
Minutes of the EXECUTIVE OF HAMILTON CONFERENCE

April 30, 2015



"Let's Go Down into the Valley"

Authority

The Executive of Hamilton Conference met at the call of the President on Thursday, April 30, 2015 at Hamilton Conference office. A quorum was present.

Attendance

Laity: Margaret Blewett, Phyllis Buchner, Greg Case, Lillian Gohn, John Hurst, Joyce Osborne

Ministry Personnel:

Ted Smith (President), Gord Dunbar (President-elect), Keith Reynolds (Past-president), Micol Cottrell, Heather Davies, Peter Hartmans, Ross Hibberd, Herb Klaehn, Daniel MacLean, Alison Nicholson, Greg Smith-Young, Robin Wilkie.

Regrets: Thom Davies, Janet MacDonald, Tim Reaburn, Adrienne Robertson, Sybil Wilson.

Corresponding Members:

Lorna MacQueen, Diane Matheson, Jenny Stephens, Kim Uyede-Kai.

Recording Secretary:

Barbara Hampson

Constitution

President Ted Smith welcomed everyone. The President constituted the Court in the name of Jesus Christ, Head of the Church, to deal with the business that might rightfully come before it.

Opening and Welcome

President Ted Smith led worship, on the theme of Earth Week and Arbor Day.

Agenda

Motion: Dan MacLean/Greg Smith-Young

That the agenda be approved:

CARRIED

Executive Minutes

Motion: Allison Nicholson/Gord Dunbar

That the Hamilton Conference Executive approve the minutes of the February 12, 2015 meeting of the Executive of Hamilton Conference as distributed:

CARRIED

Motion: Keith Reynolds/Alison Nicholson

That the minutes of the teleconference meeting of the Sub-Executive of Hamilton Conference on April 9, 2015 be received for information:

CARRIED

Correspondence

Motion: Margaret Blewett/Micol Cottrell

That the list of correspondence for the April 30, 2105 meeting of Hamilton Conference Executive (Appendix A – E 76) be received for information:

CARRIED

The Executive broke into sessional committees at 9:50 a.m. as follows:

| #1 | #2 | #3 |
|-----------------------|--------------------|----------------------|
| Keith Reynolds | Dan MacLean | Joyce Osborne |
| Greg Smith-Young | Phyllis Buchner | Margaret Blewett |
| Robin Wilkie | Ted Smith | Alison Nicholson |
| Ross Hibberd | Micol Cottrell | Lillian Gohn |
| Heather Davies | John Hurst | Herb Klaehn |
| Gord Dunbar | | Greg Case |
| Jenny Stephens | | |

The sessional committees reviewed Conference annual reports and reports for action as follows:

- Sessional Committee #1: Standing Committees, VAM Policy Review, Laying On of Hands Policy Review, Conference Interim Ministry Committee Motions
- Sessional Committee #2: Education Institutions, Miscellaneous, Networks, General Council Report for Information
- Sessional Committee #3: Presbyteries, Staff, UCW Report

The Executive reconvened at 11:15 a.m. Robin Wilkie left the meeting.

Reports for Action

Sessional Committees

Sessional Committee #1: Standing Committees

Keith Reynolds commented on the reports and mentioned highlights, questions, and suggestions:

A question to ask for future reports...what are the key areas for the Church to look at, going forward? Looking forward as well as reviewing the past.

- **Archives:** Thanks for retaining our history. Wonderful to see consistent work over the transition period.
- **Division of Ministry, Personnel and Education:** Appreciation for “Called to Leadership” event. Thanks to Tim Reaburn for his role as secretary. Thanks for the work on the policies for Voluntary Associate Ministers and the Laying on of Hands at the General Meeting.
- **Education and Students:** Appreciation for using the Vocational Assessment tool. A stellar job of caring for students. Well run new ministries day.
- **Interim Ministry Committee:** Thanks for sabbatical support for Interim Ministers. Around 15 Interim Ministers in Hamilton Conference. We noticed their work on consistent questions in interviews.
- **Internship and Educational Supervision:** Meeting regularly and moving the meetings to educational sites was noted. Supervisor gatherings have been helpful.
- **Conference Interview Board:** Thanks for their gifts of discernment. Working well with admissions to the United Church, though it is challenging to find work in Hamilton Conference. Other Conferences are helping in this regard.
- **Pension and Group Insurance:** Now have a chair after period without. The important presence and work of retirees.
- **Settlement:** Has had to reinvent itself, with settlement being no longer mandatory. Acts as a support for Presbytery Pastoral Relations. “Fresh Start”: highlighting this pilot project.
- **Leadership Commission:** Resource for helping Search Committees with references. Too soon to tell, but search process seemed more effective, competent, efficient and done step by step with good follow through. Sue Duliban has been a very valuable resource. Asking Ministry Personnel, “What do you need?” spawned helpful outcomes.
- **Mission Strategy and Support:** Concern for future for Mission and Support Grants and the implications of this. Many thanks for working with what has been given and doing

