

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, Douglas Hayward, Cathy Larmond, Cecil Omand, Russell Rogers, Mel Spencer, Carol Stephenson, Jane Sullivan, Diane Blanchard, Pretima Kukadia-Kinting

Regrets:

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: A prayer was shared by Russell Rogers. The Living Bible, Luke 2:1, at this time we are told what we can and cannot do at Christmas. The Christmas Guest by Helen Steiner Rice.

Hold Three Willows United Church, Guelph and Mary Eliot (who died in early December) in our prayers.

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 November 17, 2020 as circulated.

MOTION

AGREED

Business Arising:

New Business:

1. Update from Pastoral Support Minister, Diane Blanchard: Diane gave an overview of Churchhub and the processes of search for communities of faith and ministers.

How are appointment endings brought to awareness? Especially if they are 6 months or 2 years? Churches keep an eye on end dates.

Three M&P Trainings took place over the last 3 months with over 80 attendants. Next ones will be in February/March. Possibly more specific topics.

2. Update from representative to Executive, Micol Cottrell: Executive is tomorrow, so nothing to report.
3. Update from the LLWL Resource Team, Marion Boyd: not enough business for a meeting and some confusion over notice of meeting. Has LLWL lists from Bruce Presbytery, but not from the other former Presbyteries.

Need more details for the database of LLWLs – only have names and emails currently. No other contact information or qualifications, etc.

Will be meeting again in January and will be strategizing about how to make contact.

We can license LLWLs for up to 3 years, which is when a letter of recommendation is required.

4. Update about United Fresh Start – Gwen Good, Diane Blanchard: some critical content is being covered, the modules are going well. We will be recording modules starting in February.

5. Consent Docket

Request for Change of Pastoral Relations:

That the Human Resources Commission of Western Ontario Waterways Regional Council accept the request of Brian Goodings for a change in pastoral relationship from Trinity United, Collingwood effective April 5, 2021.

That the Human Resources Commission of Western Ontario Waterways Regional Council accept the request of Gail Fricker for a change in pastoral relationship from Knox United Church, Ayr 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 Supply Minister for Pastoral care, for Harcourt, Guelph for 20 hours/week.

That having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve a position for ministry personnel for Parkview United Church, Stratford full time.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve a position for ministry personnel, fulltime, at Calvary Memorial, Kitchener.

Appointment of Liaisons:

Harcourt Memorial, Guelph – Cecil Omand

Calvary, Listowel –

Three Willows, Guelph – JoAnne Angle

Renewal of appointments:

That the Human Resources Commission of Western Ontario Waterways accede to the request of St. Paul's, Milverton, for the appointment of Sonya van de Hoef-Fraser, candidate, from 21.01.01 to 21.12.31 according to the record of appointment agreed to in Churchhub on 20.12.03 (the record will be corrected to show Sonya as a student, not a provisional appointment).

That the Human Resources Commission of Western Ontario Waterways accede to the request of Glen Morris United for the appointment of Michiko Bown-Kai, OM, part time 20 hours/week from 21.01.01 to 21.01.31 according to the terms agreed to on Churchhub on 20.11.23.

Approval of new appointments:

That the Human Resources Commission of Western Ontario Waterways accede to the request of St. Luke's, Cambridge for the appointment of Michiko Bown-Kai, OM, part-time 30 hours/week from 21.02.01 to 23.01.31 according to the terms agreed to in Churchhub on 20.12.07.

Approval of calls:

That the Human Resources Commission of Western Ontario Waterways accede to the request of Tavistock Pastoral Charge for the call of Gail Fricker, OM, full-time beginning on 21.03.01 according to the terms agreed to in Churchhub on 20.12.07.

Request for Categorization of Position

That, having reviewed the position description of “MANNA lead coordinator” for Harcourt United Church, it be categorized as a Congregational Designated Minister. (primarily a Christian Education role).

VAM Applications:

That the Human Resources Commission of Western Ontario Waterways Regional Council endorse the application by Marly Bown, DM-R, to be a Voluntary Associate Minister at Huron Shores United Church, Grand Bend, with the agreement of the governing body and minister, Kate Crawford from December 2020 to December 2025.

That the Human Resources Commission of Western Ontario Waterways Regional Council endorse the application by David Kai, DM-R, to be a Voluntary Associate Minister at Huron Shores United Church, with the agreement of the governing body and minister, Kate Crawford from December 2020 to December 2025.

Request for a Licence to Administer the Sacraments:

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

MOTION

AGREED

- 6. Affirm Action Plan: Liaisons, during search process, work on eliminating bias and discrimination. The Workplace Harassment Policy also explains terminology.

How do we live into these policies? Who is part of our group and who do we need to invite into our group? Let’s discuss this in further meetings.

- 7. Gail Fricker’s exit interview is yet to take place.

Next Meeting: January 19, 2021 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