
**Minutes of the
EXECUTIVE OF HAMILTON CONFERENCE**

October 26, 2017



"Changing Seasons"

Authority

The Executive of Hamilton Conference met at the call of the President on Thursday, October 26, 2017 at Hamilton Conference Office. A quorum was present.

Attendance

Laity:

Rosemary Addison, Rod Coates, E. Ann Fleming, John Hurst, Sarah Leffler, Nancy Risto, Sybil Wilson.

Ministry Personnel:

Cathy Dilts, Gord Dunbar (Past-President), Deborah Laforet (President-Elect), Heather Leffler (President), Peter Hartmans, Janet MacDonald, Christina Paradela, Tim Reaburn, Bill Thomas, Judy Zarubick.

Regrets: Margaret Blewett, Gail Clarkson, Orville James, Debra McGill, Leslie MacDonald.

Corresponding Members:

Nicole Beaudry, Diane Blanchard, Lillian Gohn, Ross Hibberd, Diane Matheson, Kim Uyede-Kai.

Recording Secretary:

Barbara Hampson

Constitution

President Heather Leffler 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.

Worship

President Heather Leffler led the Executive in an opening service of worship, which was followed by a community-building exercise.

Agenda

Motion: Sarah Leffler/Ann Fleming

That the agenda be approved as circulated and amended:

CARRIED

Executive Minutes

Motion: Sybil Wilson/Gord Dunbar

That the Hamilton Conference Executive approve the minutes of the April 27, 2017 meeting of the Executive of Hamilton Conference as distributed:

CARRIED

Motion: Gord Dunbar/Deborah Laforet

That the minutes of the teleconference meetings of the Sub-Executive of Hamilton Conference on June 27, 2017 and September 26, 2017 be received for information:

CARRIED

Corresponding Members

Motion: Bill Thomas/Rosemary Addison

That Nicole Beaudry be a corresponding member for this meeting:

CARRIED

Correspondence

Motion: Bill Thomas/Sarah Leffler

That Hamilton Conference Executive receive the list of correspondence (Appendix A, E 22) for information:

CARRIED

Boundaries Consultation Conversation and Update on Ontario Conference Gathering and Remit Implementation

Peter Hartmans gave background information on the remit implementation process and the work of the Boundaries Commission, and stressed the importance of providing timely feedback to the Boundaries Commission. After the Commission releases its interim report in January, there will only be three weeks in which to respond to the report.

Heather Leffler invited members of the Executive to ask questions. Discussion followed.

Consultation with Representative from Boundaries Commission

Nicole Beaudry, member of Boundaries Commission, led a time of worship, which included recognition of traditional indigenous territory.

QUESTIONS:*1. How do Boundaries /Borders shape how you live out the mission of the church?*

- Boundaries define who we *formally* interact with.
 - Sometimes close geographical neighbours are actually in a different presbytery; boundaries define who our neighbours are, which affects the relationships we have.
 - In Bruce Presbytery, for example, Owen Sound (which is actually in Toronto Conference) is the nearest city centre for everything except “church.”
 - Physical centre and nearest city centre within a boundary define an area/community
 - When boundaries change, neighbours change and there is a transition period.
- Sometimes it can be long distance to call your neighbour across the road because they are in a different phone service area. Hospitals, highways and how we cross them, communication hubs are all important to how we interact with our neighbours.
- Sometimes there are networks that cross boundaries and work together for the sake of common interests/conversations.
- Some feel confined by boundaries while others are more flexible.
- Easier to cross some boundaries than others (i.e. ministerial groups vs. presbyteries).
- Boundaries do not necessarily need to correlate to geography; in Ontario the Ministry of Tourism, Culture and Sport has divided the province in a concrete way through the 13 regional tourism organizations.
- Sometimes boundaries create opportunities for synergy and creativity *within* them by providing an enclosed, safe space in which to examine the mission of the church and provide a place and a focus for understanding the mission of the group within the boundary.
- Borders/boundaries can create an identity and a culture that forms a difference with those outside the border.
- Who is included within a boundary is significant when it comes to diversity, such as indigenous ministries, intercultural ministries, or Affirming ministries. For example, in terms of the mission of the church, work would be harder without a number of indigenous ministry sites within our Conference; having several allows a broader understanding of indigenous ministry.