purposeful work. Many thanks to Mac Carson. A question arose, “How many grant applications were there?”

- **Pastoral Care Team:** Thanks to Eleanor, Herb and Don for their service. A few questions arose...how much pastoral care is being offered? How are they raising awareness about the Pastoral Care team? In order to raise the profile of pastoral care is there a structural way to support them?
- **Philanthropy and Stewardship:** How does this fit in the evolving reality of the United Church? Both practically and big picture questions are important.
- **Mission and Service:** Thank you to David Armour for his enthusiasm and leadership.
- **Property Committee:** Yeah for lift!
- **Sexual Abuse Prevention and Response Committee:** Thank you for consultants and dedication. Cross Conference co-operation has been helpful.
- **Staff Committee:** Cohesiveness of staff, level of effectiveness. Milestone for Jenny: happy 15th anniversary today! Excellent leadership from Peter.

MOTION: Keith Reynolds/Herb Klaehn

*That, having reviewed the reports, the reports of the **Standing Committees** be received and recommended to the 91st Meeting of Hamilton Conference for inclusion in an omnibus motion:*

CARRIED

VAM Policy Review (Appendix B – E 104)

MOTION: Heather Davies/Ross Hibberd

That Hamilton Conference Executive approve the recommendations of the Division of Ministry Personnel and Education that:

1. *ministry personnel retired or retained be authorized to maintain their licence to marry in compliance with The Marriage Act of the Province of Ontario and The Manual.*
2. *the procedures associated with the Voluntary Associate Minister designation be dismantled effective July 1, 2015.*
3. *a communication and education document be prepared for all congregations, presbyteries and ministry personnel laying out the expectations of ministry personnel retained on the roll of presbytery or retired when performing weddings:*

CARRIED

Laying on of Hands Policy Review (Appendix B – E 104)

MOTION: Heather Davies/Greg Smith-Young

*That, having reviewed the current policy, Hamilton Conference Executive approve the recommendations of the Division of Ministry Personnel and Education's recommended changes to the "Laying on of Hands Policy" (changes indicated in **bold italics**):*

Those involved in the laying on of hands be up to seven (7) people as follows:

- a) Conference President
- b) Executive Officer of the Conference
- c) Chair of Conference Education and Students Committee
- d) Chair of Presbytery Education and Students Committee
- e) One (1) **Lay** representative from a significant congregation in the candidate's preparation for ministry
- f) Up to two (2) on invitation of the ordinand/commissionand.

The majority are to be members of the Holy Catholic Church and at least **two (2)** are to be order of ministry of The United Church of Canada.

CARRIED

Hamilton Conference Interim Ministry Committee (Appendix B – E 105)

Heather Davies and Jenny Stephens provided background information.

Interim Ministry Designations

Motion: Heather Davies/Greg Smith-Young

*That the Hamilton Conference Executive continue the designation of **Barry King** (OM, Halton) as an Interim Minister in the United Church of Canada with the condition that he be re-interviewed after he has completed an Interim Ministry appointment:*

CARRIED

Motion: Heather Davies/Greg Smith-Young

*That the Hamilton Conference Executive continue the designation of **Helen Prior** (OM, Erie) as an Interim Minister in the United Church of Canada: **CARRIED***

Motion: Heather Davies/Greg Smith-Young

*That the Hamilton Conference Executive designate **Meg Grieve** (OM, Waterloo) as an Interim Minister in the United Church of Canada: **CARRIED***

Truth and Reconciliation

Kim Uyede-Kai gave an update on the Truth and Reconciliation closing event in Ottawa in June. Hamilton Conference has eleven participants: three from Bruce Presbytery; three from Erie Presbytery; two from Halton Presbytery; two from Hamilton Presbytery; one from Waterloo Presbytery. Kim invited members of the Executive to participate in decorating a heart for the "Heart Garden" in memory of children who were damaged in a Residential School. One heart

from Hamilton Conference will go forward to Ottawa and Kim suggested the rest be planted in the Conference garden along with wild flower seeds.

