

**Human Resources Commission**  
**Western Ontario Waterways Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
*Connecting, Supporting, Transforming*  
**Minutes of Meeting of July 20, 2021**

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**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 DBlanchard@united-church.ca

**Present:** Micol Cottrell, Marion Boyd, Gwen Good, Douglas Hayward, Mel Spencer, Carol Stephenson, Diane Blanchard, Harry Disher

**Regrets:** Tom Slumskie, Jo Anne Angle, Cathy Larmond

**Absent:** Jane Sullivan, Pretima Kukadia-Kinting

**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 Micol Cottrell:

**Opening Motions**

Corresponding Members:

**MOTION** that Harry Disher be named as a corresponding member of Human Resources Commission.

**MOTION**

**AGREED**

Approval of Agenda:

**MOTION** that the agenda be accepted as circulated

**MOTION**

**AGREED**

Approval of Previous Minutes:

Not available. Will be approved at next meeting

**Business Arising**

1. E-mail vote: The following motions were approved by e-mail vote between meetings:
  - i. That the Human Resources Commission of Western Ontario Waterways accede to the request of Sarawak-Kemble-Zion Pastoral Charge for the call of Heather McCarrel, OM, part-time 26 hours/week effective 21.07.01 according to the terms of the Record of Call agreed to in ChurchHub on 21.06.16.
  - ii. That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways accede to the request of the Tottenham-Rich Hill Pastoral Charge to open a position for 30 hours for an SME minister.

**New Business:**

1. Chair for the HRC while Micol Cottrell is on leave as the chairperson. Marion Boyd offered to chair as JoAnne Angle has found herself unable to do this. AGREED
2. Update from Pastoral Relations minister, Diane Blanchard – working to get process matters in good shape to hand over to Micol. Room for several people to work as regional liaisons. Carol offered to work with Alma around Young Seo's covenanting service.
3. Presentation by Harry Disher, IIM, of the Building Respectful Congregations United Fresh Start module
4. LLWL resource team – interviews are proceeding well by teams with the goal of reporting results at the September meeting.
5. United Fresh Start – Diane has sent invitations for peer groups to those in new pastoral relationships and is getting registrations.
6. Consent Docket

**Request for Change of Pastoral Relations:**

That the Human Resources Commission of Western Ontario Waterways approve the request for a change of pastoral relations from Lynne Wilson, OM, from Lucknow, effective 21.09.30, in order to accept a call to Erie Street, Ridgetown (ARW Regional Council).

That the Human Resources Commission of Western Ontario Waterways approve the request for a change of pastoral relations from Roy Nicol-Macdonald, OM, from Georgian Shores Pastoral Charge, effective December 31, 2021, to retire.

That the Human Resources Commission of Western Ontario Waterways approve the request for a change of pastoral relations from Carolin MacMillan, candidate, from Ebenezer United Church effective 21.05.31 at the end of her field placement.

**Approval of Open Positions:**

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways approve a half-time position for Dundalk Pastoral Charge which has entered a collaborative ministry agreement with Highlands United Church (Flesherton Pastoral Charge) with the condition that reference to the requirement for a driver's licence be removed.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways approve a half-time position for Flesherton (Highland United) Pastoral Charge which has entered a collaborative ministry agreement with Dundalk Pastoral Charge with the condition that reference to the requirement for a driver's licence be removed.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways approve an SME position at Erin Pastoral Charge for 20 hours/week with the condition that reference to Toronto Conference be removed.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways approve a full-time position at St. Andrew's, Bayfield with the condition that, under "Denomination and Communities" involvement in regional council is clearly included and the removal of the requirement for a driver's licence.

**Appointment of Liaisons:**

Thames Road-Elmville – Sunday, September 19 at 2 p.m. covenanting service with region & Louise van Massow, OM – Gwen Good

Alma United Church covenanting with Young Seo on October 17, time TBD – Carol Stephenson

Cedar Hill, Cambridge

Georgian Shores

Letterbreen

Lucknow

Tobermory – Mel Spencer

Calvary, St. Jacob's

Rob Roy

**Renewal of appointments:**

That the Human Resources Commission of Western Ontario Waterways accede to the request of Knox, Ayr for the appointment of Lilian Patey, OM-R, full-time, 40 hours/week from 21.07.14 to 21.10.14 according to the terms of the record of call agreed to in ChurchHub on 21.07.01.

That the Human Resources Commission of Western Ontario Waterways accede to the request of Harcourt, Guelph for the appointment of Marcie Gibson, DM, part-time, 20 hours/week from 21.07.21 to 21.12.31 according to the terms of the record of call agreed to in ChurchHub on 21.06.23.

That the Human Resources Commission of Western Ontario Waterways accede to the request of University of Guelph, ecumenical chaplaincy, full-time, 40 hours/week from 21.07.01 to 26.06.30 according to the terms of the record of call agreed to in ChurchHub on 21.06.18.

**Approval of new appointments:**

That the Human Resources Commission of Western Ontario Waterways accede to the request of Grace, Hanover for the appointment of Sarah Bruer, DM, part-time, 32 hours/week from 21.07.27 to 21.10.31 according to the terms of the record of appointment agreed to in ChurchHub on 21.07.11

That the Human Resources Commission of Western Ontario Waterways accede to the request of Port Elgin United Church for the appointment of John G. Smith, OM-R, part-time, 27 hours/week from 21.09.07 to 22.03.01 according to the terms of the Record of Appointment agreed to in ChurchHub on 21-06-22.

**Approval of calls:**

That the Human Resources Commission of Western Ontario Waterways accede to the request of Shelburne-Primrose for the call of Valerie Vande Wiele, OM, full-time 40 hours/week beginning 21.09.07 according to the terms of the record of call agreed to in ChurchHub on 21.06.28.

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

**MOTION****AGREED**

7. Rob Roy Position Description - looks very similar to a fulltime position; "lay" option is not valid; Decision to allow an appointment as a transitional supply policy of six months, renewable twice with a 30-day notice for either party. Recommend continued work with a liaison or staff person about the position description because as it reads now there is an expectation beyond reality.

July 20, 2021

HRC 21-30

**Next Meeting:** September 21, 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:** TBA

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

**MOTION**

**AGREED**

