

ALGOMA PRESBYTERY
of The United Church of Canada

April 16 and 17, 2010

PRESBYTERY MEETING

2009-10

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The full court of Algoma Presbytery met on Friday, April 16 and Saturday, April 17, 2010 at Zion United Church, Thessalon, beginning at 5:30 p.m. on Friday. Chair Nancy Ferguson led the meeting and a quorum was present.

ATTENDANCE:

Order of Ministry: Larry Burton, Nancy Ferguson, Rolly MacLean, Thom McDonough, Bruce McLeish, Phil Miller, Janet Norman, Eun-Joo Park, John Porter, Betty Pretty, Jan Schenell, Helen Smith, Don White

Laity: Betty Allen, Bonnie Beaupre, Lorna Chipuka, Jane Graham, Leone Hamilton, Sharon Lane, Verna Lapish, Bonnie Lavoie, Lavine Livesey, Robin MacLeod, Diane Marshall, Marnie McDonough, Betty Mills, Brian Mundell, Nancy Mundell, Wilma Oliver, Norma Orr, Tom Orr, David Root, Harry Stewart, Clare Walker, Ailsa Hanson

Regrets: Joyce Biggs, Fred Bright, Kim Evoy, Barb Frasier, Sandy Fulcher, Aileen Hadden, Linda Hedderson, Anne Jones, Janet Jones, Laurie Milito, Bonnie Rayner, Doreen Sproule, Heddys Stevenson

WELCOME AND GATHERING PRAYER:

Chair Nancy Ferguson called the court to order with words of welcome, and John Porter welcomed Presbytery to Zion United. Introductions were made of new Presbyters: David Root (Willowgrove); Norma Orr (John Wesley); and Marnie McDonough (Chair, UCW Presbyterial). John Porter led in an opening prayer and grace.

ADOPTION OF AGENDA: There was consensus that the agenda be adopted as amended. (The question of which Conference Algoma Presbytery should belong in has been raised for investigation, and has been added under New Business. The time for New Business was changed to 12 p.m.)

MINUTES: **Moved, seconded and carried** that the Presbytery minutes of February 19 and 20, 2010 be approved, and the Presbytery Executive minutes of January 21, 2010 be received for information.

CORRESPONDENCE:

- In accordance with the requirements of *The Manual 2007* section 031(w), the following was read to the court: Elisabeth Ruth Jones is being recommended by Calgary Presbytery for re-admission to the Order of Ministry in The United Church of Canada.
- **Moved, seconded and carried** that the correspondence be accepted as dealt with. (See Appendix A.)

COMMITTEE REPORTS AND MOTIONS FOR ACTION**Pastoral Relations: Leone Hamilton**

The Joint Needs Assessment process at St. Andrew's United Church, Sault Ste. Marie has been completed, and the report received and accepted.

- **Moved, seconded and carried** that Algoma Presbytery approve the reduction of Ordered Ministry positions at St. Andrew's United Church, Sault Ste. Marie, from two full-time to one full-time, and approve the call of Janet Norman, D.M., to the full-time position effective January 1, 2011.

(There were two declarations of conflict.)

- **Moved, seconded and carried** that Algoma Presbytery approve the following terms and conditions of the Call of Janet Norman, D.M., to St. Andrew's United Church, Sault Ste. Marie effective January 1, 2011:

Salary	\$45,240
Housing	16,908
Study/Books	1,250
Total	\$63,398

Travel: 41¢ per km as logged

Phone: basic service for home

Vacation: 7 weeks (8 Sundays)

Study Leave: 3 weeks (4 Sundays)

(There were two declarations of conflict.)

- **Moved, seconded and carried** that Algoma Presbytery request that London Conference grant Janet Norman a licence to administer the sacraments for the duration of her Call to St. Andrew's United Church, Sault Ste. Marie, effective October 31, 2010.

(There were two declarations of conflict.)

- **Moved, seconded and carried** that Algoma Presbytery request that London Conference apply to the Province of Ontario to grant Janet Norman a licence to solemnize marriages for the duration of her Call to St. Andrew's United Church, Sault Ste. Marie, effective October 31, 2010.

(There was one abstention and one declaration of conflict.)