Keith Reynolds offered prayer for the delegates to the Truth and Reconciliation Commission closing event.

Ted Smith offered grace.

Alison Nicholson left the meeting.

LUNCH

The Executive broke for lunch at 12:00 p.m., and reconvened at 1:00 p.m.

President Ted Smith offered a story about building bridges.

Sessional Committee #2: Educational Institutions, Miscellaneous Reports, Networks

Micol Cottrell gave highlights of the reports.

- **Brock:** Wondering if a full time chaplaincy or not. Great report.
- **McMaster:** Noted that goal setting was a good thing. Excellent report: appreciate the job description, goals set, what happened, and new goals. Engagement of the community around University is very admirable. Strong focus on fundraising for worthy causes. It helps to bring in interest by those who are focused on Social Justice. Appreciate the focus on fundraising to give to others.
- **Five oaks:** The incorporation of faith into the report was wonderful. A member of the sessional committee noted that the board has been meeting once per month; this is good news of great work that may want to be shared. It is obvious that a lot of great work has been happening.
- **Grand River bookstore:** Appreciate the challenges listed
- **Wesley Urban Ministry:** Great work happening. Appreciated the links.
- **Affirm Network:** It would be helpful for people who are newer to conference and may not be aware of the work of Affirm to lay out some background and objectives about the committee and offer the full words for LGBTTTQ.

Networks overall: Appreciated the background, objectives, and invitations in documents.

MOTION: Micol Cottrell/John Hurst

*That, having reviewed the reports, the reports of the **Educational Institutions, Miscellaneous Report and Networks** be received and recommended to the 91st Meeting of Hamilton Conference for inclusion in an omnibus motion:* **CARRIED**

Sessional Committee #3: Presbyteries, Staff

Presbyteries

- **Bruce:** lift up the different model being used with pilot project
- **Erie:** the theme “Listen and Speak the Truth with Love” was a comfort through the year
- **Halton:** busy year with many directions/challenges to spend time on
- **Hamilton:** thanks to Hamilton Presbytery for their continued support of Wesley Urban Ministries
- **Waterloo:** tremendous structural change is ongoing with some bumps along the way but looking to the future

General comments: All presbyteries have reviewed/discussed some, if not all of the Comprehensive Review reports. There are different styles of presbytery structure and meeting structure in the presbyteries but the work and life of the presbyteries continue with faith. “We are not alone. God is with us.”

Staff Reports

We are very fortunate and blessed to have the staff which we have in the conference office.

- **Peter:** a calm presence and faithful to the church
- **Lorna:** rewarding and fulfilling sabbatical; a very positive and hope filled experience
- **Diane :** brings an infusion of youthful exuberance; involved in camp training and youth as well as justice work
- **Jenny:** a very positive message; supports congregations and leadership commission. Her ministry has tremendous responsibilities and with that she maintains a responsibility to herself.
- **Kim:** visioning with congregations and a resource to congregations. This year active with C168 training; Truth and Reconciliation Committee; 2 conference committees and supported PIT during Lorna’s sabbatical. Grateful for the gifts of her colleagues.

Hamilton Conference UCW (Appendix D – E 84)

- Theme of “Love in Action”; good year and retreat at Five Oaks well received; change on their mind as they look to new ways for the future.

MOTION: Joyce Osborne/Greg Case

*That, having reviewed the reports, the reports of the Presbyteries, Conference Staff, and UCW be received and recommended to the 91st Meeting of Hamilton Conference for inclusion in an omnibus motion: **CARRIED***

President’s Advisory Committee

Gord Dunbar provided background information on the structure of the committee.

MOTION: Keith Reynolds/Greg Smith-Young

*That the members of the committee be Ann Fleming, Deborah Deavu, Sybil Wilson, Lorna MacQueen: **CARRIED***

Financial Report

Audited Financial Statements for 2014:

MOTION: John Hurst/Gord Dunbar

That Hamilton Conference Executive receive and approve the Audited Financial Statements for the year ended December 31, 2014.

