

**Human Resources Commission**  
**Western Ontario Waterways Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
*Connecting, Supporting, Transforming*

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**Place:** Zoom Meeting

**Time:** 10:00 a.m.

**Roster:** JoAnne Angle, Marion Boyd, Micol Cottrell, Carmen Davies, Gwen Good, Cecil Omand, Mary Schoenhardt, Tom Slumskie, Carol Stephenson

**Staff Support:** Pretima Kukadia-Kinting email: PKukadia@united-church.ca  
Rev. Diane Blanchard, Minister, Pastoral Relations  
email: dblanchard@united-church.ca

**Present:** JoAnne Angle, Marion Boyd, Gwen Good, Cecil Omand, Carol Stephenson, Carmen Davies,

**Regrets:** Micol Cottrell (on vacation)

**Absent:** Tom Slumskie, Mary Schoenhardt

**Welcome and Constitute Meeting:** Diane Blanchard welcomed the members to the commission and opens the meeting in the name of JC for the business that comes before us today.

**Acknowledging the Land:** in respect of the peoples who were originally here upon whose lands, respect of the calls to the church, in respect of indigenous ministries, give respect o

**Opening Worship:** Walk gently on this earth, Matthew 6, Blessed are you who share in creation

**Opening Motions:**

**New Business**

1. Governance for LLWLs in WOW. Suggested committee with the chair to be or become a member of the HR commission. Committee to be 2 lay people, 3 LLWLs and 2 ministry personnel. We'll affirm at policy-setting meeting. Update from Diane about numbers. Various presbytery policies being added to Dropbox file.
2. Policy-setting meeting in September or October, possibly an overnight meeting in cooperation with HR commissions from all three regions
3. Training for resource pool. Most needed are liaisons. Could we plan training to include HR commission members, on our regular meeting day and have a brief commission meeting following the training? September 17 or October 15 possibly.
4. New resource for the liaison conversation about SME discernment.

5. Consent docket. (In the meeting folder in Dropbox) What information do you need to be prepared to make decisions? Are there discussions you want to have in order to make good decisions?
6. Next meeting – date and worship leadership

**MOTION**      **Moved and seconded that the agenda be accepted as is.**

**The commission concurs with the agenda.**

**MOTION**      **Moved and seconded that the minutes of June 5 meeting with the addition of “Need to train more liaisons, as they are needed.”**

**The commission concurs with the minutes.**

1.

There are a number of pieces of work re LLWLs. Set up a committee with a LLWL that reports to us regarding these matters? Marion Boyd, LLWL, glad that policies will be moving ahead. Some presbyteries had LLWLs report wherever they had held services. An overview of how LLWLs are used and how often, and not just because they cost less, maybe some continuing education also, like ministers.

There is no overlap with Office of Vocation for LLWLs, they are lay people, falls within our purview. Does sub-committee a good idea? All agree. Would someone on the committee like to chair this committee? Marion Boyd took this up.

We will follow previous presbytery policy until new policies are decided. Probably by January 1<sup>st</sup>. Communicate with LLWLs to let them know – Diane is working on a list and contacting E&S for those from Northern Waters.

Will this list become available for pulpit supply was asked? Diane is referring names from Bruce Presbytery at this time. Eventually Churchhub.ca will make this possible, maybe not this year.

2.

Three commissions hoping to get together for two-day meeting, in person, to develop policy – this fall. The 3 chairs make will make some dates available then send out a Doodle poll. Probably at the Stoneridge Inn, Best Western Inn, London.

Will there be any prework on policies – to review basics? Diane has binder with lots of policy. Diane also has a list of policy questions - review Section I in The Manual. Are we looking for agreement on policy with three the regions? YES. Hoping to accommodate different needs and contexts.

3.

It would be helpful for all to be trained and know the job and be able to answer questions about liaisons. On a normal face-to-face meeting? September 17 (October 15). Regular Tuesday of the third week – put in all dates in calendar. Need the day 9:30 – 3:00. Mt. Forest is central to all – looking to book. Pretima can Zoom in for minutes.

4.

SME discernment. Supervised ministry education. Robin McGauley has done a video around what would make a good learning site for students. Emmanuel College, Atlantic School of Theology are preparing a Master of Divinity course, followed by practical on-the-ground work. Possibility for filling vacancy – up to 2 years. There is also a summer distance program up to 5 years. The DLM 3-year program of working in a pastoral charge and completing an education circle twice a year can also work.