- **Moved, seconded and carried** that Algoma Presbytery renew the full-time Appointment of Rev. Eun-Joo Park from August 1, 2010 to July 31, 2011 to serve the St. Joseph Island Pastoral Charge under the following terms and conditions:

Salary	\$36,507
Manse & Heat	12,000
Telephone	600
Study/Books	1,250
Total	\$50,357

Travel: 41¢ per km as logged based on 8,400 km per year (additional mileage subject to Finance Committee approval)

Vacation: 5 weeks (25 working days)

Study Leave: 3 weeks

(There was one declaration of conflict.)

- Lee Corlett's March 31st letter regarding Appointment/Calls for Ministry Personnel and the Pastoral Charge Payroll Service was read and discussed. Leone noted for the court those situations which are exempt from the requirement to process pastoral charge pay through the payroll service, i.e. where clergy are paid less than \$5,000 per annum; where the pastoral charge is in the process of closing; if there is a shared ministry in which the ministry personnel is not United Church.

Faith Formation and Communication: Jan Schenell

- Jan updated the court on the continuing education event with Kempton Hewitt. This workshop has tentatively been booked for July 8, at a registration cost of \$50, \$20 of which will be non-refundable. The topic for this session is the Gospel of Matthew, and is primarily geared to those teaching and preaching. Licensed Lay Worship Leaders will be invited to attend. Eun-Joo Park has volunteered to act as registrar for the event, which will probably take place at Desbarats.
- Another event being planned in conjunction with the Christian Development Committee is a Children's Event on October 1 (a Professional Development Day), in the hope of gathering our children here in the Presbytery to get to know one another, have fun together, and be ready to be part of Children at Conference when Algoma hosts next year.
- **Moved, seconded and carried** that Algoma Presbytery recommend to London Conference for approval the following slate of officers to serve as Directors on the Camp McDougall Board for 2010-2011: Bruce Avery, Drew Beaumont, Denise Berg, Sherrill Dewar, Catherine Hugill, Debbie Kirby, John Porter and Gwyneth Wilcox. Thanks were extended to Marnie McDonough, who has stepped down from the Board after serving for five years as Treasurer, and an appeal was made for someone with Payroll expertise to take on this role.

Outreach: Heddys Stevenson – no report.

- On Heddys's behalf, the bookings she has made for Karen and Bill Butt were read: Rydal Bank on Wednesday, October 13; Goulais on Thursday, October 14; St. Joseph Island on Friday, October 15 and Iron Bridge on Sunday, October 17.

Pastoral Care and Oversight: Rolly MacLean

- Five pastoral charges have been visited to date: Goulais River, John Wesley, Rydal Bank, Echo Bay and Central. Between now and June, two more visits are planned to Emmanuel in Sault Ste. Marie and Harmony St. Mark's on St. Joseph Island.
- The Committee has not yet received 2009 Annual Reports from all pastoral charges, and requests two copies from each congregation for review.
- Tom McDonough has prepared an Environmental Scan of Algoma Presbytery, which will be circulated (by e-mail and paper copy) to all Presbyters for comment. (Attachment B)

WORSHIP AND COMMUNION (Saturday)

With technical assistance from Harry Stewart, John Porter led the court in a contemporary communion experience.

COMMITTEE REPORTS AND MOTIONS FOR ACTION (Continued)**Education and Students: Helen Smith**

The Committee Chair had done some further research on what the new Admissions policy would mean for John Porter and Eun-Joo Park who are already in the Admissions process in Algoma. Following discussion, the following motions came before the court for consideration:

- **Moved, seconded and carried.** Satisfied that the Reverend John Porter has successfully completed a course in United Church polity and has met the requirements of the course in Christian Education, and pending successful completion of a course in United Church History and Theology and a meeting with a committee of his peers to satisfy the requirements of Worship and Sacraments, Algoma Presbytery recommends to London Conference that he be admitted to the Order of Ministry of The United Church of Canada. (There was one declaration of conflict.)
- **Moved, seconded and carried.** Satisfied that the Reverend Eun-Joo Park has successfully completed a course in United Church polity and has met the requirements of the course in Christian Education, and pending successful completion of a course in United Church History and Theology and a meeting with a committee or her peers to satisfy the requirements of Worship and Sacraments, Algoma Presbytery recommends to London Conference that she be admitted to the Order of Ministry of The United Church of Canada. (There was one declaration of conflict.)