CARRIED

Appointment of Auditors for 2015:

MOTION: John Hurst/Phyllis Buchner

That Hamilton Conference Executive appoint the firm Bazar McBean LLP, Chartered Accountants, as auditors for 2015.

CARRIED

2016 Assessment:

John Hurst provided background information. John and Peter Hartmans responded to questions.

MOTION: John Hurst/Margaret Blewett

That the Executive of Hamilton Conference recommend to the 91st Meeting of Hamilton Conference that the maximum assessment for 2016 be \$655,766.

CARRIED

MOTION: Heather Davies/Micol Cottrell

That the signing officers for Hamilton Conference for the 2015-2016 Conference year be:

Past President: Keith Reynolds

President: Gord Dunbar

Executive Secretary: Peter Hartmans

Program Staff: Jenny Stephens

Administrative Staff: Barbara Hampson

Treasurer: Janet MacDonald

Chair of Finance: John Hurst

CARRIED

Nomination for President-Designate:

Peter Hartmans provided background information.

MOTION: Peter Hartmans/Gord Dunbar

That, Executive of Hamilton Conference receive for information the nomination of Heather Leffler for President-designate.

CARRIED

Staff Committee

Herb Klaehn highlighted some items of the staff committee's work

- Both Jenny and Kim are planning sabbaticals for 2016
- Jenny's 15th anniversary and tea on June 10
- Rosemary Addison will give staff introductions at the Annual Meeting

Motion: Herb Klaehn/Joyce Osborne

That Hamilton Conference Executive receive the Staff Committee report for information.

CARRIED

General Council 42 and Comprehensive Review Report (Appendix D – E 83)

Keith Reynolds provided background information. Discussion followed.

Motion: Keith Reynolds/Herb Klaehn

That Hamilton Conference Executive receive the General Council/Comprehensive Review report for information.

CARRIED

Effective Leadership

Peter Hartmans provided background information. Bruce Presbytery Executive is considering continuing the experiment. Joyce Osborne responded to questions.

Motion: Peter Hartmans/Gord Dunbar

That Hamilton Conference Executive receive the Effective Leadership/ report for information.

CARRIED

Division of Ministry Personnel and Education (Appendix D – E 86)***Motion: Heather Davies/Dan MacLean***

That Hamilton Conference Executive receive the Div. MP &E report for information.

CARRIED

Financial Statements to Date (Appendix C – E 79-82)

John Hurst provided background information.

Motion: John Hurst/Peter Hartmans

That the year-to-date financial statements be received for information:

CARRIED

Agenda and Business Committee Update

Lillian Gohn provided an update on the work of the Agenda and Business Committee and the plans for the 91st meeting of Hamilton Conference. The 92nd meeting of Hamilton Conference will take place at the UNIFOR Centre in Port Elgin in May 2017.

Motion: Lillian Gohn/Micol Cottrell

That Hamilton Conference Executive receive the A & B report for information.

CARRIED

President Ted Smith thanked those for whom the Conference Executive meeting is their last and expressed appreciation or their work: Keith Reynolds, Dan MacLean. Ted also thanked every person on the Executive for their work.

The President concluded the meeting by reading from Paul's writing and offering prayer. Hymn VU 307, "Touch the Earth Lightly."

Adjournment

The President offered a closing reflection and prayer. The meeting was adjourned at 2:45 p.m.

FUTURE MEETINGS

- Annual Meeting: May 29-31, 2015**
Redeemer College, Ancaster
- Fall Executive Meeting: October 22, 2015**
Hamilton Conference Office
- Winter Executive Meeting: February 18, 2015**
Hamilton Conference Office
- Spring Executive Meeting: April 28, 2016**
Hamilton Conference Office

Ted Smith, President

Peter Hartmans, Executive Secretary



LIST OF CORRESPONDENCE
HAMILTON CONFERENCE EXECUTIVE
Spring 2015

The following correspondence comes to the Spring 2015 meeting of the Executive of Hamilton Conference:

FOR INFORMATION:

| | | |
|----|--------------------------|--|
| 1. | February 12, 2015 | Letter from Bruce Gregersen re laying on of hands |
| 2. | March 10, 2015 | Letter of thanks from Five Oaks |
| 3. | March 4, 2015 | Thank-you from Five Oaks Board of Directors for \$75,000 |
| 4. | March 12, 2015 | Cheque from Hamilton Presbytery Mission Council for lift |

**DIVISION OF MINISTRY PERSONNEL AND EDUCATION
RECOMMENDATIONS TO CONFERENCE EXECUTIVE APRIL 30, 2015**

1. Laying on of Hands policy:

The Division of Ministry Personnel and Education recommends to the Hamilton Conference Executive the following ‘Laying on of Hands policy’ (changes indicated in *bold italics*).

