ingraham of Buffalo Hills (Arrowwood) and Julie Reynolds of Acme as Licensed Lay Worship Leaders for the period of July 1, 2017 to June 30, 2018. **CARRIED**

Financial presentations were made by E&S to Julie Reynolds and Matthew Heesing to help reimburse the costs of their training.

**STEWARDSHIP****Treasurer** - Jim Litchfield

- A thank-you card was received from St. Andrew's United Church in Cochrane, for our cash donation toward the costs of the luncheon.
- Those who attended the Olds event are reminded to submit their expense forms to Jim, as soon as possible. Up to \$100 is available per delegate, plus \$40 to reimburse ministers who attended the retirement banquet.
- Jim also checked with the court regarding the format of the comments at the beginning of the two financial reports. There is broad satisfaction with the present format.

**Property** - Joyce Cook

At the March 28, 2017 meeting, motion 2016-17-063, regarding dispersal of contents and financial resources of Stavely United Church, was defeated. A new motion follows consultations with Bill Doyle, Executive Secretary, and Sue Brodrick, Planning & Administration:

**MOTION: Mary Shearer/Norma Bell 2017-18-013**

that the contents of the Stavely United Church be left for the Museum Society of Stavely and District, the list as per attached schedule A. That all memberships be transferred as directed by the members of the Stavely United Church. That all remaining funds be disbursed as follows: 5% to Archives, 10% to Mission and Service, and the rest to the Museum Society of Stavely and District for ongoing maintenance and care. That the Sanctuary remain as is, so it can be used for special services/occasions. **CARRIED**

It was noted that the \$7300 recently donated by the Lions Club and community partners for the upkeep of the building is not included in the amount being divided.

**MOTION: Norma Bell/Charlie Watson 2017-18-014**

that the \$2500 plus accrued interest left in the Bow Valley Corridor account be given to Ralph Connor Memorial United Church, Canmore, for their studies this summer. **CARRIED**

A summer student is being hired in Canmore to connect with youth and young adults to find out their main concerns and interests; project effective ways to connect with, support and serve youth and young adults; and create a database of youth leaders in Canmore, organizations devoted to serving youth and young adults, and organizations that might be interested in a joint venture. This student will produce a final report, to be shared with Rundle Memorial UC in Banff, with Foothills Presbytery, and with the Ralph Connor congregation in Canmore.

A Retired Ministers' luncheon has been scheduled for Tuesday, September 19 at 12:00 noon in Strathmore. Invitations will be sent out and Stewardship will make sure that those that can't drive will be able to attend.

### **Appeals & Grants** - Norma Bell

A conference call meeting was held on May 10. When reviewing the applications, committee members were mindful that grant funding will be greatly reduced, possibly eliminated, depending upon the results of the remits. There were five requests for grants, all of which were granted:

- McKillop United Church, Lethbridge (South Alberta Presbytery), \$24,600 to continue a successful program for individuals who live alone, in partnership with *Lethbridge Senior Citizen's Organization*.
- Knox United Church, Calgary (Calgary Presbytery), \$15,000 to continue developing *The Metro Alliance for the Common Good*, to prepare people for community leadership and social action.
- Green Grove, Edson, Hinton, Grand Cache and Jasper Pastoral Charges (Yellowhead Presbytery), \$6,800 to bring these five faith communities together, building healthy relationships, open connections and communications, and to share effective ministry ideas.
- Edmonton Presbytery, \$1,500 to assist Nell Ouwens to participate in an official Church pilgrimage for ministry personnel to visit partners in Palestine and Israel.
- Intercultural Ministry Standing Committee (ANW Conference), \$5,000 to support a two day symposium to discuss contemporary issues of race and discrimination in the Canadian context.

### **M&S** - Sue Lauzon-MacDonald

Following in a tradition of Foothills Presbytery, a donation to the Mission and Service fund, collected at lunchtime today, will be made in celebration of the arrival of Heather and Murray Speer's son.

### **MOTION: Linda Ervin/Joyce Cook 2017-18-015**

that Foothills Presbytery pay an honorarium of \$800 per year to the Foothills Secretary, who does the two roles of Recording and Correspondence Secretary. **CARRIED**

Greg Wooley abstained from this vote.

Research regarding stipends paid to Recording and Correspondence Secretaries in other ANW Presbyteries (Calgary and Edmonton excluded, as these tasks are handled differently there) reveal stipends ranging from zero in one Presbytery, to \$1000 in another Presbytery, with \$750 to \$800 most typical. Two Presbyteries also provide an \$800 honorarium for their Treasurer.