Helen also shared some of the work being done in other Presbyteries with Licensed Lay Worship Leaders and the procedures and practices being used, e.g. requirements of police records checks or yearly letters from home congregations affirming good standing; limits on number of times preaching both consecutively, or yearly.

Finance and Administration: Fred Bright

Presbytery Treasurer Phil Miller advised the court that 10 pastoral charges had paid their Presbytery Assessments in full.

Nominations: Helen Smith

At the February meeting of Algoma Presbytery, presbyters completed and returned to the Nominations Chair a "Spiritual Gift Inventory." Having analyzed the inventories, Helen compiled and circulated a chart of what Presbytery might look like if people used the gifts they'd self-identified on the committee needing those gifts. The Presbytery Chair challenged people to prayerfully and thoughtfully consider the chart, and, if they wished to be reassigned to another committee, to speak to Helen.

Moved, seconded and carried that Algoma Presbytery accepts all Committee reports.

THE FUTURE OF OUTDOOR MINISTRY/CAMP MCDOUGALL: Janet Norman

At the February Presbytery meeting, folks considered, through a series of exercises, the question "Does Presbytery have the passion to maintain funding and support for Camp McDougall?" Presbyters were asked to take that question, and others, back to their congregations for discussion. The responses were shared and charted, and most congregations indicated that they still had a passion for Camp McDougall. Groups were then asked to record and share all the questions they have about the camp; these were compiled and categorized. (See Appendix C.) A small ad hoc committee of Betty Pretty, Jan Schenell and Lorna Chiupka volunteered to work with the Camp

McDougall Board to answer as many of the questions as they could and bring a report to the September Presbytery meeting.

NEW BUSINESS

- Harry Stewart has done some very preliminary investigation into a possible move to Manitou Conference, and after discussion:
Moved, seconded and carried that Algoma Presbytery strike a committee consisting of Bonnie Lavoie, Rolly MacLean, Thom McDonough, Nancy Mundell and Harry Stewart to investigate the feasibility of severing our relationship with London Conference and joining Manitou Conference with a report due September 2010. (There was one abstention.)
- At 7 p.m. on Sunday, April 25, the choirs of John Wesley and Emmanuel United Churches are presenting a musical program to raise funds for Haiti. An invitation was extended to all to attend the concert, being held at Emmanuel.
- A request was made for the court to be updated on the status of the situation at Blind River, and the Presbytery Chair spoke briefly about the steps that have been taken (i.e. Rev. St. Jean reinstated and paid to December 11, 2009; congregational meeting March 1, 2010 at Blind River; report of the Pastoral Relations Consultation Team). She asked that the Presbytery keep St. Andrew's, Blind River and Rev. Norine St. Jean in our prayers, and that we keep before us the goal of loving each other "into wholeness in the midst of conflict", where there are questions of justice on both sides. Janet Norman thanked the Committee of the Executive for their work during this difficult time, and a reminder was made that questions should be referred to the Chair of Presbytery.

CLOSING

- **Moved, seconded and carried** that the powers of Presbytery be extended to the Executive until the next full meeting.
- **Moved and carried** that the meeting of Algoma Presbytery adjourn at 12:35 p.m.

John Porter led the court in a closing prayer, asking for guidance, wisdom and courage in troubled times, and offered grace.

Thanks were extended to the two women's groups from Thessalon and Little Rapids who had offered wonderful hospitality over the two days.

NEXT MEETING: The next meeting of Algoma Presbytery will take place September 17 and 18, 2010 at Central United Church in Sault Ste. Marie.

