

aUCC

your sanctuary

AUCC ANNUAL REPORT 2021

yoursanctuary.ca

GENERAL REPORT OF 2021

Chair: Ross Bartlett

The Board of the Association has met regularly each month this year via zoom. Our meetings are generally a couple of hours in length and include a mixture of administrative concerns and planning for future events. We have also attempted to remain attentive to emerging issues that impact clergy. Much of 2021-22 was focused on consolidating and improving the various services that we offer to members, as well as trying to streamline various processes to decrease the burden on volunteers. Here are some of the highlights:

- We contracted with Alison Woad Designs to undertake very necessary back-end work on the aUCC website. Since this is a primary vehicle for communication with members we need it to be as attractive and functional as possible
- Some members of the Board met with representatives from Region 15 to begin discussions on the relationship of the Region and aUCC. Currently, there is an Association of Ministers Committee within the Regional governance structure. This was crucial in the early days of the Association but now is redundant. Question: how can the aUCC connect to the Region's structure in a way that is helpful to the interests of all clergy? Discussions continue
- We held a very successful, sold-out, in-person retreat at Berwick Camp in September. So good to see one another face to face. Plans are already afoot for a second retreat in September 2022 (mark your calendar for 25th-27th!)
- A group from the Board met with staff from the General Council offices to explain the genesis and purpose of the Association and to answer any questions about our functioning and goals
- Secured officers' and directors' insurance
- Established banking services through East Coast Credit Union
- Began to explore the issue of chaplaincy services to clergy in the region as one possible response to issues faced. Different regions handle this area in very different ways. While recognizing the need, concerns were raised around costs (including appropriate insurance). Exploration of options continues
- Responded to a request from the Regional Minister for input around part-time calls and appointments
- Added the Rev'd Alicia Cox to the Board in the role of nominations
- Completed and posted a document detailing rights and issues around sabbatical leave for clergy
- Sent information/invitation letters to clergy in the other two Atlantic Regions and directly to retirees in Region 15
- Contracted with the Rev'd John Wray to act as communications officer
- Planned clergy retreat: "Come Let us Laugh" for May

EXPLANATION OF PILLARS (C.A.R.E)

Community Pillar

As clergy we often experience a deep loneliness within our callings. While we know we are not alone, we can feel like we are walking a lonely road – often working in almost empty buildings, sometimes with little or no support (staff or otherwise), taking on the cares and concerns of our congregants and communities while having few outlets for our own fears. The association is your sanctuary. We understand that as people of faith we were created to be in community. The Community Pillar seeks to identify and offer a variety of opportunities and resources for connection with colleagues for support, conversation, specially focussed small groups on needs as well as providing fellowship and community building. We are not alone, and the Community Pillar lives out that care.

Advocacy

Your association is committed to creating a safe place for its members to share their concerns and experiences in ministry. While we do not offer personal advocacy support, we listen carefully and advocate to the wider church our members shared interests in a unified voice. Our advocacy ranges from workplace issues to the overall spiritual, mental and physical well-being of clergy. It is not uncommon for clergy to find themselves in the midst of various forms of conflict or confusion and this is a place for you to share, discuss and reflect on your experience as we all work together to create a healthy and life-giving professional experience.

Renewal

Clergy are by nature and by calling, care-givers in the name of Christ. As “givers” we need regular opportunities to be renewed in mind, body and spirit in order to be effective in ministry. We continue to live in a time of huge upheaval within our church and society and it is critical that we create moments for renewal. This Pillar seeks to provides opportunities and resources for clergy to find a place and space to be re-created, to grow spiritually and be able to engage in ministry with renewed hope, love and health.

Education

Lifelong learning is essential for healthy clergy. Developing our skills, awareness and learning new practices is a requirement if we are to remain competent in ministry. Finding opportunities for education which meet our needs, are cost effective and close to home can be a struggle. The association is committed to supporting professional growth through our annual regional events, practical workshops designed for your needs and a host of learning opportunities we will share with you from the wider church.