Those involved in the laying on of hands be up to seven (7) people as follows:

- a) Conference President
- b) Executive Officer of the Conference
- c) Chair of Conference Education and Students Committee
- d) Chair of Presbytery Education and Students Committee
- e) One (1) **Lay** representative from a significant congregation in the candidate’s preparation for ministry
- f) Up to two (2) on invitation of the ordinand/commissionand.

The majority are to be members of the Holy Catholic Church and at least **two (2)** are to be order of ministry of The United Church of Canada.

2. Voluntary Associate Minister policy:

The Division of Ministry Personnel and Education recommends to the Hamilton Conference Executive that

1. ministry personnel retired or retained be authorized to maintain their licence to marry in compliance with The Marriage Act of the Province of Ontario and The Manual.
2. the procedures associated with the Voluntary Associate Minister designation be dismantled effective July 1, 2015.
3. a communication and education document be prepared for all congregations, presbyteries and ministry personnel laying out the expectations of ministry personnel retained on the roll of presbytery or retired when performing weddings.

These expectations are:

- a. That all Christian marriages performed be visibly related to a congregation or Presbytery-recognized ministry and
- b. That all marriages shall be registered in record books that remain the property of an ongoing congregation or Presbytery-recognized ministry.
- c. That the Ministry and Personnel Committee or equivalent is responsible for ensuring the police record check is seen according to The Manual 2013 J-2, p190 confirmed through the Presbytery pastoral oversight process
- d. That the presbytery ensure that retired ministers and those retained on the roll have fulfilled their mandatory training.

These are the same conditions that the VAM procedures were to assure.

4. Conference policies be amended to reflect these changes.

FOR ACTION

**Hamilton Conference Interim Ministry Committee
Report to Conference Executive – April 30, 2015**

The Interim Ministry Committee met on Tuesday April 28, 2015 and interviewed two of our ministry personnel for continuing designation as Interim Ministers within the United Church of Canada. This designation is for 5 years. The Interview Team reviewed the interim ministry reports of previous IM appointments as applicable, and the presbytery action and recommendations.

They also interviewed one ministry personnel for an initial designation with the support of the presbytery and letters of reference.

The Committee is pleased to recommend the following motions to the Conference Executive. The Manual 2013 p170 (I – 1.7.2).

MOTION 1: That the Hamilton Conference Executive continue the designation of **Barry King** (OM, Halton) as an Interim Minister in the United Church of Canada with the condition that he be re-interviewed after he has completed an Interim Ministry appointment.

MOTION 2: That the Hamilton Conference Executive continue the designation of **Helen Prior** (OM, Erie) as an Interim Minister in the United Church of Canada

MOTION 3: That Hamilton Conference Executive designate **Meg Grieve** (OM, Waterloo) an Interim Minister in the United Church of Canada.

Hamilton Conference Balance Sheet as of April 27**ASSETS**

Current Assets

| | |
|--------------------------------|---------------------|
| Chequing/Savings | |
| BMO- Brokerage Account | 757,383.79 |
| BMO - chequing | 5,468.55 |
| BMO - Mastercard GIC | 20,250.00 |
| BMO - Savings | 104,988.32 |
| BMO Nesbitt Burns - Investment | 261,017.52 |
| Total Chequing/Savings | 1,149,108.18 |

Other Current Assets

| | |
|-----------------------------------|------------------|
| Interest Receivable | 996.49 |
| Other Receivables | 383.28 |
| Prepaid Expenses | 5,517.32 |
| Waterloo Presbytery Staff Rec. | 7,365.54 |
| Total Other Current Assets | 14,262.63 |

Total Current Assets 1,163,370.81

Fixed Assets

| | |
|---------------------------------|------------------|
| Building | 24,437.35 |
| Computer equipment | 3,172.04 |
| Furniture, fixtures & equipment | 21,443.54 |
| Land | 10,000.00 |
| Total Fixed Assets | 59,052.93 |