Nancy Ferguson, Chair

Ailsa Hanson, Secretary

Appendix A
CORRESPONDENCE
Received since March 18, 2010

From	Topic	Action
Karen Hilfman Millson	Amy-Jill Levine Lecture Series	Forwarded to Presbyters
Congregational, Educational and Community Ministries Unit (CECM) of the UCC	Workshop Information "More Franchises: A Second Cup" June 18 to 21, 2010	To file
John Porter	Camp McDougall Poster	Forwarded to Presbyters
Barb Frasier	Algoma Manor	Forwarded to Presbyters
Matthew Stevens	Department of Peace for Canada – Bill C-447	Forwarded to Presbyters
London Conference Office	Proposals to Conference Annual Meeting	Forwarded to Presbyters
London Conference Office	Call for Nominations Deadline	Forwarded to Presbyters
Anne Astles	St. Andrew's UC, Blind River	To file
H. Rayudu Koka	Rev. Norine St. Jean	To file and forwarded to Susan Jones
General Council Office	Open House June 10, 2010	Forwarded to Presbyters
St. Andrews UC, Blind River	Minutes of Congregational Meeting held March 1, 2010	To file
Matthew Stevens	Variety of Social Justice Issues	Forwarded to Presbyters
Matthew Stevens	Church Technology Group	Forwarded to Presbyters
Tom Broadhurst (e-mail)	2009 Statistical Form Returns Report	To Central UC
General Council Office/ London Conference	Moderator's Easter Pastoral Message	Forwarded to Presbyters
London Conference	DLM/LPM Continuing Education Event	To Presbyters
Tom Broadhurst (paper copy)	2009 Statistical Form Returns Report	To file
Peter Kingsbury	Draft Resource re. LLWLs	To Education & Students
General Council Office	Moderator Travels to Haiti	Forwarded to Presbyters
St. Andrew's UC, SSM, Official Board (e-mail & paper copy)	Change in Pastoral Relations Documentation	To Pastoral Relations
Lee Corlett	Appointment/Calls and the Pastoral Charge Payroll Service	To Pastoral Relations
London Conference	General Secretary's Weekly Letter	To Presbyters
Peter Kingsbury	Rev. Einar Egilsson	To Presbyters
Matthew Stevens	Rob & Keiko Witmer Mission Interpretation Tour	To Presbyters

Matthew Stevens	Stewardship Network News	To Presbyters
London Conference Office	Copies of London Conference Bridge	To April Presbytery Meeting
Lisa Di Veto	April 2010 Legacy Gift Bulletin Insert	To Presbyters
Anne Miller	Clergy Care Events	To Presbyters
General Council Office	85 th Anniversary Open House	To file
Peter Kingsbury	2010 Manual	To Presbyters
London Conference	Water Protection Issues	To Presbyters
General Council Office	'Making Connections' follow-up	To Presbyters
Pastoral Relations Consultation Team	Report on Blind River	To file

Appendix B

ENVIRONMENTAL SCAN – ALGOMA PRESBYTERY

One of the actions that we find helpful in the Ministry of Natural Resources is to conduct an environmental scan. This scan is an assessment of the stress and opportunities that exist for the program that is being reviewed. I believe that it would be appropriate to do the same for Algoma Presbytery. The “Visioning” process that we just went through provided some opportunities to gather information that revealed the nature of the environment that we find our churches encountering. I am not convinced that we, as Presbytery and as pastoral charges, actually understood that information nor did we use it to project it into the future to help us determine an appropriate course of action.

- The purpose of the environmental scan is to establish a baseline of information that can be used to in making decisions.
- It should provide information to assist in answering the question “If we decide to take a specific action, what can we reasonably expect as a response/result.”
- There should be a statement of the model that is being tested by the environmental scan.

What follows is a single person’s assessment of the environment in which we find ourselves operating. Confirmation should be sought as to whether or not this scan accurately represents the conditions that we experience as a Presbytery. This scan is simply an effort to continue the discussion about the future of Presbytery.

MODEL STATEMENT:

- *This environmental scan was undertaken considering a model of Algoma Presbytery that has all churches operating as separately supported pastoral charges. Each has its own clergy and pastoral charge governing body. The pastoral charges offer Sunday service and mid-week group opportunities.*

EXTERNAL ELEMENTS:

Economy

- The economy in the area covered by Algoma Presbytery continues to be under the stresses of a reduced market for natural resources and a shrinking manufacturing component.
- Whether in the largest centre, Sault Ste. Marie, or in the smaller pastoral charges, the depressed market conditions have put a strain on personal finances.
- The city of Sault Ste. Marie is probably the most insulated against such depressed economic conditions but it too will be impacted.

- The high Canadian dollar will also contribute to a continued pressure on the economy as Ontario's natural resources are not as attractive when the Canadian dollar is approaching parity with the American dollar.
- The prospects for a change to economic conditions (over the next five to ten years) in the area that supports the Presbytery are at best neutral.
 - there are some positive movements in the mining and forestry sectors, but the strength of these sectors is questionable.