AGENDA
aUCC ANNUAL MEETING 2022

1. Call to Order
 - a. Chair: Heather Manuel; Recording Secretary: Wayne Smith

RENEWAL

2. Opening Devotion & Acknowledgement of Place:

COMMUNITY

3. Small Group time (10 minutes): Linda
4. General accountability report: Ross Bartlett
5. Financial report: Catherine MacDonald
6. Amendments to By-laws in the aUCC Governance Handbook: Jeff Chant
7. Election of Board and Officers: *ALICIA*

Chair: Ross Bartlett

Vice-Chair:

Treasurer: Catherine MacDonald Recording Secretary: Wayne Smith

NATIONAL EXPANSION:

Member(s) at Large:

Ex-officio: Jeff Chant, John Wray

8. Membership Update: *LINDA*
9. *REPORTS FROM ADVOCACY, RENEWAL, COMMUNITY AND EDUCATION*
10. Q&A
11. Closing

MINUTES FROM AUCC ANNUAL MEETING 2020

Association of United Church Clergy (aUCC)

Annual General Meeting

May 20, 2021

9 a.m. (Atlantic) by 'Zoom'

DRAFT MINUTES

1. Call to Order / Attendance / Approval of Agenda: Chair: Ross Bartlett; Recording Secretary: Wayne Smith. **Others in attendance:**

Members:

Alicia Cox, Angela Clifton, Betsy Hogan, Carol Smith, Catherine MacDonald, Dale Crawford, David LeBlanc, Don Sellsted, Donna Tourneur, Elisabeth Bachem-Jennings, Heather Manuel, Heather Wright, Heather Ferrier, Helene Burns, Ian Harrison, Jeff Chant, John Peter Anthony, Karen Lynch, Kathleen Anderson, Linda Yates, Linton Worrell, Lori Crocker, Margaret Sagar, Mary Jo Harrison, Mary Lynne Whyte, Mary-Beth Moriarty, Michael Henderson, Michael Mugford, Phillip Kennedy, Ross Bartlett, Shannon MacLean, Shelley Pick, Susan MacAlpine-Gillis, Valerie Kingsbury.

Friends of aUCC:

Mavis Peddie, Joan Griffin

Motion: that the Agenda as distributed be approved. Moved, Heather Manuel. Seconded, Catherine MacDonald. Approved.

RENEWAL

2. Opening Devotion & Acknowledgement of Place: Mary Lynne Whyte

COMMUNITY

3. Small Group time (10 minutes): "Everyone is always asking you about the difficulties of ministry in Covid or the "blessings". **Breakout groups met to share amusing/funny stories about ministry in lockdown if you have one."**
4. General accountability report: Ross Bartlett (Information packet item 2)
5. Financial report: Catherine MacDonald (Information packet item 3) **Moved by Catherine MacDonald. Seconded, Philip Kennedy. Approved.**
6. Governance Handbook: Jeff Chant (Information packet item 4) **Linda reminded everyone that all initiatives and resources, support and care are available to all clergy. Heather Wright facilitated discussion about 'corporate' language in the aUCC. Discussion was held re: the**

aUCC possibly functioning as a type of 'one-stop shopping' for educational opportunities both within and outside of the UCC network.

MOTION: to adopt the Governance Handbook subject to change the Board of Directors. Susan MacAlpine; Michael Henderson. Approved.

7. Election of officers

It is proposed that the current officers remain in their roles for one year and that an election of officers be held at the annual meeting in 2022.

Chair: Ross Bartlett

Vice-Chair: Heather Manuel

Corporate Secretary: Linda Yates

Treasurer: Catherine MacDonald

Recording Secretary: Wayne Smith

Motion: that the proposed slate of officers be approved as submitted. Moved, Mike Mumford. Seconded, Philip Kennedy. Approved.

