

**Human Resources Commission**  
**Western Ontario Waterways Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
*Connecting, Supporting, Transforming*  
**Minutes of Meeting of December 21, 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), 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:** Micol Cottrell, Marion Boyd, Gwen Good, Cathy Larmond, Mel Spencer, Carol Stephenson, Jane Sullivan, Diane Blanchard, Linda Gray

**Regrets:** Jo Anne Angle (away for six months), Douglas Hayward (L)

**Absent:** Russell Rogers, Tom Slumskie

**Welcome and Constitute Meeting:** Chair, Micol Cottrell welcomed everyone to the meeting at 10:04 a.m. He thanked everyone for being there on Friday at the last minute and for taking time for this meeting during a busy week. Micol then 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 opened in prayer seeking guidance especially during this stressful time of pandemic.

**Opening Motions:**

Approval of Agenda:

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

**MOTION**

**AGREED**

Approval of Previous Minutes:

**MOTION BY CONSENSUS** that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of November 16, 2021 as amended

**MOTION**

**AGREED**

**Business Arising** None

**New Business**

1. Chair, Micol Cottrell confirmed to the members that the link had been sent out for Racial Justice Training and that everyone should have received it from Sue Duliban. Check junk mail and Micol will resend if you cannot find. Information from website.
2. Chair, Micol Cottrell provided an update from Friday's meeting – Cheryl-Ann has informed Meghan Gilholm and worked with the Glen Morris Board and made an announcement on Sunday before worship. Next steps which Diane Blanchard will follow up on.
3. Update from Pastoral Relations Minister – Diane Blanchard: Since the Regional Council Meeting Mary Ellen Parsons, Diane Dunseith have volunteered to be Liaisons. Some training to take place, and some time in January Diane will set up a date for meetings.
4. Update from Executive – Cathy Larmond: Paul Roth did the service for Glen Morris on Sunday. The Executive met yesterday and approved the Region will pay the payout for Meghan Gilholm and Meghan will stay in the manse for 90 days and reasonable moving costs will be provided.
5. Update from the LLWL Resource Team – Marion Boyd: Team has not met. Going to change the day and time of meeting. Will need to set up a doodle poll for next meeting probably in February 2022. We have two individuals taking the LLWL course in United In Learning that we will be in touch with. Chris Gross wants to come back and Marion is hoping to arrange for her interview in January. Will set up a staggered interview schedule so interviews do not have to take place all in one year. One part of our conversation will be how we create clustering. Thanks to all the work the resource team did, Diane has been able to update the list and it is quite current.
6. Update from United Fresh Start – Diane Blanchard: United Fresh Start Facilitator Training is up in the air for May/June. How do we get congregations to reach out to facilitators? Facilitators needed in Antler River Watershed. E-modules available to congregations for free. How do we encourage congregations to do these? How as a Commission better promote this work when new pastoral relationships change and ones looking for renewal? Perhaps Commission itself could send out a welcome letter to new ministry personnel and what we can offer to them to assist, encourage them to join ministry learning groups. In the New Year work on welcome package. If we get some people from WOW perhaps financial sharing would be helpful. Still waiting to hear from Joe Ramsay who is the trainer. Hospitality and setup volunteers would be helpful. Perhaps be in touch with Regional Council reps and get them involved to promote it. We could offer an overview to the reps, perhaps add on to a regional council meeting. Take the time in the New Year to figure out how this will look.

## 7. Liaisons Needed: Diane Blanchard

The Commission members reviewed the list of liaisons needed with Diane and follow up was completed.