Can check it out on YouTube – United Church – Robin McGauley

Are there standards of payments? – bottom of salary page – two categories for SME sites. Must work at least half-time.

5.

Question: The difference between call or appointment – used to be length – but now includes DLM, Candidate Supply, Retired receiving pension, Intentional Interim Ministers, Pastoral Charges in search need someone for a time, renewable twice.

There is a need for lots of liaisons. Consistency between profile and possible candidates or needs. Half time positions or less. Shared ministry. Variations of shared ministry can be difficult need to be workable

DLM, Ret. Min to be reappointed every year – what is the policy we want to set?

## CONSENT DOCKET

### Positions:

Having reviewed the position description for Moorefield, Palmerston and Fordwich, it is agreed that an open position be declared for ¾ time, shared according to the shared ministry agreement.

Having reviewed the position description for Temple Hill, it is agreed that an open position be declared for part-time 14 hours/week.

Having reviewed the position description for Trinity, Listowel and Atwood, it is agreed that an open position be declared for fulltime.

Are we checking on the salary figures according to the COL charts? Yes, Micol has offered to do this.

Appointment of Liaisons:

That Marg Krauter be appointed as liaison for Temple Hill.

That Joan Tuchlinsky, DM, be appointed as liaison for Palmerston, Moorefield and Fordwich.

That Gary Clark be appointed as regional liaison officer for Wesley, Cambridge.

That \_\_\_\_\_ be appointed as regional liaison for Trinity, Listowel.

Having reviewed the position description for Trinity Centennial, Rosemount, and knowing they hope to become an SME, that \_\_\_\_\_ be appointed as regional liaison to discern SME suitability and help with search process.

That \_\_\_\_\_ be appointed as liaison for Alma United Church.

Notice of Retirement:

That the notice of Keith Lockhart, OM, of his plans to retire from Wasaga Beach, effective December 31, 2019 be received with thanks for his ministry and that John Neff, minister, congregational support and mission, be advised.

Appointments:

That the appointment of Norm Munroe, OM ret., to Angus Pastoral Charge for 10 hours/week from 19/09/01 to 20/06/01 be approved with terms on the Record of Appointment dated 19/05/23.

That the appointment of Norm Munroe, OM ret., to Grenfel Pastoral Charge at 10 hours/week from 19/06/01 to 20/06/01 be approved with terms on the Record of Appointment dated 19.06.02.

That the re-appointment of Barb Smith-Young DLM unrecognized to Elora Pastoral Charge at 13.5 hours/week be approved from 19.07.01 to 20.06.30 with terms on the Record of Appointment dated 19.06.11.

That the re-appointment of Marg Smith, OM ret., to Zion, New Hamburg at 20 hours/week from 19/09/01 to 20/01/31 be approved with terms on the Record of appointment dated 19.06.30.

That the re-appointment of Gail Fricker, Candidate, to Knox, Ayr at 40 hours/week from July 1, 2019 to June 30, 2020 be approved with terms on the Record of Appointment dated 19.05.02.

That the appointment of Cynthia O'Connell, candidate, to Westminster, Orangeville at 30 hours/week from June 8, 2019 to June 8, 2021 be approved with terms on the Record of Appointment dated July 8, 2019. Westminster is an SME site.

That the appointment of Hoon Kim OM retired to Wyevale-Waverley Pastoral Charge at 10 hours/week from July 1, 2019 to June 30, 2020 be approved with terms on the Record of Appointment dated July 7, 2019.

Change of Terms to Call

That the terms of the call of Marion Loree to Melville, Fergus changed from 20 hours/week to 30 hours/week effective 19.09.01 be approved with terms on the Record of Call dated 19.03.24.

Call

That the call of Jason Richards to St Mary's Pastoral Charge, St Mary's effective 9/15/19 be approved with terms on the Record of Call dated 05/26/19 and that a liaison be appointed to help with the covenanting service.

END OF CONSENT DOCKET

**MOTION**      **It was moved and seconded that the Human Resource Commission of Western Ontario Waterways Regional Council concurs with the Consent Docket, with the exception of the three un-liaisoned positions: Trinity, Listowel, Trinity Centennial, Rosemount, and Alma United Church.**

**The commission concurs with the Consent Docket.**

It was noted that there was only one call – most Communities of Faith don't have the funds to hire a minister.

**Next Meeting:** Tuesday, September 17, 2019 at 10:00 p.m. by Zoom.

Worship will be by: JoAnne Angle

Motion: In consensus that we adjourn.