2. What is needed within the boundaries of an effective regional council?

-
- Regional councils need to have an **assessment of themselves and their needs**: what do we already have, what are we missing, what do we not need, who can we resource from another region?
 - **Financial resources** to do the work they are called to do, and volunteer support. For example, where are the financial resources? Does not make sense to put together areas into one region that do not have financial resources.
 - **Communication**: who is doing it, who is overseeing it? **Technology**: there are still rural areas that have no high-speed internet. The national church has gotten good at technology and they need to offer it to the whole country, i.e. for conference calls.
 - **Connections** between First Nations worshipping communities and other communities of First Nations origins beyond the siloing between ANCC as one group of indigenous congregations and those that are part of our current Conferences.
 - **Pastoral care** within each region.
 - Need to know **what** the regional councils will be responsible for first. Where will the volunteers come from within the regions? How will we connect with them? How will we maintain relationships with those volunteers who have already been doing the work?
 - **Appropriate staffing** needs to exist in addition to volunteers.
3. *Are there any unique situations of which the Boundaries Commission should be made aware?*
- **Highway 6 in Bruce Presbytery**. This is a significant highway running through the Bruce Peninsula region of Ontario, but currently the churches located along it are in at least two different Conferences, meaning close neighbours are in different regions, which it makes shared ministry more complicated.
 - Hamilton Conference is now an Affirming Conference. What happens if Hamilton enters a Regional Council where no other Conference are Affirming? (An answer was provided: the Affirm Network says we have to start from scratch.)
 - Places within the UCC where neighbours do not have a lot in common with each other. For example, Bruce Presbytery has hardly anything in common with downtown Toronto.
 - Camps and special ministries (e.g. Westley Urban Ministries) need to be supported.
 - **Erie Presbytery** is largely a rural presbytery and there is a historical practice of gathering as family around the table at every presbytery meeting. **Erie Presbytery requests that the presbytery remain in tact**. (They are open to welcoming newcomers but do not want to lose any pastoral charges that are already part of Erie.)

- Citing tourism model again and considering **summer travel**: the tourism model is north-south. For example, Sauble Beach has a huge influx of people in the summer who spend their winters in Hamilton, Guelph and /Kitchener/Waterloo and it would make sense to keep those areas in the same regional council.
- Volume vs. geography. Some presbyteries have much more population density than others even within Hamilton Conference. For example, Waterloo Presbytery has 52 churches.
- The wonderful, gracious, generous spirit that is Hamilton Conference.
- We have been blessed with very strong leadership from staff and volunteers in our Conference.

4. *Are there any other criteria of which the Boundaries Commission should be made aware?*

- Presence within the community and potential for new growth, i.e. large new subdivisions with no churches vs clusters of churches with no new developments, big buildings downtown we cannot support, but huge areas with people who feel connected to the United Church.
- If we go from smaller to larger, what cultures and practices will be different or unique coming from the smaller to the larger organization?
- If we end up with one large region with sub-regions, then what is the difference between that and our current situation? In other words, if the regional councils end up looking very similar to Conferences and presbyteries, we need a rationale as to how and why the structure is better.
- **Population density!** For example, if the Golden Horseshoe became a regional council, it would be a region with approximately six million people. How many people/congregations can one Executive Secretary and/or one staff team be expected to care for?
 - Creating boundaries with staff in mind and having respect for what we are asking of the staff. The decisions need to **reflect our theology and our values**.
 - Some regions might need more staff than others. For example, two Executive Secretaries instead of one.
- Has thought been given to looking at the Province's plans for future development?
- How are we going to share – financial resources but also living into the theology of equitably distributed resources?

Lunch

The Executive broke for lunch from 12:30 to 1:20p.m.

