

ATTENDANCE

Present

Ministry

Personnel: Cheryl-Ann Stadelbauer-Sampa, Philip Newman, Paul Rodey, Doug Wright, John Brown, Paul Browning, Connie Ellis, Judith Fayter, Jeff Crittenden, Paul Ross, Doug Peck, David Williamson

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

Regrets Clare Walker, Chuck Scott, Thom McDonough

OPENING – President Philip Newman

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

INTRODUCTIONS

Philip Newman took this opportunity to remind the court of the principle of Holy Manners, and be open to finding the way forward; to listen for the spirit, and to endeavor to keep our hearts, ears and eyes open. Round-table introductions followed, with attendees stating their name and role on the London Conference Executive.

OPENING WORSHIP

Philip opened with a reading from Luke 24: 13-35. He concluded by asking the court the question: “Where has life surprised you recently?” Members shared stories that included surprising areas where leadership has risen up to meet challenges; hidden moments in books forgotten on the shelf; completing series of retreats; and the training of lay people. The final response phrase of “Overwhelm us with your love which casts out every fear” was intended to bolster our spirits as the afternoon’s business unfolded before us. We then closed with the Lord’s Prayer.

INCORPORATED MINISTRIES

Motion It was moved and seconded to accept the board members for Kenesserie Camp (Appendix 1).

There was a question from David Williamson wondering how camps are monitored from a programming point of view; is our responsibility anything beyond approving a slate of directors?

Cheryl-Ann noted that London Conference liaises with camps in two ways: 1) Oversight (practices and management – corporate identity); and, 2) In terms of programming. There are

ongoing meetings coordinated by the Minister of Youth and Young Adults with representation from seven of the nine camps. David's concern did arise during the last Camping Network meeting and is in tangent with the new contract position duties (see London Conference Executive Minutes of April 23, 2014). The General Council Office has new staff training modules for camps and church identity. This concern is not exclusive to Essex Presbytery.

Paul Rodey expressed a concern by noting same family names and membership issues on the slate of directors. Can there be a conflict if members of same family units are on the board? It was agreed that it may be a valid point to consider in the future. Judith Fayter noted that Kenesserie Camp Board Chair Laurie Logan is attending monthly Kent Presbytery meetings and a strong relationship has developed between the camp and presbytery.

Phil called for the vote and noted that for benefit of those on the conference call, please signify using your voice.

Motion carried.

SUSPENSION AND COMPENSATION

Cheryl-Ann Stadelbauer-Sampa prepared a background paper which can be found in Appendix 2 – Research for London Conference Executive. It focuses on four key areas related to the consequences of criminal charges for ministry personnel:

- a) Suspension
- b) Termination of Employment
- c) Defence Costs
- d) Conference Reserve Funds

The motion from April 23, 2014 was postponed definitely until today, May 7, 2014:

Motion **It was moved and seconded to approve in principle the payment of salary equivalency of ministry personnel who at the direction of London Conference were terminated from employment pending disposition of criminal charges related to their ministry and who have been acquitted and that we ask staff to:**

- 1. Ascertain the cost of this motion**
- 2. Prepare preliminary agreements as to how the motion would be enacted**
- 3. Bring this info back to executive for final approval**

Paul Browning requested the exact cost of item 1.

Motion **It was moved, seconded and carried to go in camera.**

Motion **It was moved, seconded and carried to go out of camera.**

Paul provided the context for this motion – framing it as the sharing of resources and risk. It can be seen as a calling from God to be good person: What would Jesus do? If I was in that person's position, how would I want to be treated? If everybody else in that situation were treated that way, what would the church of the world look like? Is that morally what should happen as disciples of Jesus Christ? Can we share that risk?

It was noted that our scope of responsibility is to act on London Conference's behalf.

There was general discussion about the feeling to "do the right thing" but the confusion surrounding what the right thing is. It was wondered if anyone stated to David Woodall that this is occurring, or is this a result of Paul Browning's passion for justice? Would we be having this same discussion if this was not David Woodall?

Cheryl-Ann provided a brief update on the availability of legal defense insurance offered by HUB Insurance. It is a form of retroactive reimbursement and everyone was encouraged to educate themselves about how the insurance works and how the premiums are assessed via their regular pastoral charge insurance policies.

She also confirmed she did have a discussion with David Woodall that revealed he had not been informed of this proposal, but also that he had no expectation of further financial resources. He did appreciate the continued efforts made to highlight this idea of justice, and noted a concern that the current process does not serve the church well.

With respect to the specific motion, a member expressed concern that this seemed to be an all-or-nothing proposal; all black and white. There is an urge to want to fix the "whole thing", but that is not always the best course. Is there a way to do this by providing something that will benefit others too?

It was clarified that the recommendation to terminate the former Executive Secretary stems from an executive meeting, not the floor of the 2011 Annual Meeting.

Cheryl-Ann identified that due to Effective Leadership, the London Conference Settlement Committee now ends pastoral relationships and this motion, if passed, would apply to all ministry personnel.