Population:

- The population of the region continues to decline slowly with few centres reporting either a stable population or even marginal increases.
- The population is also getting older on average.
- Youth continue to leave the area in search of opportunity for employment and this trend is not expected to change in the short term.
- Many of the younger families are actively involved in leisure activities and parents are, more often than not, both working (when work is available).
- As the general population's average age increases, there are a higher number of individuals retiring on fixed incomes.
- The communities in which the churches exist do have some reliance on them although this reliance is often not acknowledged in anything but a passive way. (This would probably change to more active interest if the community was aware that the church was to be closed)

National Church Policy Directions And Clergy

- Policy decisions are made by the National Church through the General Council which negatively impact the local congregations
 - pay schedules
 - national payroll program (third party administrator)
 - changes to other employee benefits
- The interest of clergy taking northern Ontario charges appears to be declining.
- The average age of those seeking to become ordained clergy is increasing and these individuals bring with them needs and constraints on travel. There is more interest in serving larger centres or being closer to metropolitan areas.

INTERNAL:

Clergy:

- a number of vacancies exist in the Presbytery and there are other clergy who maybe within five years of retirement

Congregations:

- congregations continue to be influenced by historical perspectives on what the church was like when they were young
- congregations continue to be influenced by the “Sunday” perspective as an evaluator of the health of the pastoral charge. That is, it is the number of folk seated in the pews that is the measure.
- congregations have a significant personal investment in the “church” that has as its expression, the need to continue the existence of the building. This is not a feeling that exists in all congregations, but it is a factor for many
- the “image” of what church is, has not changed at the pastoral charge for many of our congregations. Some congregations have individuals who are moving to a new paradigm, but many congregational members remain in the old paradigm.
- as congregations age, the number of contributing members who are on reduced and fixed incomes continue to increase.
- there is a missing generation who would normally be stepping in to fill positions of service for activities that are both part of the old church paradigm and potentially new initiatives. The 20 – 40 year old segment is not noticeably present.
- financial pressures are evident in most pastoral charges where the funding from offerings does not cover the operational costs of the pastoral charge. Fund raising or access to other funding sources are necessary to meet operational budgets.

Assessment of Scan:

The environmental scan presents some significant challenges for the current operating model and would suggest that the model is not sustainable. The time frame for sustainability is in question because it is not known how quickly the population dynamics or the financial situations are changing in individual congregations.

Appendix C

Camp McDougall questions from Presbytery April 2010

Presbytery has requested that as many of these questions as possible be answered by Sept 7, 2010 and e mailed to Ailsa Hanson Presbytery Secretary to be distributed to presbyters for reading before their Sept 17,18, meeting.

A list of the questions that cannot be answered in this time frame would be helpful.

Thanks to all who help to make this happen.

PHYSICAL BUILDINGS / SITE

Is the water system ever going to be safe or even adequate?

How much money would it take to upgrade the facilities so they would be more attractive and accessible to youth and adult groups?

Who maintains the site and cabins?

What would be needed to turn camp into at least a 3 season operation with accommodations suitable for not just children?

What is the use other than children's camp?

How many non-church groups use it?

Is it feasible to maintain the site for less than 3 months of Christian camp?

How up to date are our buildings?

What needs to be fixed and at what cost?

What are the biggest physical liabilities on the site and how could they be overcome?

How can individual churches help to maintain camp?

Could there be a Board of Trustees to manage the property?

Could we hire an architect to plan upgrades?

Are there indoor facilities/ bathrooms? Accessible?

What kind of accommodations? What kind of beds? Do campers bring bedding?

Do all repairs need to be done now? Roof? Water system?

How far is camp from Thessalon?

PROGRAM

Could camp become a learning centre?

Can we use camp spring and fall?

Co ordinate and co operate with other churches

Is the program being used to the Glory of God?

How Christian (United Church) oriented camp is it?

How does camp deal with the disconnect between Christian and non Christian children?

What curriculum is used for morning watch, living and learning and vespers?

What resources for the above are on site?

What activities are at the camp and what can be added?

Is there a camper and parent survey that can be filled out at the end of the experience so that we can better understand what the attraction is?