Consultation with Representative from Boundaries Commission

Discussion continued on questions from the Boundaries Commission. Nicole gave information about the work of the Boundaries Commission. Mandate:

- Establish the number of regional councils
- Determine their boundaries

There was an opportunity for members of the executive to ask Nicole questions.

Reports for Information and Action

2018 Conference Budget

Janet MacDonald provided background information.

Motion: Janet MacDonald/Judy Zarubick

That Hamilton Conference Executive approve the 2018 budget, which includes a \$134,812 deficit (Appendix B, E 25–27):

CARRIED

Financial Statements to Date

Janet MacDonald provided background information. Discussion followed.

Motion: Janet MacDonald/Gord Dunbar

That the Balance Sheet and Income Statement (Appendix C, E 28–30) be received for information:

CARRIED

Janet MacDonald left the meeting.

Staff Committee: Update Regarding Implications for Conference Staff of Remits 1–4

Rosemary Addison gave background information regarding the Remit letter (*Appendix A, E 23–24*) sent to staff by General Secretary Nora Sanders and spoke about the role of Staff Committee and how they plan to support staff in the coming year. Peter provided further information about the possibility for employment in the new regional councils.

General Council and General Council Executive Update

Tim Reaburn reported that the General Council 42 meeting in September approved the formation of the Boundaries Commission. There will be a nomination process for the new denominational council executive, which has been reduced from 50 to 18.

Cave Spring Request to Fundraise within the Conference

Peter Hartmans provided background information.

Motion: Sarah Leffler/Ann Fleming

*That the Hamilton Conference Executive approve the request of Cave Springs to fundraise within the Conference for the Legacy Hall project: **CARRIED***

PayPal Letter

Diane Matheson-Jimenez provided background information. Discussion followed.

Motion: Gord Dunbar/Rosemary Addison

*That the Hamilton Conference Executive request that Diane Matheson-Jimenez write a letter for the President to sign and send to PayPal asking them to extend their services to the Palestinian people: **CARRIED***

Motion: Christina Paradela/Bill Thomas

*That Hamilton Conference Executive explore alternatives to PayPal: **CARRIED***

Cathy Dilts left the meeting.

Division of Ministry Personnel & Education

Judy Zarubick gave an update on the work of the Division of M P & E.

Motion: Judy Zarubick/Sarah Leffler

*That Hamilton Conference Executive receive the report of the Division of M P & E (Appendix D, E 31–33) for information: **CARRIED***

Worship

Heather Leffler led the Executive in a closing worship.

The meeting was adjourned at 3:40.

Next Meetings:

Thursday, February 15, 2018 at the Conference Office (Snow Date February 22).

Thursday, April 26, 2018

Conference Meeting: May 25–27, 2018 at UNIFOR Centre in Port Elgin

Heather Leffler, President

Peter Hartmans, Executive Secretary



LIST OF CORRESPONDENCE
HAMILTON CONFERENCE EXECUTIVE
OCTOBER 26, 2017

The following correspondence comes to the Fall 2017 meeting of the Executive of Hamilton Conference:

FOR INFORMATION:

1.	September 27, 2017	Application for a license to administer sacraments for Debra Kigar
2.	July 12, 2017	Letter to Conference Staff from Nora Sanders

THE UNITED CHURCH OF CANADA

3250 Bloor St. West, Suite 300
Toronto, Ontario
M8X 2Y4 Canada



L'ÉGLISE UNIE DU CANADA

416-231-5931 1-800-268-3781
F: 416-231-3103
www.united-church.ca

July 12, 2017

Dear Conference and Presbytery Staff,

Thank you for your patience during this extended period of decision-making in our church that affects you so personally. Staff across the country have continued to serve with grace and faithfulness. For this I am grateful.

As you may already know, the four remits coming out of the Comprehensive Review decisions of the 42nd General Council have been passed by presbyteries and pastoral charges. The next General Council meeting in July 2018 must now consider these results and decide whether to enact the approved changes.

