

Human Resources Commission
Western Ontario Waterways Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming
Minutes of Meeting of September 21, 2021

Place: Zoom Meeting 10:00 a.m.

Roster: Marion Boyd (L) (Acting Chair), JoAnne Angle (L), Gwen Good (L), Douglas Hayward (L), Cathy Larmond (OM), Russell Rogers (RDLM), Tom Slumskie (L), Mel Spencer (L), Carol Stephenson (L), Jane Sullivan (OM)

Staff Support: Rev. Micol Cottrell, Acting Minister, Pastoral Relations mcottrell@united-church.ca, Linda Gray, Contract Admin Assistant

Present: Jo Anne Angle, Marion Boyd, Gwen Good, Cathy Larmond, Mel Spencer, Carol Stephenson, Jane Sullivan, Micol Cottrell, Linda Gray

Regrets: Douglas Hayward, Tom Slumskie

Absent: Russell Rogers

Welcome and Constitute Meeting: Acting Chair, Marion Boyd, welcomed everyone to the meeting and asked everyone to introduce themselves as Linda Gray was joining the meeting for the first time. Marion then constituted and opened the meeting.

Acknowledging the Land: Acting Chair, Marion Boyd shared an acknowledgement on the land on behalf of the Human Resource Commission.

Opening Worship: Marion Boyd shared a prayer from *“Blessings: Prayers and Declarations for a Heartfelt Life* by Julia Cameron entitled *My World is a World of Love and My Love is a Loving World*.

Opening Motions:

Corresponding Member:

MOTION that Linda Gray be named as a corresponding member of Human Resources Commission for the time of her contract with Western Ontario Waterways Regional Council.

MOTION

AGREED

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 July 20, 2021 as circulated

MOTION

AGREED

Business Arising

1. Minuting email votes: The following motions were approved by e-mail vote between meetings:

August 30, 2021: That the Consent Docket dated 21.08.17 be approved:

- 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 United Church effective 2021-10-18. 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 United Church effective 2021-10-18. **CARRIED**
- That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, PT, 30 hours for Ayr: Knox United Church pending the removal of requirement for the minister to hold a valid driver's license and possess an accessible vehicle. **CARRIED**
- Appointment of Liaisons:
Georgian Shores – Mel Spencer
Letterbreen – Susan Leuty
Lucknow – Cathy Larmond **CARRIED**
- That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Arthur Pastoral Charge, to appoint Bonnie Holiday, OM-R, PT, 20 hrs/week, from 2021-09-01 to 2024-08-31 according to the terms agreed to in Churchhub on 2021-08-11. **CARRIED**
- The Human Resources Commission of Western Ontario Waterways Regional Council approve the categorization of the Congregational Designated Minister position, Director of Community Connections, at Calvary United Church, St. Jacobs. Pending correction of accountability as outlined in the Congregational Designated Ministry Handbook. **CARRIED**
- That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Thomas Watson, OM-R, to be a Voluntary Associate Ministry at Alma United Church. **CARRIED**

September 1, 2021: That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Melville Pastoral Charge, Fergus, OM, FT, 40 hours, from 2021-09-01 according to the terms agreed to in ChurchHub on 2021-08-19.

CARRIED

New Business

1. Update from Pastoral Relations Minister - Micol Cottrell: Heartening for Micol in this acting position he is noticing that things the Community Faith of appreciation is the main theme. Your work is deeply, deeply appreciated by Congregations. 90% of ChurchHub issues being resolved. Encourage Liaisons to reach out even if it is a small thing. Will update you with the consent document. Marion thanked Micol and noted she has enjoyed working with him. Very accessible and helpful.
2. Update from Executive – Cathy Larmond: Has reported to the Executive that Marion is the Acting Chair and that Fresh Start is operating. We would like LLWL to be recognized at the fall meeting. Date for fall meeting November 12-13, 2021. The Executive met several times over the summer over some confidential matters. Nothing to report on this. Web admin person is now permanent. Mark Laird inducted officially at the Executive meeting as could not be completed due to health.

Lay Worship Leaders have led worship in person and electronically during the pandemic. Some have been very busy, some have not. Interviews have gone well. Possibility of 29 supply worship leaders between lay worship leaders and ministers. Marion asked for feedback on how we acknowledge the LLWL's. Discussion ensued that this is the first time they are being acknowledged and/or recognized so pictures and home church should be provided in the package. Need some clarity of if it is required that they be recognized as they have been grandfathered in. Micol messaged Cheryl-Ann to clarify, and she confirmed they did. Resource team will gather pictures and their information.

3. Update LLWL Resource Team – Marion Boyd: Meeting did not take place as not enough for quorum and one interview not completed at the time. Team needs to reschedule date from Thanksgiving.
4. Update from United Fresh Start – Micol Cottrell: Peer Groups have been formed. Meet with colleagues and facilitator. Learn things together with guided questions. In October there will be a session on Transition for Ministry Personnel and congregations to meet together.