8. Update on grant application: Linda Yates

The previous grant ("Seeds of Hope", UCC) helped aUCC in governance, goals, etc. The Region grant was \$1,500. Region 15's financial support contributed to the unique presence of the aUCC, when compared to other Regions.

A 'Seeds of Hope' corollary grant "Embracing the Spirit" (\$25,000) has been applied for to be applied toward establishing/facilitating regional "chapters", with an update expected by end of May. The aUCC would ask every Region to contribute \$1,500.

9. Membership from outside Region 15 (please see information packet item 5)

Motion: That membership in the aUCC is open to any person who otherwise meets the membership criteria but is not resident in the Region. Such individuals shall receive all rights and privileges of membership, including holding office, on the understanding that the aUCC does not undertake to provide in-person meetings or events outside the geographic boundaries of Region 15. Moved, Shannon MacLean. Seconded, Susan MacAlpine-Gillis

10. Establishment of new chapters of the aUCC (please see information packet item 5)

Preamble: One of the objectives of the aUCC is to become a national organization, supporting clergy throughout the United Church. To this end:

Motion: that the Board of Directors will work with any group of members from a Region to assist them to set up a chapter of the aUCC. The Board may give provisional approval for a new Regional Chapter pending final approval by the Annual General Meeting. Prior to establishing new Regional Chapter(s), that the Board shall prepare a detailed

governance framework appropriate for a national organization for approval by a General Meeting. Moved, Philip Kennedy. Seconded, Shannon MacLean. Approved.

ADVOCACY

11. Member Heather Ferrier will be presenting a proposal to General Council entitled “Support for Ministry Personnel Maternity and/or Parental Leave.” through the Division of Ministry resources to General Council: (1) that a survey be taken of those affected, (2) that General Council develop ‘best practices’; (3) that funds to top up maternity and parental leave be sought from national or regional sources.

Motion: that the aUCC support the Proposal and express support at the Regional AGM. Moved, Linda Yates. Seconded, Heather Manuel. Approved.

EDUCATION

12. **Small Groups:** Meeting participants self-selected for Pillar breakout groups of interest.
 - 12.a. **Community** – Carol Smith: is there a role for a ‘Chaplain’ for the community? Communication among clergy; connections for retired clergy;
 - 12.b. **Advocacy** -. Interest in education as advocacy: maternity, disability. Interest in the aUCC as a source of individuals willing to education congregations about legal obligations as well as benefits of such leave. First task under the Pastoral Relations.
 - 12.c. **Renewal** – Interest in a Zoom-based renewal session (i.e., Janice McLean) in spiritual or meditation practices, or silent retreats. Possibility of the aUCC website as a resource for such renewal opportunities.
 - 12.d. **Education** – aUCC as a conduit, centre for sharing ‘embodied wisdom’; Events for Interim Ministry, congregational ‘dreaming/visualizing’ their futures; mental health issues, help in navigating conflict; ‘book club’ opportunities; AST resources

12.e. **Finance & Audit** - Not discussed

Pillars Convenors/Liaisons:

Detailed descriptions in Information packet items 7 and 8.

1. Pillar representatives/liaisons on the Board: **Education, Susan MacAlpine-Gillis; Advocacy, Betsy Hogan.; Renewal, Mary Lynne Whyte; Others?**
 2. Communications representative/ team members - **Not discussed**
 - 3.
13. **Q&A – Recruitment was discussed.**
 14. **Closing** Ross expressed appreciation for everyone’s participation and commitment and declared the meeting adjourned at 11:45 a.m.

