

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

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- Place:** Zoom Meeting 10:00 am
- Roster:** Micol Cottrell (OM, Chair), JoAnne Angle (L), Marion Boyd (L), Carmen Davies (L), Gwen Good (L), Orville James, Cathy Larmond (OM), Cecil Omand (L), Emily Perry (L), Russel Rogers, Tom Slumskie (L), Carol Stephenson (L), Jane Sullivan
- Staff Support:** Pretima Kukadia-Kinting, Admin Assistant PKukadia@united-church.ca  
Rev. Diane Blanchard, Minister, Pastoral Relations DBlanchard@united-church.ca
- Present:** Micol Cottrell, JoAnne Angle, Marion Boyd, Carmen Davies, Gwen Good, Cathy Larmond, Cecil Omand, Emily Perry, Tom Slumskie, Carol Stephenson, Diane Blanchard, Pretima Kukadia-Kinting, Russel Rogers, Orville James
- Regrets:** Jane Sullivan
- Absent:**

**Welcome and Constitute Meeting:** The meeting was constituted and opened by Micol Cottrell.

**Acknowledging the Land:** Territorial lands are acknowledged on behalf of the Human Resource Committee by Micol Cottrell: We are gathered this morning to worship on traditional lands. We recognize and deeply appreciate the historic connection to this ground we worship on. We also recognize the contributions of the Metis, Inuit, and other Indigenous peoples have made to our country. As settlers, this recognition must be clearly connected to our commitment to make the promise and the challenge of the Truth and Reconciliation real in the community in which we live and worship. We are grateful to the Creator for this time and this place.

**Opening Worship:** Worship was provided by Cathy Larmond. Psalm 46: nations in an uproar, be still and know that I am God, be still and know that I am God.

**Opening Motions:**

Approval of Agenda:

**MOTION that the agenda be accepted as amended.**

**MOTION**

**CARRIED**

Approval of Previous Minutes:

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of January 21, 2020 as circulated.**

**MOTION**

**CARRIED**

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of February 18, 2020 as circulated.**

**MOTION**

**CARRIED**

**Business Arising:**

Welcome to our new members: Russel Rogers, Orville James and Jane Sullivan (regrets).

Zoom is a way to connect at this time of social distancing, a free account is good for 40 minutes up to 100 people. Congregations may find this useful.

**New Business:**

1. Update from Diane

- i) Upcoming Regional events: April 1 and 2 – email from region sent March 11. Meetings cancelled.
- ii) Regional staff working from home, trying to maintain distance from in-person meetings, will try for Zoom meetings. A lot of information from national office, and regional information in regard to this.
- iii) Congregational meetings can be ‘legal’ through online, phone, means required to connect, may have to wait for some matters ... until after April.  
Can congregations agree to an appointment or call, upon later approval? No. Subject to approval later? Can’t say decision is made until it’s made by congregation to approve incoming minister.
- iv) Intentional Interim ministry position at First United Church, Waterloo.

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve the open full-time position for an Intentional Interim minister at First United Church, Waterloo.**

**MOTION**

**CARRIED**

2. Update from Micol

3. Consent Docket

**Request for Change of Pastoral Relations:**

That the Human Resources Commission accede to the request of Janet Erikson OM to end her pastoral relationship with Dundalk Pastoral Charge, effective June 30, 2020 for the purpose of retirement.

**Approval of Open Positions:**

That, having reviewed the position description, the Human Resources Commission approve a position for ministry personnel for 20 hours/week at Wyevale Pastoral Charge.

That, having reviewed the position description, the Human Resources Commission approve a position for ministry personnel for fulltime 40 hours/week at Annan-Woodford Pastoral Charge.

That, having reviewed the position description, the Human Resources Commission approve the positions for ministry personnel for 24 hours/week and for 10 hours/week at Trinity Centennial Pastoral Charge.

**Appointment of Liaisons:**

That the Human Resources Commission appoint the following liaisons:

Wyevale Pastoral Charge - Brian Goodings

Wasaga Beach – Keith Blackstock

St Luke's, Cambridge (because Noreen Ueberer has resigned) – Joanne Angle

First United, Waterloo

**Renewal of appointments:**

That the Human Resources Commission accede to the request of Trinity-Centennial, Rosemount for the appointment of Ann Harbridge, DLM, part time 24 hrs/wk from 20.04.01 to 21.06.30 according to the terms agreed to on 20.03.03 in Churchhub.

Note: Proposed change in terms of appointment for Ann Harbridge at Trinity-Centennial, Rosemount to reduce hours from 30 to 24 with an additional appointment for a minister for 10 hours. Janet Cleave, liaison, attended their annual meeting on March 1. This has been negotiated amicably.

That the Human Resources Commission accede to the request of Zion, New Hamburg for the appointment of Marg Smith, OMR, parttime 25 hr/wk from 20.02.01 to 20.06.30 according to the terms agreed to on 20.02.01 in Churchhub. (Note this appears to begin 20.03.18 but needs to be backdated manually for the personnel file).

**Approval of new appointments:**

That the Human Resources Commission accede to the request of Trinity-Centennial, Rosemount for the appointment of Dennis Posnoe, OMR, part time 10 hr/wk from 20.04.01 to 21.06.30 according to the terms agreed to on 20.03.04 in Churchhub.

**Approval of calls:**

That the Human Resources Commission accede to the request of Embro United Church for the call of Susan Cole, OM, fulltime, beginning 2020-09-01 according to the terms agreed to on 20.03.15 in Churchhub.

**Receive for information:**

Melville, Fergus has approved a sabbatical leave for Marion Loree, OM, from 20.06.01 to 20.08.31.

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council accept the consent docket as circulated.**

**MOTION**

**CARRIED**

4. Staffing the LLWL Resource Team

i) Names for consideration: Do we see numbers as minimum? Yes

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve Linda Paul, LLWL, as a member of the LLWL Resource Team.**

**MOTION**

**CARRIED**

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve JoAnne Angle, Layperson, as a member of the LLWL Resource Team.**

**MOTION**

**CARRIED**

**MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve David Shearman, OMR, as a member of the LLWL Resource Team.**

**MOTION**

**CARRIED**

ii) Continued need for another lay person who is not a LLWL. Priority given for someone in the Huron-Perth portion of our region. Micol will write something for the newsletter

Time to move ahead with the LLWL Resource Team and add members as they join.

5. Committee Member Terms: terms to be decided with 1/3 completing a term annually, with a balanced mix of ministry and lay personnel.  
New members 3 year term to 2023: Jane Sullivan, Orville James, Russel Rogers  
Marion Boyd is agreed to 1 year term to 2021 and Carmen Davies agrees to a 2 year term to 2022.

6. United Fresh Start: no further information at this time. Tabling this item.

Micol led us in a closing prayer.

**Next Meeting:** April 21, 2020 at 10:00 a.m. by Zoom

**Worship by:** Name

**MOTION that the Human Resources Commission of Western Ontario Waterways having concluded its business, be adjourned.**

**MOTION**

**CARRIED**