TOTAL ASSETS **1,222,423.74**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

| | |
|-------------------------------|-----------------|
| Accounts Payable | |
| Accounts Payable | 2,422.72 |
| Total Accounts Payable | 2,422.72 |

Other Current Liabilities

| | |
|--|------------------|
| Accrued Liabilities | 1,802.49 |
| Accrued Professional Fees | 7,250.00 |
| Deferred Revenue | 6,236.33 |
| Hamilton Pres non repayable | 25,000.00 |
| Total Other Current Liabilities | 40,288.82 |

Total Current Liabilities 42,711.54

Long Term Liabilities

Hamilton Conference Profit and Loss
1 January through 27 April 2015

Ordinary Income/Expense

Income

| | |
|-----------------------|------------|
| Annual Meeting Income | 23,403.09 |
| Assessment Income | 156,493.50 |
| MP&E Income | 2,346.25 |
| Network Income | 2,228.53 |
| Other Income | 34,174.15 |
| Salary Grant | 68,233.00 |

| | |
|--------------|-------------------|
| Total Income | <u>286,878.52</u> |
|--------------|-------------------|

Expense

| | |
|--------------------------------|------------|
| Agenda and Business | 760.10 |
| Annual Meeting | 6,420.98 |
| Archives | 24,775.66 |
| Avel/Bookstore Support | 8,000.00 |
| Contingency | 4,014.32 |
| Corporations Overview | 1,839.84 |
| Effective Leadership Project | 395.25 |
| Finance Committee | 4,055.40 |
| Ministry Personnel & Education | 5,457.35 |
| Mission Strategy and Support | 49.20 |
| Networks | 3,344.75 |
| Nominations | 276.09 |
| Office Operating | 18,491.34 |
| Pastoral Care Team | 407.81 |
| President's Expense | 1,513.24 |
| Property Committee | 29.59 |
| Sex. Abuse Prevention/Response | 657.05 |
| Staff | 149,250.14 |
| Staff Committee | 139.22 |
| Uncategorized Expenses | 569.25 |

| | |
|---------------|-------------------|
| Total Expense | <u>230,446.58</u> |
|---------------|-------------------|

| | |
|---------------------|------------------|
| Net Ordinary Income | <u>56,431.94</u> |
|---------------------|------------------|

| | |
|------------|-------------------------|
| Net Income | <u><u>56,431.94</u></u> |
|------------|-------------------------|

| HAMILTON CONFERENCE | Actual 2011 | Actual 2012 | Actual 2013 | Actual 2014 | Budget 2015 | Budget 2016 |
|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Income | | | | | | |
| Assessments | 564,299.97 | 652,584.25 | 642,393.54 | 622,217.69 | 624,539.00 | 655,766.00 |
| Other | 387,245.83 | 406,203.57 | 508,070.25 | 492,266.52 | 368,417.00 | 272,002.00 |
| Total Income | 951,545.80 | 1,058,787.82 | 1,150,463.79 | 1,114,484.21 | 992,956.00 | 927,768.00 |
| Expenses | 1,009,313.89 | 1,021,428.08 | 1,083,119.82 | 991,644.42 | 992,956.00 | 947,736.15 |
| To Reserves- Budget | - | 37,359.74 | 67,343.97 | 122,839.79 | - | 19,968.15 |
| To Reserves - Finance | - | 11,000.00 | | | | |
| | - | 68,768.09 | | | | |
| CONFERENCE INCOME | Actual 2011 | Actual 2012 | Actual 2013 | Actual 2014 | Budget 2015 | Budget 2016 |
| Annual Meeting | 17,782.00 | - | 34,211.19 | - | | |
| Archives Reserve | 10,044.62 | 3,492.21 | 1,830.00 | 24,361.37 | 8,120.00 | 11,750.00 |
| Assessments | 564,299.97 | 652,584.25 | 643,459.51 | 622,217.69 | 624,539.00 | 655,766.00 |
| Effective Leadership | | | | 32,015.00 | | |
| Government Rebates | 17,377.79 | - | 19,038.82 | - | 18,000.00 | 10,200.00 |
| Hampack Income | 396.00 | 200.00 | | | | |
| MP&E Income | 3,039.69 | 6,916.17 | 2,992.39 | 5,317.00 | 6,500.00 | 5,000.00 |
| Network/Workshop | 12,169.18 | 5,264.17 | 27,076.71 | 3,385.33 | 5,000.00 | 4,000.00 |
| Other Income | 7,958.09 | - | 100,132.83 | - | - | 50,000.00 |
| Salary Grant | 318,478.46 | 322,755.00 | 322,788.31 | 272,933.97 | 280,797.00 | 191,052.00 |
| | 951,545.80 | 991,211.80 | 1,151,529.76 | 960,230.36 | 942,956.00 | 927,768.00 |