Profit and Loss

association of United Church Clergy



Date Range: Jan 01, 2021 to Dec 31, 2021

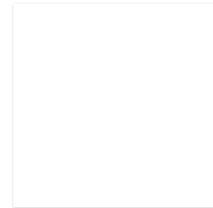
ACCOUNTS	Jan 01, 2021 to Dec 31, 2021
Income	
Program Income – Membership Dues	\$6,789.00
Retreat	\$1,300.00
Sales	\$475.00
Total Income	\$8,564.00
Total Cost of Goods Sold	
	\$0.00
Gross Profit	
As a percentage of Total Income	\$8,564.00 100.00%
Operating Expenses	
Service Charges	\$125.00
Uncategorized Expense	\$1,241.10
Total Operating Expenses	\$1,366.10
Net Profit	
As a percentage of Total Income	\$7,197.90 84.05%

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STATEMENT PERIOD ENDING 2021.12.31
 ACCOUNT # 61791
 PAGE 1 of 2



ASSOCIATION OF UNITED CHURCH CLERGY
 3 ADLINGTON COURT
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EQUITY SHARES #61791-07-2 Joint: LINDA YATES

Date	Transaction Type	Item	Debit	Credit	Balance
Dec 01 21		Opening Balance			5.00
Dec 31 21		Closing Balance			5.00

SURPLUS EQUITY SHARE #61791-08-2 Joint: LINDA YATES

Date	Transaction Type	Item	Debit	Credit	Balance
Dec 01 21		Opening Balance			0.00
Dec 31 21		Closing Balance			0.00

YOUR NON PROFIT 25 #61791-10-2 Joint: LINDA YATES

Date	Transaction Type	Item	Debit	Credit	Balance
Dec 01 21		Opening Balance			6,934.90
Dec 06 21	EMT DEPOSIT	20211204062048662395 IVAN GREGAN		149.00	7,083.90
	EMT DEPOSIT	20211204073843666101 GLEN WARREN		149.00	7,232.90
Dec 09 21	EMT WITH	20211209072751666622 Linda Yates	43.60		7,189.30
Dec 31 21	MemDir Service Chg		1.50		7,187.80
Dec 31 21		Closing Balance			7,187.80
		Total	45.10	298.00	

Transaction Totals

Deposits	2
Withdrawals	2

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GOVERNANCE AMENDMENT

Moved that the aUCC Governance Handbook be amended by the addition of the following.

Pillars and Teams

VII National Development and Outreach Team.

Purpose: In cooperation with the Board of Directors and in harmony with the Association's aims and values, the National Development and Outreach Team seeks to advance the growth of the Association as a national body, through awareness raising, encouraging membership outside of Region 15, and helping to facilitate the growth of Association Chapters in other Regions.

Membership:

A chair and up to four volunteer members. The lead designated staff person serves in an advisory capacity to the Nominating Team. The Chair is an ex officio voting member of the Board of Directors.

Responsibilities

1. To investigate, propose and take responsibility for raising awareness of the Association in other Regions
2. To be alert to opportunities to promote the Association and inform the Board of Directors
3. To employ personal contacts throughout the church as a means of achieving the aims and increase the membership of the Association
4. To take the lead in introducing new members from outside Region 15 to the Association and encouraging them to find a place to participate
5. To participate in discussions aimed at forming new chapters
6. To develop methods to assist current members to encourage friends and colleagues from outside Region 15 to join the Association.

aUCC AGM 2022 PILLAR REPORTS

ADVOCACY PILLAR

Our [Advocacy Pillar](#) has prepared two "info sheets" that ministry personnel can share with their congregations in order to make the process smoother in relation to a) arranging maternity/parental leave; and b) arranging sabbatical leave. These are (or will be) available on the aUCC website.

We are also building a short and region-covering list of colleagues who are willing to accompany colleagues to meetings or gatherings in which 'outside support' may help to a) ensure that just practices are followed re: salary, benefits, and working conditions; and/or b) alleviate the pressure of negotiating alone on our own behalf. We hope that there will be volunteers from various parts of our Region who will make themselves available in this way, so that we can help each other through situations that may be fraught or adversarial.

And finally: all suggestions are good! If you have thoughts or ideas about ways in which we can better advocate for each others' well-being, please be in touch.