### **CONGREGATION & MISSION DEVELOPMENT** - Sue Lauzon-MacDonald

- Maps were collected for a craft at Canyon Church Camp; if anyone else is heading to camp, please send maps along. A gift from the sale of Camp Okohokee was received by Canyon Church Camp, and Camp Shagabec in Saskatchewan. Church camp remains a place where children, many of whom have very little Church contact, come in contact with the Christian message.

- Another Small Church event is proposed to help us keep our connections to one another as the Church restructures.
- John Pentland's "Fishing Tips" event last night – attended by thirty - was amazing, very applicable to all congregations. Crossfield showed great hospitality, serving a delicious supper and providing billets.
- Hannah Weekes from Balzac has been blessed with \$500 for her Zambia trip.
- Discussion was held on creating a brochure with information regarding Congregation Mission Development projects.
- We await "next steps" regarding the technology grant. The project will continue.
- On the topic of hospitality: how do we acknowledge milestones and movement within Presbytery? It was noted, in addition to those noted earlier, that Bev Ink of Crossfield is completing her time as a lay delegate, and a gift card has been sent to David Pollard.
- In coming meetings (September to June), work will be done on making connections and building relationships. Each meeting will feature a "roll call" so if your charge needs a little something, like the maps today, ask us at Presbytery to grace/bless others.
- There will be a technology inventory survey this fall. ANW Conference is also looking at this, with the possibility of a consultant being hired by Conference.

### **STRONG PUBLIC WITNESS** – Allan Buckingham

- The national Church is developing a "People in Partnership" program. This will bring people to Canada from other nations; hosts will be needed.
- The *Habitat for Humanity* Interfaith build in Calgary have been back in touch; if this is of interest, please check with Calgary Presbytery.
- The TRC/Living into Right Relations Discovery Box is still available to be booked for your community.
- Environmentalism/consumerism: the court is encouraged to "do our best," using fairly traded coffee, etc. when hosting, and having environmental stewardship in mind when making our choices.
- Mary Shearer attended the meeting of Living into Right Relations, a very impactful time of sitting and talking in circles about issues raised by the Truth and Reconciliation Commission.

### **General Council Commissioners** – Allan Buckingham

As a court, we will look at Remit 6 in the fall. A process of conversations will begin in the fall, with National Church fielding topics from commissioners, with similar discussions to happen at Presbyteries. This will determine the top ten topics to be discussed at General Council 2018, to be held in Oshawa, Ontario.

### **Planning Committee** – Allan Buckingham

Dates for 2017-18 Foothills Presbytery meetings are as follows:

#### 2017

September 26 – Presbytery – host to be determined

October 24 – Executive Conference Call

November 28 – Presbytery – Strathmore

#### 2018

January 3 – Executive Conference Call

January 23 – Presbytery – Turner Valley

February 27 – Executive Conference Call

March 20 – Presbytery – host to be determined

April 24 – Executive Conference Call

June 12 – Presbytery – host to be determined

ANW Conference will be holding its meeting in May of 2018, in Sherwood Park.

**MOTION: Allan Buckingham/Brenda Watt 2017-18-016**

that Doug Powell continue as Chair of Pastoral Oversight. **CARRIED**

**MOTION: Allan Buckingham/Brenda Watt 2017-18-017**

that the Members at Large of Foothills Presbytery for 2017-18 be Norma Bell, Bonar Hanson, Sandra Hanson, Jim Litchfield, Eileen McMorris, Olga Pollard. **CARRIED**

**MOTION: Allan Buckingham/Linda Ervin 2017-18-018**

that we defer the selection of a Chair-Elect until the fall of 2017. **CARRIED**

Brenda Watt abstained from this vote.

We expect to have clarity on the Remit voting in coming months, which will indicate if the election of a Chair-Elect is warranted. In the meantime, the Past Chair will remain on the Executive.

**Other Business**

**MOTION: Rita Cattell/Joyce Cook 2017-18-019**

that Foothills Presbytery provide \$10,000 to fund a *Celebrating Small Churches* event in 2017. **CARRIED**

Ninety participants attended the first meeting at Red Deer Lake, with a budget of \$8,100. The same hall is booked for a proposed date of October 28, 2017. The maximum number of participants will be one hundred. The theme will focus on connections, and funds will cover the entire cost of the event, including travel costs for those who choose to claim this.

The planning group will focus on small congregations – as self-selected by participants – though all people are welcome. If other churches identify themselves as “larger”, they are encouraged to organize something to address their situation.

**Motion for the Powers**

**MOTION: Bob Findlay/Susan Wilkinson-Matticks 2017-18-020**

That the powers of Foothills Presbytery, routine and emergent, rest with the Executive, and the sub-Executive if necessary, until the next scheduled meeting of Presbytery, except in matters where the consent of the full court is required by the Manual. **CARRIED.**

The meeting was closed with prayer, and adjourned at 2:48 PM.