Remit 1, moving from four courts to three councils, most directly affects you in your current employment with the church. The related time lines that I now anticipate are that by:

September 30, 2017	42 nd General Council reconvenes to appoint a commission to determine the number and boundaries of the Regional Councils
January 10, 2018	Boundaries Commission issues interim report
March 15, 2018	Boundaries Commission issues final report of its decisions regarding the number and boundaries of the Regional Councils
July 21 – 27, 2018	43 rd General Council decides whether to enact remits
August 15, 2018	Contingent on decisions of the 43 rd General Council, and after consultation with Conference Executives, General Secretary appoints senior regional staff persons (Executive Secretaries, though the title has not yet been decided)
December 31, 2018	Presbyteries and Conferences will conclude
January 1, 2019	Regional Councils are formed, governed by an interim Executive.

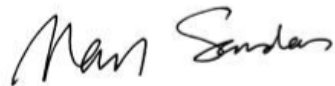
Staffing complements within the regions will begin to be decided through the fall of 2018 as funding availability is determined. Configurations will vary from region to region. Time lines when decisions are made will also vary depending in part on how significantly a region's boundaries change from the current Conference boundaries. As soon as staffing has been established for your region you will be advised.

Severance will be paid to staff who remain in their position until the position ends and who are not moving into a new role within the Regional Council. Severance is determined by a number of factors established by common law. You will receive details at the time if you are given notice. Staff who move into positions in the new Regional Council will have continuous employment and, thus, will not be eligible for severance.



These are both exciting and disruptive times. Remember that as staff we and our families have access to the resources of our Employee and Family Assistance Programme. EFAP offers support and counsel for managing stress and thinking through vocational discernment. For details and contact numbers go to united-church.ca and search "EFAP". I also encourage you to consult with your Executive Secretary if you have further questions.

Blessings as you continue to serve our church in these changing times and as you discern your future roles and ministries,



Nora Sanders
General Secretary General Council

Cc: Conference Presidents
Cc: Conference Staff

HAMILTON CONFERENCE	Actual <u>2013</u>	Actual 2014	Actual <u>2015</u>	Actual 2016	Budget 2017	Budget 2018
Income						
Assessments	643,460	622,218	631,134	650,000	651,376	651,376
Other	508,070	492,267	366,799	314,737	283,953	121,217
Total Income	1,151,530	1,114,484	997,934	964,738	935,329	772,593
Expenses	1,083,120	991,644	882,218	842,866	935,329	907,405
	68,410	122,840	115,715	121,872	-	-
						134,812
CONFERENCE INCOME	Actual	Actual	Actual	Actual	Budget	Budget
	2,013	2,014	2,015	2,016	2,017	2,018
Annual Meeting	34,211	30,764	28,556	1,330		
Archives Reserve	1,830	24,361	8,120	11,750	50,901	50,067
Assessments	643,460	622,218	631,134	650,000	651,376	651,376
Effective Leadership		32,015				
Government Rebates	19,039	10,924	24,234	9,212	10,000	9,150
MP&E Income	2,992	5,317	4,433	18,160	5,000	5,000
Network/Workshop	27,077	3,385	2,557	4,805	2,000	2,000
Other Income	100,133	112,566	25,967	78,429	25,000	25,000
Salary Grant	322,788	272,934	272,932	191,052	191,052	30,000
	1,151,530	1,114,484	997,934	964,738	935,329	772,593

CONFERENCE EXPENSES	Actual	Actual	Actual	Actual	Budget	Budget
	2,013	2,014	2,015	2,016	2,017	2,018
Agenda and Business	1,397	2,426	1,216	504	1,500	1,500
Annual Meeting	79,921	64,534	72,528	11,901	70,000	70,000
Archives	44,945	47,192	49,551	50,953	50,901	50,067
Archives Committee	129	249	593	505	400	500
Avel/Bookstore Support	14,935	16,000	16,300	16,300	16,300	16,300
Capital Expenses	12,785	593	2,981	5,082	7,000	6,000
Conference Oversight	93,363	42,196	6,561	9,609	40,000	35,000
Contingency	1,023	38,911	6,607	6,909	10,000	8,000
Corporation Overview	10,039	3,967	3,720	4,306	6,000	4,000
Effective Leadership	3,842	29,859	1,865	82		
Executive and Sub-Executive	4,123	8,677	2,656	5,210	6,500	6,000
Finance Committee	18,366	20,206	22,213	22,286	24,940	24,120
General Council Commissioners	63					
Individual Learning Grants						15,000
Loss on Disposal		2,299				
Ministry, Personnel and Education	29,173	30,507	15,400	40,432	23,500	23,500
Mission, Strategy and Support	2,488	1,638	1,205	987	1,500	1,250
Networks/workshops	38,715	9,759	13,823	5,023	15,000	11,000
Nominations	495		338	347	500	500
Office Operating	61,791	62,120	61,037	66,665	67,650	68,080
Pastoral Care Team	665	2,073	1,373	1,794	1,500	1,500