Submitted May 2022

Rev Betsy Hogan

Advocacy Pillar Team Lead

EDUCATION PILLAR

It has been a joy to be the lead person for the aUCC Education Pillar and to work closely with the aUCC board this past year.

Our main task for the year was to organize the first in-person gathering of the association. We met at Berwick Camp for a 24-hour retreat on Sunday Sept 26th and 27th. The theme of the retreat was "Return from Exile" and we had 25 participants. Kevin Parks led us in music and each of the pillars offered some aspect of leadership. The evaluations were overwhelmingly positive, and plans are in place for a 2nd fall retreat in Berwick this year which we will once again organize.

My thanks to Michael Mugford, Shelley Pick, Lori Crocker, and Phillip Kennedy. We look forward to having Heather Wright also participate in the work of the Pillar later this year.

Submitted May 2022

Rev Dr Susan MacAlpine-Gilles

Education Pillar Team Lead

RENEWAL PILLAR

Since the inauguration of aUCC's four pillars, the Renewal Team has been meeting occasionally on zoom to brainstorm ideas on how we can inspire spiritual renewal at the aUCC fall and spring retreats and be a more effective presence on the aUCC webpage. However, with the current Renewal Team numbers being only 4 people, and all of us having our own pastoral charges to care for, we have not been able to put much energy into our area of the webpage. This will be an ongoing task.

Over the past year, we participated in the first zoom aUCC education event during the Spring of 2021 when we had Janice MacLean, host of the Prayer Bench, spiritually renew us with a half hour spiritual reflection/exercise. Later, our speaker at the fall in-person retreat at Berwick Camp, Rev. Catherine MacDonald, led us in a spiritual reflection/exercise using photography. We have been blessed by the warm presence, knowledge, and deep spirituality of these two gifted women, and, indeed, thank them very much for their offerings.

We definitely need more input from other aUCC clergy so we can support each other and move forward in a more energetic way. It would be wonderful to have more people on our team, so we are taking this opportunity to ask you to please consider joining us. You are wanted, you are needed, and you are most welcome.

Submitted May 2022

Rev. Mary Lynne Whyte

Renewal Pillar Team Lead

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COMMUNITY PILLAR

The past year has been one of good progress for the aUCC. In terms of starting a new organization, the aUCC has achieved amazing headway in terms of establishing the values, goals, and hopes of the aUCC. For United Church clergy, both in the Maritimes and beyond, the aUCC is leading the way.

Developing the Community Pillar has been especially challenging in these times. First of all building community among clergy requires coming together and getting to know one another. These types of gatherings have been seriously reduced as we have all tried to respect the safety measures in place. The Fall Retreat at Berwick Camp was a success in starting to build community among the members of this young organization. We shared much at this retreat and the feedback showed how much similar events are needed.

One reoccurring concern expressed by clergy has been the need to establish a position for a full time chaplain whose sole duty would be offering professional care to clergy, many of whom are experiencing precarious employment and trouble navigating the many changes occurring in the role of clergy today.

Linda Yates and I attended a national UCC zoom on behalf of aUCC, to explore this idea of a chaplain for clergy and learned that other Regions are finding different ways to respond to this need. The community pillar will continue to pursue this very real concern.

The disappearance of Presbytery has left many clergy feeling disconnected from their colleagues within the places where they live and serve. Due to the appearance of the pandemic shortly after the new polity was implemented, it seems new groups are not springing up spontaneously as was hoped. The Community Pillar is exploring how the aUCC could be helpful in promoting the establishment of such local groups.

The Community Pillar is also looking forward to encouraging retired UCC clergy to be active participants in the aUCC. This group has been contacted but we feel more efforts are needed to encourage them to join and bring their knowledge and experience and concerns.

Our Community Pillar at the moment is: Carol Smith, Linton Worrall, and Mike Henderson, with support from John Wray.

Submitted May 2022

Rev. Carol Smith

Community Pillar Team Lead

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