Does camp give a head start towards child development?

Are crafts and Worship connected?

Is there quiet time apart from distractions teaching kids to pray on own or in group setting?

FINANCIAL

Is it good stewardship to continue to put more energy into it?

Money for repairs and upgrades where does it come from?

Could it be year round or extended?

Could other denominations share the expenses?

What is business plan for next 5, 10, 15 years?

How much of the camp budget will be required for an ever decreasing presbytery support base?

Camp takes up to 1/3 of the current presbytery assessment. What percentage of the total camp budget does that reflect?

Is there, in the camp financial plans, provision to reduce the financial burden on Presbytery?

What will be the sources of capital for infrastructure costs in the next 5 years?

What will be the capital requirements of camp for the next 5 years?

How much per camper is the real cost?

How much do we charge per camper?

Would it be able to run if we charged the real cost?

Do we have necessary funding to carry out sufficient maintenance?

What would a real budget be?

What is cost to bring up to 2010 standard?

What is value of property?

Is there funding for upgrades? Are grants available?

Can we pay a summer chaplain?

Are groceries purchased wholesale?

Whose responsibility if a debt is incurred?

BOARD

Would the board consider day camps?

What is the age of the counsellors?

Where are the mature adult supervisors?

Where is promotion/publicity done for camp?

Do board members spend any time on site during the summer?

Has any consideration been given to other uses of site?

What do the other camps in area have that we do not have and that we need?

The congregations appear supportive why are there so few volunteers to help with and hold office?

Who owns Camp McDougall?

Is there a Wish List beside money and personal?

When are work bees and how are they advertised?

Could a church adopt a cabin?

Have congregations been kept abreast of needs of camp?

Does the Board have people with experience in camps, legal knowledge etc.?

Are camping standards up to date?

STAFF

How effective is our witness to the children we serve?

What is the quality of Christian training of leaders and how do they impart such values to the kids?

Is there leadership to inspire a child's journey to learn spirituality?

Are there any senior counsellors over 25 years on site?

What interpersonal skills are given to staff to pass on to kids to use in their own lives?

How well trained are the junior counsellors?

Do counsellors stay with the children over night?

What supervision of the counsellors is there? Is it adequate?

How does the camp ensure that returning counsellors don't clique?

How does it counter a sense of entitlement in returning counsellors and staff?

How well qualified is the supervision staff and how much experience do they have?

Are qualified medical staff on site?

What is the nature of First Aid training?

Are there qualified and experienced waterfront staff? What is the standard for qualification?

Is there a qualification for food prep staff and cooks?

Does the kitchen staff plan the menu or does a dietician?

Are there positions that can be filled by adult volunteers to keep costs down?

Will all clergy be willing to take turns to do their part so that the spiritual message is more visible at camp?

Who hires the staff and what are the criteria?

What is available to give counsellors guidance?

Does supervision from the United Church Camping Ministries filter down to the local level?

Are there volunteers at each camp or all staff?

Are staff screened for drug and alcohol use?

Who will see to the training of chaplains?

MISSION/OUTREACH

What is the percentage of agency sponsored children?

Any children sponsored 100%?

Is it possible for children's programs to take place in churches instead of or in addition to camp?

Many years ago there was a group called Friends of Camp McDougall does the board have access to that list?

Whose need is being met by maintaining Camp McDougall?

Can camp be used for adult events such as Presbytery, Retreats etc?

What is the impact on non church campers?

Do social agencies such as Children's Aid follow up on the camping experience of those children sent to Camp McDougall?

PRESBYTERY ROLE

If U.C camping ministries are to be down loaded to Conference what role will we as a Presbytery play?

Would Presbytery meet at camp if it was a year round facility?

Can a specific United Church be responsible for camp?

What is Presbytery's role in upgrading facilities?

Is the investment in the camp good stewardship of Presbytery resources?

Why is Presbytery discussing this now?

What % of the budget is continuing financing?

Chaplains: why can we not get clergy to commit 5 days of their work week?

Majority of campers are non church what is the impact of this on welcome and treatment of chaplains?

Why don't we pay for summer chaplain? What would it cost per week?

If camp McDougall closed would pastoral charges have input into another kind of outreach ministry and would that ministry benefit all pastoral charges in the presbytery?

Has the need for camp been determined?