| HAMILTON CONFERENCE | Actual 2011 | Actual 2012 | Actual 2013 | Actual 2014 | Budget 2015 | Budget 2016 |
|--------------------------|---------------------|---------------------|---------------------|---------------------|-------------------|-------------------|
| Income | | | | | | |
| Assessments | 564,299.97 | 652,584.25 | 642,393.54 | 622,217.69 | 624,539.00 | 655,766.00 |
| Other | 387,245.83 | 406,203.57 | 508,070.25 | 492,266.52 | 368,417.00 | 272,002.00 |
| Total Income | 951,545.80 | 1,058,787.82 | 1,150,463.79 | 1,114,484.21 | 992,956.00 | 927,768.00 |
| Expenses | 1,009,313.89 | 1,021,428.08 | 1,083,119.82 | 991,644.42 | 992,956.00 | 947,736.15 |
| To Reserves- Budget | - | 37,359.74 | 67,343.97 | 122,839.79 | - | 19,968.15 |
| To Reserves - Finance | 11,000.00 | | | | | |
| | <u>- 68,768.09</u> | | | | | |
| CONFERENCE INCOME | | | | | | |
| Annual Meeting | 17,782.00 | - | 34,211.19 | - | - | - |
| Archives Reserve | 10,044.62 | 3,492.21 | 1,830.00 | 24,361.37 | 8,120.00 | 11,750.00 |
| Assessments | 564,299.97 | 652,584.25 | 643,459.51 | 622,217.69 | 624,539.00 | 655,766.00 |
| Effective Leadership | | | | 32,015.00 | | |
| Government Rebates | 17,377.79 | - | 19,038.82 | - | 18,000.00 | 10,200.00 |
| Hampack Income | 396.00 | 200.00 | | | | |
| MP&E Income | 3,039.69 | 6,916.17 | 2,992.39 | 5,317.00 | 6,500.00 | 5,000.00 |
| Network/Workshop | 12,169.18 | 5,264.17 | 27,076.71 | 3,385.33 | 5,000.00 | 4,000.00 |
| Other Income | 7,958.09 | - | 100,132.83 | - | - | 50,000.00 |
| Salary Grant | 318,478.46 | 322,755.00 | 322,788.31 | 272,933.97 | 280,797.00 | 191,052.00 |
| | <u>951,545.80</u> | <u>991,211.80</u> | <u>1,151,529.76</u> | <u>960,230.36</u> | <u>942,956.00</u> | <u>927,768.00</u> |

HAMILTON CONFERENCE REPORT

Origin: Hamilton Conference

The View from Here:

For the communities within Hamilton Conference the past triennium continues as a time of change.

Communities such as St. Catharines, Hamilton, Cambridge, Kitchener and Welland continue to experience higher than average rates of unemployment and the social challenges which often accompany such high rates. However, these communities are witnessing positive improvements. Hamilton in particular has significant growth in its downtown core.

Waterloo, Halton, Milton, and Mississauga, which rely more on “high tech” and service industries, continue to experience high levels of growth.

Our rural communities face constant transition. Changes in farming and the agriculture business have also impacted local congregations. Many rural local communities have seen a decrease in population, while communities along the water are experiencing significant growth. This residential development includes both an increasing population of retirees and “bedroom communities” for those working in urban centres.

Conference Initiatives and Actions:

We have continued to work with Congregations and Presbyteries to support them as they seek new incarnations of church. Following is an outline of some of the initiatives undertaken in the past triennium.

