

**Human Resources Commission**  
**Western Ontario Waterways Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
*Connecting, Supporting, Transforming*  
**Minutes of Meeting of November 16, 2021**

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**Place:** Zoom Meeting 10:00 a.m.

**Roster:** Micol Cottrell (OM) (Chair), Marion Boyd (L), 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. Diane Blanchard, Pastoral Relations Minister [dblanchard@united-church.ca](mailto:dblanchard@united-church.ca), Linda Gray, Contract Admin Assistant

**Present:** Marion Boyd, Gwen Good, Douglas Hayward, Cathy Larmond, Russell Rogers, Micol Cottrell, Diane Blanchard, Linda Gray

**Regrets:** Jo Anne Angle (away for six months), Jane Sullivan, Tom Slumskie

**Absent:** Mel Spencer, Carol Stephenson

**Welcome and Constitute Meeting:** After sorting out some technical difficulties, Chair, Micol Cottrell welcomed everyone to the meeting at 10:23 a.m. and constituted the meeting.

**Acknowledging the Land:** Chair, Micol Cottrell shared an acknowledgement of the land on behalf of the Human Resource Commission.

**Opening Worship:** Micol Cottrell welcomed Diane Blanchard back from her sabbatical. Diane expressed her gratitude to Micol and was grateful knowing everything was taken care of. Cathy Larmond thanked Marion Boyd for being acting chair for Micol.

Cathy Larmond shared a passage of scripture from John 18: 33-37. Cathy shared about an unexpected Messiah. They expected a King riding on a horse with a sword and they got Jesus riding on a donkey with no sword. This was not what was expected for them. How is Jesus coming in unexpected ways for us during these strange times of COVID that we continue to live in? How is Jesus being made manifest in our world today in new and unexpected ways. Cathy led the Commission members in prayer.

**Opening Motions:**

Approval of Agenda:

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

**MOTION**

**AGREED**

Approval of Previous Minutes:

**MOTION BY CONSENSUS** that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of October 19, 2021 as amended

**MOTION**

**AGREED**

### **Business Arising**

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

**November 10, 2021:** That the Human Resources Commission of Western Ontario Waterways Regional Council licence the following people as Licensed Lay Worship Leaders: Dulcie Facey, Michael Finnigan, Ridley Gilmore, Trish MacGregor, Bill Rusk, and Lynne Rusk. **RATIFIED BY CONSENSUS**

Micol thanked Marion Boyd and her team for all the work they have done. Marion confirmed that all the lay worship leader required interviews have been completed.

### **New Business**

1. Update from Pastoral Relations Minister – Diane Blanchard: It has been a crazy fifteen days catching up. Diane shared about the project she was working on while away on sabbatical. She reached out to ministers from abroad in the three Regions she works with. She learned a lot about the challenges, transition from search committee to the board, leadership, and congregation getting to know each other and work together. There is racism, but learning there are different ways of doing things. Not right or wrong. Did some reading with English as a Second Language. A minister has done research on the values of Ethnic components of The United Church of Canada. One of the interesting observations was congregations want consistency and don't like change, and ministers coming from abroad are making a choice for change. Room for lots of conversation when ministers arrive and learn how to be an intercultural church. Living this new experiment. How do we grow in our culture competency. How do we have honest conversations. How do we learn about ourselves. How might we look at our wider community that need an invitation. How can we be more intentional about who we are? These are some of the things Diane thinking about and writing a report. It was really a gift to have those conversations.

Micol commented that our mandate as a Commission is to support healthy relationships. We are hearing a need and challenges. How as a Commission can we be supportive? Conversation followed with the Commission.

One minister offered to assist Diane with an Orientation for a new church expecting a new minister.

Diane noted that the congregations are welcoming with the details, but the conversations that need to take place are more challenging.

Invite some participation via Zoom has helped one minister and congregation as they wait for the minister to come. Congregation gets to know minister. How do we help the minister to get to know the congregation?

Regular M&P training perhaps tie in some cultural challenges in their training. How do we support the M&P committees, ministers, and communities of faith. Category checks are very important. Experience in other denominations counts towards this.