**NEXT MEETING:**

- The next meeting of Foothills Presbytery will be held September 26, 2017 at a location to be announced.
- The next Executive meeting will be at the call of the Chair.

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Chair, Ray Goodship

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Recording Secretary, Greg Wooley

**APPENDIX I: Report from Conference Pastoral Relations meeting May 24-25, 2017.**

Shared at Foothills Presbytery, June 6, 2017 by Pamela Scott

Things I learned at the ANWC Pastoral Relations Meeting this May:

- A minister's holidays are 31 days, must include five Sundays (definition of a month's holidays). A book allowance is taxable if you keep the books.
- The Conference is, as is the entire church, very short of Intentional Interim Ministers. These are the ministers that have been specially trained in transitional ministry and are appointed to serve a community of faith following a minister who has served in a community for a long term (successful relationship, healthy pastoral charge to help them prepare for a new relationship) or to serve a community that has some healing and other work to be done before a new pastoral relationship is established. The course to train ministers to serve as IIM is not available in Western Canada. A committee was struck to establish a course to serve the prairie areas.
- A discussion re what to do with Presbytery resources when they are no more –both assets and liabilities and how to end well. (if remits go through)
- Ponoka and Bashaw are live-streaming services –taking turns as 'the source' service; 2 Sundays /month from each.
- We were to check our lists of Retired Supply ministers. Licenced Lay ministers can only do three services in a row, to a maximum of 10 services in one location per year. There is a resource available from ANWC for the 'rules' re visiting worship leaders.
- Police record checks: you will need a level two when you are first seeking to be a candidate. Once you have that initial level two vulnerable sector check there is an online form that needs to be filled in annually. This is effective June 30th or July 1st 2017.
- Oversight Visits: Edmonton has the pastoral charge fill in a five part questionnaire prior to the visit. Others had different 'systems' for conducting visits. They are important –we have developed a self-assessment form which one pastoral charge has completed.
- Coronation Presbytery: had a student for the entire presbytery. They did a technology assessment of the area including the lodges, churches, extended care facilities and the like. They held bible studies, did a backward advent calendar for the food bank, led a canoe pilgrimage down the Battle River (truth and reconciliation event). Of interest to Foothills: this student was Justin McNeill, ordained this year.
- Fresh Start: for new pastoral relations in both Crossfield and Airdrie. For Fresh Start facilitators there should be a certificate in your file stating you are qualified to lead the program. With that you have access to the website (can sign in) to receive the updates on the information.
- An Oversight unit may initiate a Fresh Start unit –it may be used by a Commission.
- Retired Supply: federal regulations require that there be a change in status and function if the person is to be appointed to a position they have recently vacated. (reduced hours, different responsibilities, etc.). There needs to be at least a one month break between their 'call' and being appointed as retired supply. Presbytery cannot approve the appointment until after the one month break has occurred and it must be a different description to what they were working before. There can be no mention in the board minutes of the pastoral charge that the plan was to appoint the minister after they retire. No discussion can take place prior to their retirement of having them appointed. If these rules are not followed the federal government pension people can deregulate the UCC pension plan. There is a directive from the general council office to adhere to the federal rules. Some presbyteries in ANWC have a policy prohibiting the appointment of an individual to a pastoral charge they have just retired from.

- If you are in a 'call' at 65 years of age, restorative care for 6 months is available. There is no long term disability though.
- If you are drawing pension benefits there are NO benefits available (restorative care, etc.). Technically, as retired supply if you do not show up for work, you don't get paid. There needs to be a conversation beforehand what is to happen if a retired appointment serves a pastoral charge.
- Who determines when a retired supply is fit to return to work if they have been off sick? They are no longer under 'our plan'. If your doctor puts you on leave, you are on leave. The only person who can clear the person is the doctor. Who does the doctor tell?
- Education and Students: the mandatory training (sexual abuse/misconduct policy, racial justice) must be completed before a person becomes a candidate –as will their level two police record check. That way everyone knows these have been completed prior to someone serving their student appointment.
- Workplace violence and harassment policy is a work in progress.
- Each pastoral charge should have a policy re police checks, mandatory units for staff. Resource: Faithful Footsteps on the General Council website.
- To help the minister in Fort Mac they are offering her a regular Sunday off. If you are able to fill in for a Sunday contact the Conference office.
- There is a 'Compensation Workbook' on the general council website to help you negotiate terms of a call.
- Licenced Lay worship leaders leading worship in their home congregation are compensated as any other member of the congregation leading worship would be. The level of compensation set at the Presbytery level only applies if they are leading worship in a congregation that is not their home church.
- A task group has been established to define the essential function of ministry, the values behind this, and to assign a 'time' value to each (12-15h to prepare Sunday worship) This is to help JNAC and ministry personnel in multi- point charges.

-end-