Philanthropy and Stewardship	1,159	1,102	695	476	1,500	1,000
Presbytery and Congregational Resources	220	1,411			1,500	500
President's Expenses	4,852	5,079	4,823	5,079	4,000	4,830
Program Partnership	2,975	1,200	1,200	1,000	800	1,000
Property Committee	3,231	116	54	50	150	100
Recovery and Healing	120				1,500	1,500
Resource Development	2,968	3,876			1,000	1,000
Sexual Abuse/Prevention/Response	3,856	7,797	3,424	2,591	4,000	4,000
Staff	641,379	584,838	589,808	581,769	575,288	549,208
Staff Committee	4,103	3,019	2,248	3,169	2,400	1,950
	<u>1,083,120</u>	<u>991,644</u>	<u>882,218</u>	<u>842,866</u>	<u>935,329</u>	<u>907,405</u>

Hamilton Conference
Balance Sheet
As of 15 October 2017

	15 Oct 17
ASSETS	
Current Assets	
Chequing/Savings	
BMO- Brokerage Account	661,921.89
BMO - chequing	261,891.86
BMO Nesbitt Burns Niagara	608,997.03
BMO Nesbitt Burns - Investment	263,783.81
Total Chequing/Savings	1,796,594.59
Other Current Assets	
Interest Receivable	833.37
Newfoundland Recoverable	1,751.50
Other Receivables	1,945.51
Prepaid Expenses	11,941.78
Waterloo Presbytery Staff Rec.	1,405.78
Total Other Current Assets	17,877.94
Total Current Assets	1,814,472.53
Fixed Assets	
Building	146,738.53
Computer equipment	1,448.32
Furniture, fixtures & equipment	16,400.48
Land	10,000.00
Total Fixed Assets	174,587.33
TOTAL ASSETS	1,989,059.86
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	2,725.06
Total Accounts Payable	2,725.06
Other Current Liabilities	
Accrued Liabilities	1,596.08
Mission Council of Ham. Pres.	25,000.00
Total Other Current Liabilities	26,596.08
Total Current Liabilities	29,321.14

Hamilton Conference
Balance Sheet
As of 15 October 2017

	15 Oct 17
Long Term Liabilities	
Monies Held in Trust	1,142,290.95
Total Long Term Liabilities	1,142,290.95
Total Liabilities	1,171,612.09
Equity	
Retained Earnings	686,556.01
Net Income	130,891.76
Total Equity	817,447.77
TOTAL LIABILITIES & EQUITY	1,989,059.86

2:49 PM

2017-10-15

Accrual Basis

Hamilton Conference
Profit & Loss Budget vs. Actual
1 January through 15 October 2017