2. Update from Executive – Cathy Larmond: Executive would like the Executive and Commission members to take Racial Justice Training January 5, 19, February 2, 16, 2022 6:30-9:00 p.m. via Zoom and required for all four trainings. Liaisons and Lay Worship leaders should be invited if there is room. Is there a registration link? The Executive meets tomorrow and Cathy will find out. LLWL's are short-term, not long term and cannot be appointed. November 26 & 27 the three Regional Executives are meeting. Looking for General Council Commissioners. Micol will make sure there is a full complement for the Commission and will send out the information about the Racial Justice Training.

LLWL would like to have meeting to get together. Have someone help them set up. If done in United In Learning. Some need to update. Conversation followed.

3. Update from the LLWL Resource Team – Marion Boyd: Next step with which need Diane's help. Pretima had done certificates for this group. This will need to be done now that they have all been recognized.

Update of what needs to be completed need to be included as well, Boundaries or Racial Justice Training. Interviews will be staggered from now on. Those people will be interviewed first. Yearly reports will be required on the calendar year. Going to change the day and time of meeting. Will need to set up a doodle poll for next meeting in January 2022. Sensitivity for Indigenous communities was a question asked. Perhaps this could be included with people in the areas of Indigenous Communities. Clerical stuff to be caught up.

4. Update from United Fresh Start – Micol Cottrell: Session on Transition for Ministry Personnel has been completed. The Online module is free and can be completed on your own. 15 people attended. Micol learned a few things that would have helped to advertise better. They enjoyed the break out conversations. It was informative and Micol enjoyed the planning and he learned a lot from it. It had a lot of great things to learn from. When a minister leaves they know where they are going, but the congregation has more anxiety because they don't know where they are going forward yet. Maybe go through it as a Commission. Small groups are going well.

5. Consent Docket: Micol Cottrell updated the Commission about the details of the consent docket.

Questions were asked and discussion followed about Liaisons and further training and what the Commission can do to resource the liaisons. Maybe training twice a year and further information and training about ChurchHub. Liaisons not there to do it, they are there as resources. Commission may be able to do work to assist the liaisons with this. Updates were provided to Diane with regards to various pastoral charges.

**Note:** Record of appointment for Roni Beharry and Three Willows already approved pending completion of documentation on ChurchHub.

Approval of Open Positions:

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a supply minister, PT, (30 hours) for Trinity, Kitchener.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, PT, (20 hours) for Knox, Ayr. (Note: this is a reduction from the 30 hour position approved earlier because Knox is negotiating a collaborative ministry agreement)

Appointment of Liaisons:

Cedar Hill, Cambridge – Gwen Good

Approval of new appointments:

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of St. Paul's Pastoral Charge, Milverton, to appoint Sonja van de Hoef-Fraser, candidate, FT, from 2022-01-01 to 2022-12-31 according to the terms agreed to in ChurchHub on 2021-11-04.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Lucknow Pastoral Charge to appoint Vicki Johnson, OM-R, FT, from 2021-11-15 to 2022-05-15 according to the terms agreed to in ChurchHub on 2021-11-05.

Request for Categorization of Position:

That the Human Resources Commission of Western Ontario Waterways Regional Council categorize the position of Executive Director of the Hub Community Networks at Trinity United Church, Kitchener, as a Congregational Designated Minister position.

For Information:

That the Human Resources Commission of Western Ontario Waterways Regional Council recognize the plan agreed to by Trinity, Elmira and Sue Campbell, OM, for a sabbatical leave from April 18, 2022 to July 18, 2022.

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

**MOTION**

**CARRIED**

6. Planning for the New Year: Throughout the meeting the Commission members wondered about their plans for the coming year. Chair, Micol Cottrell raised questions for discussion at the next meeting. We have been doing this for two years, how do we expand our work? Next steps? Some work Diane has taken on, perhaps we can take care of some of this work. Supporting liaisons in training. Looking at our budget. What's the next step for caring for healthy pastoral relationships? What does this look like? Micol looking forward to these conversations. Pick one or two priorities for the year. House building. We have the foundation and the walls and now we are living it.

**Next Meeting:** December 21, 2021 at 10:00 a.m. by Zoom.

**Worship by:** TBA

The agenda was completed and the meeting was adjourned by Chair, Micol Cottrell. Micol thanked everyone for being there. Wonderful conversations today. Thank you for that and allowing for that space. Thank you to Diane for all she does. God Bless.