- Resource development and workshop facilitation in the areas of accessibility and workplace safety.
- Organized, in partnership with General Council staff, a workshop on Intercultural and Diverse Communities.
- Effective Leadership and Healthy Pastoral Relationships Test Conference: providing Bruce Presbytery with support around searches, collegial support, congregational essence statements and pastoral oversight.
- Suicide Prevention Workshop.
- Pastoral Care and Mental Health Workshop.
- Racial Justice Training.
- Organized, in partnership with General Council staff, two oversubscribed workshops on Websites and Social Media.
- Conducted a workshop on Advocacy for Social Justice.
- Ministry and Personnel workshops for Presbyteries and Congregations.
- Hosted Cross Conference Interim Ministry Retreats.
- Presbytery Learning Events.
- Congregational Visioning workshops.

Appendix D – Reports for Information

- Focus on relationship building and partnerships.
- Action to work toward becoming an Affirming Conference.
- Right Relations Engagement, TRC engagement and support of Nations Uniting.
- Partnered financially with Halton Presbytery to hold the first annual Ministry in Motion conference.
- Partnered with Five Oaks in the creation and leading of Hand in Hand, a training program in Lay Pastoral Visitation and Care.

Staffing Changes:

- Staff Equivalent at the Conference Office changed from 7.75 full-time staff to 5.75 full-time staff.
- Full-time Administrative positions eliminated.
- Part-time Administrative position created.
- Full-time Administrative Position with an emphasis on Human Resources created.
- Minister for Congregational Support moved from a two year contract to full-time.
- Full-time Minister for Faithful Public Witness position was eliminated.
- Part-time Minister for Social Justice position, 2 year contract, was created.
- Summer student position was created.
- Executive Secretary, Fred Monteith retired March 1st 2013.
- Executive Secretary, Peter Hartmans started March 1st 2013.

Future Directions:

Looking forward Hamilton Conference will continue to provide support to UCC clergy, staff, Presbyteries, and Congregations including partnerships related to Effective Leadership and Healthy Pastoral Relationships. We will support and promote Fresh Expressions in our Conference. The Conference will partner with General Council around any changes related to the Comprehensive Review and the funding transition for Conference related to General Council grants. In 2015, our Conference office will become fully accessible.

Respectfully submitted,

Peter Hartmans
Executive Secretary
Hamilton Conference

**Hamilton Conference United Church Women's report
to April 30th Conference Executive Meeting**

“The persistence of poverty in Canada robs people of their dignity, and is often ignored, overlooked or misunderstood.” (*Citizens for Public Justice*).

Our Hamilton Conference UCW theme of “Love in Action” dove tails into our concern about poverty in our communities and beyond. Each division within our executive is looking at ways to bring awareness to this constant and persistent dilemma in our country of abundance. Displays and a speaker will bring more information to our annual gathering, hosted by Mount Forest United Church, Saturday, April 25, 2015. This programme comes out of the National UCW project the “Child Well Being Initiative”. The resource “Bread not Stones” is available at www.united-church.ca and is being rolled out across the conference and the country.

We are losing some expertise and wisdom as women complete their terms of office and we lift up grateful thanksgiving for all they have offered to many others. We lift up grateful praise for those who are joining us, as we welcome new ideas, new suggestions and new inspiration from new hearts added to our executive. We do have a full slate of officers for 2015-2016.

"Love in Action" is also the name of a new worship resource that is now available on the conference website. This resource is available to everyone; should the need arise to lead a Sunday worship service, or a small gathering. May it be a blessing and a benefit to leaders everywhere.

Our Leadership Division is in the midst of plans for our annual Fall Retreat at Five Oaks, October 30 and 31, 2015. We look forward to connections and reconnections as we come together for prayer, praise and guest speaker.

We bid you peace,
Your sisters in Faith

The Hamilton United Church Women.
Past President, Phyllis Buchner.

Division of MP&E Report for Conference Executive February 12/2015

The division met on February 3/2015

A motion was presented and passed to approve the sacramental licence of Student Supply Gavin Williams of West Montrose Pastoral Charge in Waterloo Presbytery.

We are presently in conversation about VAM status in Hamilton Conference and the Laying on of Hands Policy for Ordination and Commissioning. Both conversations required further inquiry and research. We will continue the conversations at the next meeting of the division with an intention to report to the Executive Committee at the April meeting.

This year's Called to Leadership Event will be held May 7 at St. James~Rosemount United Church in Kitchener. The event will be called: Rumble, Stumble, Crumble: Mental Health, Wellness and Resiliency in Ministry Personal. The presenter is Dr. Michael Sy: Assessment director of the Southdown Institute. More information to follow.

Respectfully Submitted,
Heather Davies (Chair – Division MP&E)