	1 Jan - 15 Oct 17	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Annual Meeting Income	36,387.66	0.00	36,387.66	100.0%
Assessment Income	464,803.52	488,531.75	-23,728.23	95.1%
Government Rebates	5,275.47	5,000.00	275.47	105.5%
MP&E Income	3,105.00	3,958.33	-853.33	78.4%
Network Income	2,160.80	1,583.32	577.48	136.5%
Other Income	-3,609.81	19,791.68	-23,401.49	-18.2%
Salary Grant	95,526.00	151,249.50	-55,723.50	63.2%
Total Income	603,648.64	670,114.58	-66,465.94	90.1%
Expense				
Agenda and Business	688.88	1,187.50	-498.62	58.0%
Annual Meeting	77,203.09	70,000.00	7,203.09	110.3%
Archives	0.00	38,175.99	-38,175.99	0.0%
Archives Committee	278.50	300.00	-21.50	92.8%
Avel/Bookstore Support	16,300.00	14,150.00	2,150.00	115.2%
Capital Expenses	265.54	5,541.68	-5,276.14	4.8%
Conference Oversight	6,515.02	31,666.68	-25,151.66	20.6%
Contingency	6,564.32	7,916.68	-1,352.36	82.9%
Corporations Overview	1,661.29	4,750.00	-3,088.71	35.0%
Executive and Subexecutive	3,173.54	5,250.00	-2,076.46	60.4%
Finance Committee	8,458.29	22,181.68	-13,723.39	38.1%
Ministry Personnel & Education	5,979.24	16,281.26	-10,302.02	36.7%
Mission Strategy and Support	257.14	1,500.00	-1,242.86	17.1%
Networks	13,476.40	11,875.00	1,601.40	113.5%
Nominations	0.00	375.00	-375.00	0.0%
Office Operating	45,871.13	53,027.14	-7,156.01	86.5%
Pastoral Care Team	489.92	1,187.50	-697.58	41.3%
Presbytery & Congregational Res	0.00	1,187.50	-1,187.50	0.0%
President's Expense	3,156.58	3,166.68	-10.10	99.7%
Program Partnership Expenses	1,000.00	800.00	200.00	125.0%
Property Committee	23.40	100.00	-76.60	23.4%
Recovery and Healing	0.00	1,187.50	-1,187.50	0.0%
Resource Development	0.00	791.68	-791.68	0.0%
Sex. Abuse Prevention/Response	2,591.72	3,166.68	-574.96	81.8%
Staff	274,786.01	455,436.11	-180,650.10	60.3%
Staff Committee	147.13	1,345.86	-1,198.73	10.9%
Stewardship Education	707.88	1,187.50	-479.62	59.6%
Uncategorized Expenses	3,161.86	0.00	3,161.86	100.0%
Total Expense	472,756.88	753,735.62	-280,978.74	62.7%
Net Ordinary Income	130,891.76	-83,621.04	214,512.80	-156.5%
Net Income	130,891.76	-83,621.04	214,512.80	-156.5%

Appendix D – Report for Information

MP&E Report for Conference Executive October 26, 2017

The MP&E Division met at Conference Office on October 23, 2017.

CIES gave a summary of the 2017-2018 Students (all 6 are AST Students)

1. Gavin Williams at Moorefield UC, Moorefield, supervised by the Rev. Bob Thaler. Third Year.
2. Jan McCormick at Hillcrest UC, Georgetown, supervised by the Rev. Paul Crittenden. Third Year.
3. Gail Fricker at Knox UC, Ayr, supervised by the Rev. Elyse . Second Year.
4. Alison Miculan at Copetown UC, Copetown supervised by the Rev. Bill MacKinnon. Second Year.
5. Marsha Roberts at Ripley/Bervie-Kinloss PC, supervised by the Rev. Heather Davies. Fourth Year.
6. Caitlin MacKenzie at Jerseyville UC, Jerseyville, supervised by the Rev. Heather Weaver-Orosz. First Year.

There was no National October Matching Meeting as there were no applications.

National CIES Chairs have set up 2 sub committees to discuss, a) guidelines (an easy-to-use tool) for determining suitability of learning sites, and b) best practice guidelines for evaluation reports from AST Long Distance Program ie forms to use, timelines, length of forms, Supervised Ministry Education requirements or equivalents.

Interim Ministry Committee reported:

Have received three IM Service reports: Sydenham, Forest Hill, and Eden.

2 members of the committee will, beginning with Hamilton Presbytery, have ongoing conversations with presbyteries about interim ministry, its processes and challenges.

A set of questions for Interim Ministers to use for their reflection/self-evaluation at the end of an IM appointment was reviewed, accepted, and sent to all IM's in service and the guide was sent to Adam Hanley at the National Office

Education and Students reported:

New Ministries Day will be at Five Oakes on December 1, 2017.

