

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, Gwen Good, Cathy Larmond, Cecil Omand, Russell Rogers, Carol Stephenson, Jane Sullivan (had to leave at 11 am), Diane Blanchard, Pretima Kukadia-Kinting
- Regrets:** Orville James. Emily Perry, Tom Slumskie
- 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 Jane Sullivan.

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 April 21, 2020 as circulated.

MOTION

AGREED

Business Arising:

1. Update from Diane Blanchard
2. Update from representative to Executive: Micol Cottrell

New Business:

1. For information: Carmen Davies is stepping down from serving as a regional representative from her congregation and in turn from the work of this commission. We are thankful for the work she has done on this commission.

2. Consent Docket

Request for Change of Pastoral Relations:

That the Human Resources Commission accept the request of Marianne Leach-Hofer DLM for a change of pastoral relations from Calvary, St Jacob's effective April 30, 2020 to be available for appointment.

That the Human Resources Commission accept the request of Elise Feltrin, OM, for a change of pastoral relations from St Andrew's, Bayfield effective September 30, 2020 in order to accept a new call.

That the Human Resources Commission accept the request of Vickie Johnson, OM, for a change of pastoral relations from Pine River Pastoral Charge effective September 30, 2020 in order to seek a new call.

Approval of Open Positions:

That, having reviewed the position description, the Human Resources Commission approve a position for Trinity, Shelburne and Primrose for a full-time ministry personnel.

That, having reviewed the position description, the Human Resources Commission approve a position for Badjeros Pastoral Charge for a half-time ministry personnel. (They have a shared ministry agreement with Rob Roy-Nottawa.)

Appointment of Liaisons:

Badjeros and Rob Roy-Nottawa –

Renewal of appointments:

That the Human Resources Commission accede to the request of Trinity-Centennial, Rosemount for the appointment of Stacey Mortson, Candidate, to an SME position part-time, 20 hours/week from 20.09.01 to 22.06.30 according to the record of appointment agreed to in Churchhub on 20.05.05.

Approval of new appointments:

Approval of calls:

That the Human Resources Commission accede to the request of Central Westside Pastoral Charge for the call of Nicholas Forrester, OM, fulltime, from 20.07.01 according to the terms of the record of call agreed to in Churchhub on 20.05.01.

That the Human Resources Commission accede to the request of Trinity, Listowel and Atwood (shared ministry) for the call of Beth Kerr, DM, fulltime, from 20.07.?? according to the terms of the record of call agreed to on the record of call (paper) signed on 20.05.15.

Request for Categorization of Position**License to Administer the Sacraments****Receive for information:**

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

MOTION**AGREED****3. Expression of Interest forms for the LLWL Resource Team**

Note: Following our last meeting the LLWL Resource Team has filled the positions for ministry personnel.

Micol Cottrell sent e-mails to thank the Rev. Colin Snyder and the Rev. Bill McAuslan thanking them for their interest and informing them that ministry positions are full. He also shared that we continue to look for Liaisons to work with communities of faith. Bill McAuslan expressed interest in knowing more about this work.

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council accept Teresa Coulthard to the LLWL Resource Team.

MOTION**AGREED**

Marion Boyd is the Chair of the LLWL Resource Team and the team is now complete. Asking that the \$3,000 budget be set aside. Probably not going to be used for in-person meetings. Will use Zoom as much as possible for interviewing LLWLs. Will not be suggesting any change to the policy for remuneration, being minimum as in policy. Will be meeting every second Monday to bring anything to the HRC.

4. Term for the commission chair: decisions around length and renewal. Recommending a two-year term. Renewable if desired.

This, and the representative to the executive, are two different roles.

MOTION that the Human Resources Commission of Western Ontario Waterways role of the chair is a two-year term, renewable.

MOTION

AGREED

Electing a representative to the executive – two-year term, renewable.

Note: the executive has asked that, where possible, the membership of the executive not change for the time being as they continue to navigate through this unprecedented time. If there is a change in the representative from our commission it would not come into effect until the rise of the next regional meeting (most likely this fall).

MOTION that the Human Resources Commission of Western Ontario Waterways role of the representative to the executive is a two-year term, renewable.

MOTION

AGREED

5. Letter re. Vacation

MOTION that the Human Resources Commission of Western Ontario Waterway Regional Council support the letter written to Ministry Personnel and M&P Committees encouraging that vacation and continuing education time continue to be taken.

MOTION

AGREED

6. Proposal from Kincardine United Church.

Note: This is not in the Dropbox folder as it requires further information from Diane Blanchard and Micol Cottrell. The proposal and information will be presented in full at the meeting.

In consultation with the Executive Minister, Cheryl-Ann Stadelbauer-Sampa, and Diane Blanchard, this is not work that we can take action on.

There is not the ability to make a Designated Lay Minister a Volunteer Associate Minister.

Marion Boyd, as a member of Kincardine Commission would like to speak to this but will recuse self from voting on this, if any vote happens. Feels this may be a prolongation of one order of ministry. Seems this is disrespectful of one who is taking on all the work. Which section of The Manual does not allow us to make this decision?

Diane Blanchard: Ordered ministers include Diaconal and Ordained. Designated Ministers who are retired are then considered lay members. The same requirements do not apply to them, e.g. police records check and boundary trainings.

Micol: As the HRC we cannot change this policy. Must be changed at the national church. Was decided with One Order of Ministry.

May 19, 2020

HRC 20-23

A letter will be sent to Kincardine United Church explaining why no vote can be taken on this proposal and what the current policy is, by Micol and Diane.

Micol Cottrell led us in a closing prayer.

Next Meeting: June 16, 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

DRAFT