

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), Gwen Good (L), Douglas Hayward (L), Cathy Larmond (OM), Cecil Omand (L), Russell Rogers, Tom Slumskie (L), Mel Spencer (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, Tom Slumskie, Carol Stephenson, Jane Sullivan, Diane Blanchard, Pretima Kukadia-Kinting

Regrets:

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: A prayer was shared by Marion Boyd. Psalm 62, "God is a refuge."

Opening Motions:

Approval of Agenda:

MOTION that the agenda be accepted as circulated.

MOTION

AGREED

Approval of Previous Minutes:

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of October 20, 2020 as circulated.

MOTION

AGREED

The new members of our commission, Douglas Hayward and Mel Spencer, appointed at the recent regional council meeting were introduced to members and us to them.

Business Arising:

New Business:

1. Updates from Pastoral Support Minister, Diane Blanchard: Thanks to Micol for presentation to Fall Regional Council meeting, UFS presentation was used by two other regional councils.

Approved Action Plan for Affirming Ministry: who's at the table and who's missing?
 Discussion of Exit Interviews: An exit interview has been requested, should these be arranged for changes in pastoral relations – report to be shared with Covenant Commission. Catch red flags and no pastoral charge singled out.
 Commission members: Jane Sullivan and JoAnne Angle

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council conduct exit interviews on a regular basis.

MOTION

AGREED

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council appoint Jane Sullivan and JoAnne Angle to conduct the upcoming exit interview.

MOTION

AGREED

2. Updates from representative to Executive, Micol Cottrell: The position of Minister, Right Relations and Social Justice has been filled.
3. Update from the LLWL Resource Team, Marion Boyd: LLWL RT had a good meeting. Send a reminder notice to LLWLs to send in a report, received 6 so far, which do not require updating, are within 3-year limit. Are to be sent in by November 30, 2020. Wanting to send notice to re-certify every 3 years. Some new interest, in process of coursework, toward LLWLs. Norm Eygenraam, Mt. Forest, and Susan Humphrey, Knox United Church in Ayr, interviewed and both recommended for licensing.

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council recommend Norm Eygenraam of Mt. Forest United Church, and Susan Humphrey of Knox United Church in Ayr, for 3-year licensing as Licensed Lay Worship Leaders.

MOTION

AGREED

Marion Boyd will notify both new licensees.

4. Update about United Fresh Start – Gwen Good, Diane Blanchard: There is a training on November 26. Some modules will be recorded. A lot happening in new year.

5. Consent Docket**Request for Change of Pastoral Relations:**

That the Human Resources Commission of Western Ontario Waterways Regional Council accept the request of Rienk Vlietstra for a change in pastoral relationship from Bellwood-Metz Pastoral Charge effective December 31, 2020.

That the Human Resources Commission of Western Ontario Waterways Regional Council accept the request of Mary Boland to alter her request of change in pastoral relationship from Grace United Church, Tavistock from December 31, 2020 to February 28, 2021.

That the Human Resources Commission of Western Ontario Waterways Regional Council accept the request of Thérèse Samuel for a change in pastoral relationship from Grace United, Thornbury effective February 28, 2021.

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, supply, for Kemble-Sarawak-Zion-Keppel for up to 20 hours/week.

That having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council recognize the position for ministry personnel at Grand Valley Institution for Women.

Appointment of Liaisons:

Harcourt Memorial, Guelph –

Calvary Memorial, Kitchener – Cathy Stewart-Savage

Parkview, Stratford – Gwen Good

Three Willows, Guelph –

Renewal of appointments:**Approval of new appointments:****Approval of calls:**

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request to call William Bruce, OM, full time, beginning [REDACTED] at Annan-Woodford Pastoral Charge according to the terms agreed of the record of call agreed to in ChurchHub on 2020-10-30.

Request for Categorization of Position:

VAM Applications:

That the Human Resources Commission of Western Ontario Waterways endorse the application of David Kai, DM-Retired, to be a Voluntary Associate Minister at Huron Shores United Church, Grand Bend.

That the Human Resources Commission of Western Ontario Waterways endorse the application of Marly Brown to be a Voluntary Associate Minister at Huron Shores United Church, Grand.

Request for a Licence to Administer the Sacraments:

That the Human Resources Commission of Western Ontario Waterway grant a Licence to Administer the Sacraments to Marion Leech Hoffer, DLM.

Notes: Marion is serving as chaplain at Grand Valley institute. This motion requires the recognition of the position at Grand Valley being categorized as a ministry site (Diane will provide proper wording for this).

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

MOTION

AGREED

6. Workplace Discrimination Policy: Every congregation is required to have a policy in place. If there isn't a Workplace Discrimination Policy in place then they fall under the United Church policy. It is quite a strict policy.
7. Calvary Memorial United Church, Kitchener – had a trained IIM minister, not officially appointed as such. Cathy Stewart-Savage is the Liaison. Minister is leaving and suggests that IIM is needed. Position is not posted yet.
8. For information: Massie United Church, Chatsworth. Has a withdrawn-student/candidate doing pulpit supply unofficially, isn't eligible under PR policies. Covenant Commission is working with Massie United Church and Michael Henkel. There is a Pastoral Charge Supervisor in place.
For information.

Next Meeting: December 15, 2020 at 10:00 a.m. by Zoom

Worship by: Name

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

MOTION

AGREED