

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, Tom Slumskie, Mel Spencer, 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 and work on traditional lands. We recognize and deeply appreciate the historic connection to this ground we worship and work on. We also recognize the contributions of the Metis, Inuit, and other Indigenous peoples have made to our country. For those of us who are 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, worship, and work. We are grateful to the Creator for this time and this place.

Opening Worship: A prayer was shared by Carol Stephenson: Black energy could be God. Jesus left the city and went to the Mount of Olives ... the disciples went with him. How can a parent not just allow, but ask their child to suffer? Can appreciate Lent especially now when the whole world is experiencing COVID together.

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 February 16, 2021 as circulated.

MOTION

AGREED

Business Arising:

New Business:

1. Update from Pastoral Support Minister, Diane Blanchard: Did the M&P Committee workshop and the next one is also going to be full (April 10). Need to schedule more time for Discrimination and Harassment Policy. Also did Search Team training for a number of communities of faith. Would welcome other voices. Next one coming up April 13.
2. Update from representative to Executive, Micol Cottrell: Working on spring meetings, congregational review, will ask for time to recognize LLWLs at the spring meeting.
3. Update from the LLWL Resource Team, Marion Boyd: had a very good meeting las week, make a spreadsheet to keep LLWLs current. A couple yearly reports outstanding only. One new inquiry/application. New recommendation for next month. Are getting ready to interview LLWLs. Are interviewing, but looks like all them so far will be recommended. Need to look at continuing education needs. A new publication is out. Diane will send out a request for a photo and short biography of each LLWL. It will be the HRC that will recognize at least the newly-licensed LLWLs at the spring meeting. Would it be possible to recognize the existing ones at the fall meeting when all have been interviewed? Micol Cottrell will take this to the Executive.
4. Update about United Fresh Start – Gwen Good, Diane Blanchard: Good groups attending from communities of faith. Get a lot out of it. Half of ‘new’ ministers from the last 18 months met with the Small Groups of UFS. Will the HRC do this for another year? Diane will bring a proposal to the April meeting.
5. Consent Docket

Observation from Micol Cottrell:

- 1) For some communities of faith, highlight connection/responsibilities with the regional council.
- 2) The inclusion in a job description that a minister is required to have a driver’s license and vehicle is problematic as it reads as ‘Ableist’ and exclude reasonable accommodations (whether intentional or not). Diane will add a discussion to the Liaison training about this.

Request for Change of Pastoral Relations:

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Heather McCarrel, OM, for a change of pastoral relations from Port Elgin United Church, effective July 1, 2021.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Brad Inglis, OM, for a change of pastoral relations from Tobermory Pastoral Charge, effective ... (by August 31, 2021).

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the change in the date of retirement of Lyn Workman, DM, from Tara United Church, St. John's (Chesley) and Dobbinton United Church to be effective March 31, 2021 (rather than as previously approved for April 4, 2021).

Approval of Open Positions:

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the supply appointment position, part-time, 25 hours/week for Tottenham - Rich Hill United Church.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the permanent position for a solo minister, part-time, 27 hours/week for Annesley United Church, Markdale.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the supply appointment position for a minister, part-time, 30 hours/week for St. Andrew's United Church, Bayfield. (St. Andrew's United Church prorated holiday and Con-Ed – this can't be done. They will need to be informed of this.)

Appointment of Liaisons:

Trinity, Guelph – Doug Hayward

Knox, Ayr – Gary Clark

Allenford-Park Head – Tom Slumskie

Melville, Fergus – Doug Hayward

West Montrose – Bonnie Holliday

Trinity, Collingwood – Wendy May

Erin/Ballinafad –

Meaford – Keith Blackshaw?

Londesborough & Auburn –

St Andrew's, Bayfield –

Thames Road-Elimville – needs a liaison for their covenanting service (outside) in June or September (Mary Steward/Boland is requesting a year off from volunteer church work as she embraces retirement)

Approval of new appointments:

That the Human Resources Commission of Western Ontario Waterways accede to the request of Temple Hill United Church, Walters Falls Pastoral Charge, for the appointment of Neil Parker, OM, PT 5 hrs/week, from 21.02.14 to 22.02.14 according to the terms of the appointment agreed to in Churchhub on 21.02.20.

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

MOTION

AGREED

6. **Recommend Exit Interview:** with Heather McCarell and Port Elgin's Chair of the Board. Jane Sullivan and Carol Stephenson will do this later in April, possibly jointly with the Covenant Commission.
7. **Community of Faith Self-Assessment Checklist:** helpful to know what is on the checklist put together by the Covenant Commission?
8. **Employment Question** March 9: received for information
9. **Palmerston CDM Job Description:** Table this discussion to next meeting. In order to employ a CDM, the pastoral charge needs to have at least a part-time ministry personnel and we do not yet have a position description for that position. Diane will assist them with their position description for ministry personnel. The Covenant Commission is helping them complete the other profile pieces that are required.
10. Big picture discussion: **Part-time ministry** – this discussion tabled.
 - i. Brainstorming ways to support communities of faith transitioning to part time, create healthy time boundaries with part time, shape position descriptions that reference how the expectations are different than full time, supporting ways of sharing ministry (this would also be Covenant Commission work), etc.
11. **Future Meeting planning:** Presentation on Building Respectful Congregations, other big picture discussions?

Next Meeting: April 20, 2021 at 10:00 a.m. by Zoom

Worship by: Name

The chair declared that the having concluded its business set before the meeting is adjourned.

MOTION

AGREED