It was requested if anyone would be willing to make a friendly amendment to add the word "previously" in the motion so that it would now read:

Motion ***It was moved and seconded to approve in principle the payment of salary equivalency of ministry personnel who at the direction of London Conference were "previously" terminated from employment pending disposition of criminal charges related to their ministry and who have been acquitted and that we ask staff to:***

- 1. Ascertain the cost of this motion*
- 2. Prepare preliminary agreements as to how the motion would be enacted*
- 3. Bring this info back to executive for final approval*

Instead, the original motion was withdrawn.

Motion: It was moved and seconded to approve in principle the payment of salary equivalency of ministry personnel who at the direction of London Conference were terminated previous to May 7, 2014 from employment pending disposition of criminal charges related to their ministry and who have been acquitted.

Philip Newman ruled the motion is in order.

Paul Browning stated Cheryl-Ann had stated several times that his original motion applied to a very limited pool of ministry personnel; now that Effective Leadership has altered the responsibility of ending pastoral relationships by assigning that role to the Settlement Committee, the original motion applies to far more people than originally intended. Paul feels the new motion is in order (as previously ruled by Philip).

Charles McMillan opined that the motion will not have echoing effects across the church, as no forum exists for conference actions to be disseminated to presbyteries throughout the country. There is a general sense that that the current motion does not fulfill the original intent of promoting a principle applicable to the wider church body of ministry personnel.

Is was requested of the court to clarify the financial plan to cover the anticipated costs should this motion pass; the Finance and Administration Committee determined that it would be financed through the presbyteries and they would subsequently increase the proposed 2015 Presbytery Assessment amount by one-third.

Motion It was moved, seconded and carried to go in camera.

Motion It was moved, seconded and carried to go out of camera.

Paul Browning summarized the sense of this motion as justice and spoke eloquently in favour of motion.

Philip Newman called for the secret-ballot vote, and Tanya e-mailed motions to those on the conference call.

Cheryl-Ann collected the paper ballots and Tanya received the online ballots via e-mail.

While Cheryl-Ann and Tanya double-counted the ballots, Doug Wright provided General Council information.

Motion **It was moved and seconded that we ask London Conference to elect the lay representative to the General Council Executive and an alternate (first runner-up is alternate) at the 2014 Annual Meeting of London Conference to take effect at the rise of Conference 2015.**

There was a general discussion of General Council Executive roles and responsibilities.

David Williamson left the conference call.

Motion carried. Charles McMillan abstained.

The court then returned their attention to the motion on the floor. Cheryl-Ann and Tanya completed the ballot count, and Philip Newman announced that the **motion was defeated**.

Motion **It was moved and seconded to invite David Woodall to write a report on how process in the church can be constructed to effectively advocate for situations like these, with an expected remuneration fee of up to \$5000 for this work.**

There was a question about the appropriateness of noting David Woodall's name in the minutes.

Paul Browning left the meeting.

There was a request for an amendment to the motion that David be invited to contribute to a report, and build a proposal on the principle of equitable provision of suspension with pay for ministry personnel facing criminal charges across employing units to be presented to General Council 42 using information on page one of Appendix 3.

Cheryl-Ann offered that if they could agree to withdraw the motion on the floor, she would be prepared to move that Philip Newman, Jeff Crittenden, Doug Wright and Charles McMillan create the proposal for the London Conference 2015 Annual Meeting in preparation for General Council 42 in 2015.

Jeff Crittenden and Doug Wright, as movers, agreed to withdraw their motion.

Motion **It was moved and seconded that Philip Newman, Jeff Crittenden, Doug Wright and Charles McMillan create the proposal on the principle of equitable provision of suspension with pay for ministry personnel facing criminal charges across employing units Ministry Suspension and Compensation for the London**

Conference 2015 Annual Meeting in preparation for General Council 42 in 2015.

It was confirmed that financial expenses for this work would be reimbursed by London Conference.

Motion carried.

Lambton Presbytery's proposal for reimbursement of David Woodall's legal fees will come to the floor of the 2014 Annual Meeting. The London Conference Executive is not responsible for Lambton Presbytery's education around the specific cost of legal fees as this was not covered by their motion.

Cheryl-Ann expressed how grateful she was that despite how difficult and painful this process could be, many thanks are extended to Paul Browning for bringing this to our attention and is looking forward to the proposal as developed by the group identified in the previous motion.

BUDGET 2015

The General Council Office just identified that the 2015 grant to conferences is the same as 2014. The budget proposed at Budget Forum 2015 was designed with the expectation of the General Council Grant being significantly reduced from 2014. By remaining at the 2014 level, Bev Slater noted this gives an extra \$13,500 in unrestricted reserves.

Motion It was moved, seconded and carried to reduce the 2015 Proposed Budget draw on unrestricted reserves by this amount.

Phil Newman expressed thanks for the amount of work that Cheryl-Ann put into the background paper.

Meeting adjourned.

NEXT MEETING: June 11, 2014 at Pearce Williams Christian Centre