

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), 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 DBlanchar@united-church.ca

Present: Micol Cottrell, Jo-Anne Angle, Marion Boyd, Gwen Good, Douglas Hayward, Cathy Larmond, Tom Slumskie, Mel Spencer, Carol Stephenson, Jane Sullivan, Diane Blanchard, Pretima Kukadia-Kinting

Regrets: Russell Rogers,

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 JoAnne Angle: John 12.

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 May 18, 2021 as circulated.

MOTION

AGREED

Old Business:

1. Thank you to Jo-Anne for filling in as chair last meeting and for August, September and October.

New Business:

2. Update from Pastoral Support Minister, Diane Blanchard: Working with Port Elgin to work with Faith Care for circle listening process – a step forward.

Micol Cottrell will cover as Interim Pastoral Support Minister for Diane's sabbatical. Thankful to Micol and Grace United Church, Hanover.

Sabbatical work will be working with admission candidates and M&P committees to make this a positive experience with racism and cultural intelligence. Admission candidates are ordained ministers in other denomination, must complete 3-5 compulsory courses of UCC polity, appointments, etc.

3. Update from representative to Executive, Cathy Larmond: Cathy was just at an Executive meeting before this one, approved Diane's sabbatical. Covenant Commission is looking at lack of ministers in positions and a person doing a survey. Looked at Spring Meeting, elected a few positions for GC Commissioners, still positions open until October 15. Mark Laird is improving in health hope to induct him in October, Gary will be on sabbatical, Heather Leffler will step in as Past President. We need more people to do the work of liaisons, probably need of pastoral supervisors is greater.

Marion Boyd: lack of Pastoral Supervisors.

4. Update from the LLWL Resource Team, Marion Boyd: Will be active again in September. Updating interviewing in teams. Next report will be in September.
5. Update about United Fresh Start – Gwen Good, Diane Blanchard: Deb Deavu, and others, will put together module on History Sharing. Still planning on module on Building Respectful Congregations.
6. Consent Docket

Request for Change of Pastoral Relations:

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Felicia Urbanski, OM, for a change of pastoral relations from Erin United Church effective 2022-01-01 due to retirement.

Approval of Open Positions:

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a Director of Community Connections and Pastoral Care, up to FT, hours to be negotiated for Calvary Evangelical Church, St. Jacob's.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Minister of Preaching, Worship, Christian Dev. and Pastoral Care, PT or FT, 20-40 hrs/week (to be negotiated) from 2021-08-01 to 2021-10-31 for Grace United Church, Hanover.

Appointment of Liaisons:

Calvary, St. Jacobs –

Letterbreen –

Cedar Hill –

Tobermory –

Renewal of appointments:

Approval of new appointments:

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Tara-Centenary Pastoral Charge, to appoint Craig Bartlett, OM, FT, 40 hrs/week, from 2021-08-01 to 2024-06-30 according to the terms agreed to in ChurchHub on 2021-06-09.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Rosemont: Trinity Centennial Pastoral Charge, to appoint Ann Harbridge, DLM, PT, 24 hrs/week, from 2021-07-01 to 2022-12-31 according to the terms agreed to in ChurchHub on 2021-06-02.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Pine River Pastoral Charge, to appoint Wonder Chimvinga, OM, FT, 40 hrs/week, from 2021-06-01 to 2024-06-30 according to the terms agreed to in ChurchHub on 2021-05-20.

Approval of calls:

Request for Categorization of Position:

Receive for information:

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

MOTION

AGREED

7. Discussion: CDM positions - M&P Training around ministry and lay positions, for e.g., CDM positions, when does this change? Accountability is through the Governing Council. Where is the supervision? A congregation wanting to hire a person for multiple CDM positions, need to draw up a new position description. Need to ask, "How do these

positions fit within the Living Faith Story of the community of faith?" Policy maybe within this document. Liaisons aren't trained in CDM positions.

8. Appointment of Meghan Gilholm at Glen Morris United Church:

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council extend the current appointment, with the terms previously agreed to, of Meghan Gilholm, candidate, to Glen Morris United Church from 2021.07.01 for up to four months or until the end of the Restorative Care leave.

MOTION

AGREED

9. Sharing Success Stories: Tom Slumskie had a very enjoyable and smooth experience with Churchhub and Zoom in hiring an out-of-country minister. Their experience was encouraging and motivating, the congregation was very excited about meeting the minister and his spouse and vice versa – felt like a church family. The new process of Churchhub and Zoom.
10. Temple Sarawak Zion is wanting to make a call. The Covenant Commission has not approved it. The position is in draft position. To not hold it up may need to do this by email poll as it starts July 1, 2021.

Next Meeting: July 20, 2021 at 10:00 a.m. by Zoom (Carol Stephenson may not be able to join this meeting, lack of Internet, Cathy Larmond on vacation through August)

Worship by: Micol Cottrell

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

MOTION

AGREED