Two Candidates are to be interviewed

Transfer and Settlement

If GC decides upon the ending of Transfer & Settlement, & it will take effect Jan 1, 2019 therefore there will be one more 'go round' next year for possibility of Settlement and/or Transfer

Participated in the consultation review of, “Effective Leadership, Healthy Congregations”

Fresh Start Program Facilitator Training at Five Oaks Nov. 6-9 with Hamilton Conference sending 12 people, Toronto Conference 8 people and Saskatchewan has 1 attending.

Pensions and Benefits Committee Reported:

A short video produced by the Pension Board, “We Work for Your Pension” gives information about some of the people who are on that Board and some of the challenges the Pension Board faces. The video can be accessed by searching “Pensions” on the UCC website or the United Church of Canada videos on Youtube.

A member of the committee showed the video and spoke to a gathering of retirees in Bruce Presbytery about the Pension Fund and changes that are happening in the wider church.

The Hamilton Conference Retirees Association held its’ Annual Gathering at Wellington Square United Church on October 3. It was an excellent event with Ward Kaiser speaking about Canada and the Peter’s Projection maps. The Association will be considering its’ future in light of our governance structure.

Committee will meet on November 1 by conference call.

Interview Board Reported:

There was one (1) interview done in September
Three (3) interviews are scheduled for November.

Called to Leadership Event

In early planning stage for Spring Event. More information to follow soon.

Sacramental Privileges:

Our Division ratified the following 5 email polls for sacraments:

1. Email Sent and approved on May 5.....That having received the application for sacramental privileges and having found it consistent with The Manual 2016 I-2.4 (page 178) and the Hamilton Conference Policy, the Hamilton Conference Division of Ministry Personnel and Education approve the request of Harmony United Church, Brantford, Erie Presbytery that Robert T. Lawson, Candidate Supply, be granted a license to administer the sacraments at Harmony United for the duration of his pastoral relationship there.
2. Email Sent June 6 and approved on June 8.....that having received the application for license to solemnize marriages and found it consistent with the Hamilton Conference Policy section g, the Hamilton Conference Division of Ministry, Personnel and Education recommends to Conference Executive Secretary approval of the request of Hillcrest United Church, Halton Presbytery, that Janet McCormick, student supply, be considered eligible to solemnize marriages in Ontario for the duration of the pastoral relationship.

3. Email Sent and approved on July 11;That having received the application for sacramental privileges and having found it consistent with The Manual 2016 I-2.4 (page 178) and the Hamilton Conference Policy, the Hamilton Conference Division of Ministry Personnel and Education approve the request of St Andrew's United Church, Vittoria, Erie Presbytery that Paul Doughty, Student Supply, be granted a license to administer the sacraments at St. Andrew's United for the duration of his pastoral relationship there.
4. Email Sent and approved on August 28 ...That having received the application for sacramental privileges and having found it consistent with the Manual 2016 I-2.4 (page 178) and the Hamilton Conference Policy, the Hamilton Conference Division of Ministry Personnel and Education approve the request of Westdale United Church, Hamilton, of Hamilton Presbytery that Debra Kigar, Retired DM be granted a license to administer the sacraments until June 30, 2018.
5. Email Sent and approved September 28That having received the application for sacramental privileges and having found it consistent with The Manual 2016 I-2.4 (page 178) and the Hamilton Conference Policy, the Hamilton Conference Division of Ministry Personnel and Education approve the request of Ripley-Bervie/Kinloss Pastoral Charge, Bruce Presbytery, that Marsha Roberts, Student Supply, be granted a license to administer the sacraments at Ripley-Bervie/Kinloss Pastoral Charge for the duration of the pastoral relationship.

Sacramental Request from Hamilton Presbytery received late September and returned to Presbytery as the form was incomplete, awaiting its return.

Sacramental Request from Bruce Presbytery received in late September and returned to Presbytery as it was not a credible application.

Next meeting of the Division will be by Conference Call on January 30 at 2:00 p.m.