

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

- 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, Orville James, Cathy Larmond, Emily Perry, Russel Rogers, Carol Stephenson, Jane Sullivan, Diane Blanchard, Pretima Kukadia-Kinting
- Regrets:** Cecil Omand
- Absent:** Tom Slumskie

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 Micol Cottrell. The Lord is Risen indeed ...

Opening Motions:

Approval of Agenda:

MOTION that the agenda be accepted as amended.

MOTION

AGREED

Approval of Previous Minutes:

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of March 17, 2020 as circulated.

MOTION

AGREED

Business Arising:

New Business:

1. Consent Docket

Approval of Open Positions:

That having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve a position for ministry personnel for 20 hours/week at Arkell United Church.

That having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve a position for Intentional Interim ministry personnel for full time at Wasaga Beach United Church.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional council approve a position for ministry personnel for 30 hours/week at St. Luke's, Cambridge. The request to add the requirement that the successful candidate must have a driver's licence and car, is also approved with a recommendation to be sent that the wording for this be amended to 'adequate transportation to fulfill duties.

Renewal of appointments:

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Hepworth Sauble-Beach Pastoral Charge to appoint Tim Reaburn, OM, part time 20 hours/week, from 2020-04-09 to 2020-09-30 according to the terms agreed to on 2020-04-09.

Note: This is during the pastoral charge's search and this is Rev. Reaburn's second appointment.

Approval of calls:

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Ayr: Knox Pastoral Charge for the provisional call of Gail Fricker, Candidate for OM, full-time beginning 2020-06-02 according to the terms agreed to on 2020-03-19.

Note: there are candidates who will not be ordained this spring as planned. The decision has been made at General Council that they will change salary categories at the beginning of their provisional call.

Receive for information:

Decision by Greg Smith-Young and Elora United Church to postpone his sabbatical leave because of COVID-19 pandemic

Decision by Jessica Cottrell and Harriston United Church to postpone her sabbatical leave because of COVID-19 pandemic.

Decision by Mark Laird and Drayton United Church to postpone his sabbatical leave because of the COVID-10 pandemic.

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

MOTION

AGREED

2. Removed from Consent Docket

MOTION that having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve a position for ministry personnel for 20 hours/week at the Rob Roy – Nottawa Pastoral Charge.

MOTION

AGREED

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of the Clifford Pastoral Charge to appoint Jennifer Brown, candidate, fulltime, from 20.07.01 to 22.07.01 according to the terms agreed to on 20.04.19.

MOTION

AGREED

3. **MOTION** that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request from Rosemont: Trinity-Centennial United Church to delay the implementation of the job sharing between Ann Harbridge and Dennis Posno until an appropriate time to be determined in consultation with Ministry & Personnel and the two ministers.

MOTIONAGREED

- 4.

5. Discussion: minimum pulpit supply payment for Licensed Lay Worship Leaders.

It is set already as the same rate as pulpit supply for ministry personnel which is \$216, as in the Salary Guidelines for 2020.

Marion Boyd will write a letter to go out to M&P committees in the summer/fall reiterating this policy and then communities of faith can plan for this in their 2021 budget, as some congregations have set their budgets for this year.

6. Terms of Commission members

Background: Commissions and executives have been asked to stagger members terms in order to prevent people completing their terms at the same time. A term is normally 3 years, renewable once as per the governance handbook. Other than those who requested shortened terms, the initial members of the commission were matched with term lengths randomly. Terms end at the Rise of Regional Council Meeting in May.

Proposal: That the following first terms for commission members be approved:

JoAnne Angle	2019-2021	2-year term
Marion Boyd	2019-2021	2-year term
Micol Cottrell	2019-2022	3-year term
Carmen Davies	2019-2021	2-year term
Gwen Good	2019-2021	2-year term
Cecil Omand	2019-2021	2-year term
Tom Slumskie	2019-2022	3-year term
Carol Stephenson	2019-2022	3-year term
Emily Perry	2019-2022	3-year term
Cathy Lamond	2020-2023	3-year term
Jane Sullivan	2020-2023	3-year term
Orville James	2020-2023	3-year term
Russel Rogers	2020-2023	3-year term

7. Setting the term length for the chair of the commission. TABLED

For information: next meeting we will be electing the representative to the executive which is a yearly appointment.

8. MOTION that should the Human Resources Commission of Western Ontario Waterways Regional Council be unable to constitute quorum, with at least 4 members present for a meeting, that the work of that meeting be referred to the regional council executive.

MOTION

AGREED

9. Our work in relation to COVID-19, including:

- i) how the delay of regional gathering affects ordination, commission, and recognition and calls/appointments,
- ii) information about emergency temporary leave for lay employees (including those who receive benefits and those who do not),
- iii) role/responsibility/inclusion of region in decision making around employment/calls/appointments,
- iv) Ethics around laying people off in relationship to the financial relief programs being provided;

V) helping congregations connect and provide coverage in the midst of present realities.

From Sub-Executive of the General Council UCC Meeting:

Changes have been made to Pastoral Relations By-Laws. Governing Body can make decisions as needed, consult Pastoral Relations By-Laws and Minister first.

The Covenant Commission of the Region is tasked with making sure requirements are met: community of faith's reserves are used, grants and loans are used, before making Pastoral Relations changes. This would then come to the Human Resources Commission. The Covenant Commission has prepared a form for use by communities of faith to ensure steps are taken and plans are made to cover the needs of a community of faith before a pastoral change is consented to.

If a community of faith is thinking of laying off staff, even lay employees, they need to contact Diane Blanchard to ensure pastoral relations by-laws are met.

Contract employee lay-offs are not under our mandate.

Diane will draft a letter to send to M&P contacts regarding ministers working hard at this time and needing down-time to refresh. Will include something to go in the for newsletter.

10. Is there a need to meet more than once a month during this time? This may be required. Pretima will set up a reoccurring Zoom meeting time for every Tuesday at 10 a.m. Suggest that everyone use and promote Facebook for quickest news, newsletter for weekly updates, and website for documents and files.
11. **MOTION** that the Human Resources Commission of Western Ontario Waterways approve the placement of Carol Stephenson to the transition team of First United Church, Waterloo.

MOTION

AGREED

April 21, 2020

HRC 20-18

Micol led us in a closing prayer.

Next Meeting: May 19, 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

AGREED