There is going to be a M&P training in October on lay staff. Newsletter has many updates.

5. Consent Docket:

Request for Change of Pastoral Relations:

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Sydney Elias, OM, for a change of pastoral relations from Trinity United, Kitchener, effective 2021-12-31

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Tessica Hackshaw, OM for a change of pastoral relations from Knox United Church, Durham, and Crawford United Church, effective 2021-11-30.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Keith Hagerman, OM, for a change of pastoral relations from Wesley United Church, Cambridge, effective 2021-10-17.

Approval of Open Positions:

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a Minister (appointment), FT, for Georgian Shores, Owen Sound.

- Note: As described in the position description this is an appointment for one year in order for the community of faith to assess their ministry needs upon the retirement of their other full time minister.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, FT, for Calvary-Zion Pastoral Charge, Listowel.

Appointment of Liaisons:

List of appointments as Liaisons and open positions

Trinity United, Kitchener -

Cedar Hill, Cambridge -

Knox (Durham) and Crawford United -

Wesley United, Cambridge -

Approval of new appointments:

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Nottawa-Rob Roy Pastoral Charge, to appointment of Rebekah Duncan, OM, PT 8 hrs/week, from 2021-09-01 to 2022-06-30 according to the terms agreed to in ChurchHub on 2021-08-30.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Trinity Pastoral Charge, Guelph, to appointment of Roni Beharry,

OM, PT 20 hrs/week, from 2022-01-02 to 2022-12-31 according to the terms agreed to in ChurchHub on 2021-09-20.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Three Willows Pastoral Charge, Guelph, to appointment of Roni Beharry, OM, PT 20 hrs/week, from 2022-01-02 to 2022-12-31 according to the terms agreed to in ChurchHub on 2021-09-20 pending completion on ChurchHub.

Note: There was issues with ChurchHub preventing the completion of the appointment form. Micol talked to both the person filling it out on ChurchHub from the congregation and the Rev. Beharry.

Note: Both Trinity and Three Willows are appointing for a year, instead of 6 months, as they are paying to move the Rev. Beharry from North Bay.

Approval of Calls: n/a

Voluntary Associate Ministry (VAM) Applications:

That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Gaylyn McLean, OM, to be a Voluntary Associate Ministry at Harcourt Memorial United Church, Guelph.

Request for license to administer the sacraments:

That the Human Resources Commission of Western Ontario Waterways Regional Council grant a license to Marlene Britton, DM, until August 31, 2022.

Request for Categorization of Position: n/a

Receive for information: Sabbatical Leave: n/a

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

MOTION

AGREED

6. Fall Regional Council Meeting Planning – During the meeting heard back from Cheryl-Ann asking if the commission wants the LLWL recognition be part of the Commission time at the meeting or additional time. Discussion about moving forward and the work that the Covenant Commission needs to do and the struggles about COVID and money ensued. Marion suggests that the recognition piece be a separate agenda item,

following Micol's report on the barebone basics. Human Resources Commission 101. Cathy will need to ask the Executive for the extra time with this reminder.

7. Communication – Marion Boyd raised this as a concern. There is a newsletter that people are receiving, not sure everyone is receiving and wondering if some issues need to go directly to ministers and to churches. Vaccine passports may becoming an issue with the churches. People need to register. COVID protocols do not allow for excluding people coming to the church. UCC polity does not give direction which is decided by the governing body. Public Health rules must be followed. Ongoing exploration. Ministry Personnel are under oversight to the National Church and conversation about if the National Church can require this. Communities of Faith can put in their job descriptions that they require proof of vaccination. National Church is seriously considering a policy about this and should hear by the end of the month. Other requirements, so why not. Lay staff are under accountability of the governing body in partnership with Public Health. COVID safety measurements must be in place and followed.

Newsletter coming out every two weeks. Is everyone subscribed. We have congregations that may not be receiving. Maybe Tom could speak to this.

Questions coming up about outside groups, volunteers. Ask for Executive to clarify this. We resource. There is a shift and transition to this process. Best practices around COVID. Very delicate situation. Whatever we can do to assist ministry personnel is important. LLWL information needs to go to newsletter group and they have been encouraged to subscribe to the newsletter. Extremely valuable information. If you have taken a course in United Learning they should be on their direct mailing list. Marion thanked all for the conversation. Key parts: Communities of Faith need to make their own policies in their workplace according to Ontario laws and own Public Health, MP accountable to the National Church, being explored now. Lay staff are accountable to congregation.

8. Bayfield – Listening team Ann Harbridge and John Neff – frustration with process. Heard this from Covenanting Commission. They thought it would be like it was before. Anxiety. Heads up coming from Covenanting Commission. Supervisor raised a concern. Micol suggested this could be raised in the liaison training.

Next Meeting: October 19, 2021 at 10:00 a.m. by Zoom

Worship by: Carol Stephenson

The agenda was completed and the meeting was adjourned by Chair Marion Boyd.