- i. St Paul's, Milverton for covenanting with Sonja van den Hoef-Frazer on February 6, 2022 – Carole Stephenson
- ii. Knox United (Durham) and Crawford United ( Mary Ellen Parsons, new)
- iii. Trinity United, Kitchener
- iv. Cedar Hill, Cambridge (Gwen Good)
- v. Wesley United, Cambridge - Gwen Good
- vi. Knox, Paisley (are updating profiles and working on position description) - Marion Boyd
- vii. Westminster, Waterloo – hoping to post an SME position
- viii. Forest Hill, Kitchener – interested in an SME position
- ix. Clifford – negotiating to do an official DLM appointment for Jenn Brown – Marion Boyd
- x. Central-Westside – 30 hours, category D - Mel Spencer
- xi. Allenford-ParkHead- 28 hours - Tom Slumskie
- xii. Glen Morris – Micol Cottrell

Susan Leuty has resigned and Diane will thank her on the Commission's behalf. Liaison training needed probably in the New Year and part of future planning. The more we train the more we get the congregations to understand they are to do this with their liaisons and not depend on Diane so much. Tim Hackborn, Indigenous church pastoral relations, may be a person to help with liaison training around working with Indigenous communities of faith.

8. Consent Docket: Micol Cottrell updated the Commission about the details of the consent docket. Questions were asked and discussion followed. Carol Stephenson having challenges with dropbox and needs some technical assistance.

**Note:** renewal of appointment from Glen Morris is no longer being considered.

**Approval of Open Positions:**

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Supply Minister for Worship and Pastoral Care, FT, from 2022-01-24 to 2022-05-06 for Harcourt Memorial, Guelph.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, FT, for Knox United Church, Durham and Crawford United Church.

For information: The Shared ministry agreement is located in the Dropbox folder. This is approved by the Covenant Commission.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, PT, 28 Hrs, for Allenford/Park Head Pastoral Charge.

**Appointment of Liaisons:**

Milverton covenanting service for Sonja Van De Hoef-Fraser. We would like to have the service February 6, 2022.

Forest Hill, Kitchener – search to replace Ellen Baynton-Walker

Glen Morris – Micol Cottrell

**Renewal of appointments:**

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Mimosa Pastoral Charge to appoint Jeffrey Davison, OM-R, Part Time, 10hrs, from 2022-07-01 to 2025-06-30 according to the terms agreed to in ChurchHub on 2021-11-25.

**Approval of new appointments:**

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Tottenham-Rich Hill Pastoral Charge to appoint Dyanne Marlock, Candidate, PT, 20hrs, from 2022-01-01 to 2025-06-30 according to the terms agreed to in ChurchHub on 2021-12-13.

**Approval of calls:**

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Erin Pastoral Charge to call Yun-Hee Noh-Perry, OM, Pt, 20hrs, from 2022-01-01 according to the terms agreed to in ChurchHub on 2021-12-19.

**Voluntary Associate Ministry (VAM) Applications:**

That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Willy van Arragon, OM-R to be a Voluntary Associate Ministry at Ebenezer United Church, Campbellville.

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

**MOTION**

**CARRIED**

9. Financial Support for Immigration Lawyer: Diane Blanchard updated the Commission about the Pine River pastoral charge.

Rev. Wonder's application has been rejected. Would the Regional Council consider sharing the cost? Marion Boyd is the liaison and further updated the Commission. He and his family are in a bad way. Sharing costs in a joint interest. Diane to follow up with Cheryl-Ann Stadelbauer-Sampa. Something we need to look into in the New Year and where it would come from budget.

10. GS 124, for Information. Diane Blanchard updated the Commission about the National Policy for supply appointments for other ministers from other denominations. Can do up to two-year appointment and then have to be in the admission process. Passed at GC Executive.

**Renewal Appointment:**

**MOTION BY CONSENSUS** that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Grace/Thornbury Pastoral Charge to reappoint Christine Smaller, OM-R, FT, from 2022-01-01 to 2022-06-30 according to the terms pending in ChurchHub.

**MOTION**

**CARRIED**

December 21, 2021

HRC 21-53

**Next Meeting:** January 18, 2022 at 10:00 a.m. by Zoom. Marion Boyd gave regrets

**Worship by:** Jane Sullivan

The agenda was completed and the meeting was adjourned by Chair, Micol Cottrell. Micol thanked everyone for being there. Thank you for everything and making time last Friday for caring so much. Micol wished everyone a Merry Christmas and all sent Christmas wishes to the group.