

**Human Resources Commission**  
**Western Ontario Waterways Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
*Connecting, Supporting, Transforming*  
**Minutes of Meeting of January 18, 2022**

---

**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, Pretima Kukadia-Kinting, Admin Assistant [pkukadia@united-church.ca](mailto:pkukadia@united-church.ca)

**Present:** Micol Cottrell, Marion Boyd, Douglas Hayward, Russell Rogers, Mel Spencer, Carol Stephenson, Tom Slumskie, Jane Sullivan, Diane Blanchard, Linda Gray, Pretima Kukadia-Kinting

**Regrets:** JoAnne Angle (away for six months), Gwen Good, Cathy Larmond

**Absent:**

**Welcome and Constitute Meeting:** Chair, Micol Cottrell welcomed everyone to the meeting at 10:04 a.m. He thanked everyone for being there especially great with Zoom for those who received snow. Happy New Year! A special welcome back to Pretima! A special thank you to Linda! 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:** Jane Sullivan presented opening worship in light of it being Martin Luther King Jr. day yesterday. Sometimes there is a struggle as to what the purpose is of our church. Jane shared two videos from <https://www.theworkofthepeople.com/>. The first one was a prayer asking how to be church from Martin Luther King Jr. and the second was a prayer from Howard Thurmon inviting us to be open entitled "Open Unto Me". Amen and Amen.

**Opening Motions:**

Approval of Agenda:

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

**MOTION**

**CARRIED**

Approval of Previous Minutes:

**MOTION BY CONSENSUS** that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of December 17, 2021 and December 21, 2021 as circulated

**MOTION**

**CARRIED**

**Business Arising** None

**New Business**

1. Updates from Pastoral Relations Minister - Diane Blanchard: nothing new to report. The ending of the pastoral relationship between Meghan Gilholm and Glen Morris United Church has happened and Meghan is coming to terms with that and it is not easy.
2. Update from Executive – Micol Cottrell: Micol sent email out yesterday reminding everyone of the Racial Justice Training catch up session today and tomorrow the next session takes place.
3. Update from the LLWL Resource Team – Marion Boyd: Team has not met. Doodle poll has been sent out for next meeting in February 2022. Letter of thanks needs to be sent out and asking for annual reporting needs to go out by end of January. Email addresses have been updated for contact list. Zoom meeting with all the LLWL's to happen before May Regional Meeting. Team needs more members.
4. Update from United Fresh Start – Diane Blanchard: no update.
5. Liaisons Needed: Diane Blanchard: The Commission members reviewed the list of liaisons needed with Diane and follow up was completed.

St Paul's United Church, Milverton for covenanting with Sonja van den Hoef-Frazer on February 6, 2022 – Carole Stephenson

Knox, Durham and Crawford United Churches – Mary Ellen Parsons

Trinity United Church, Kitchener –

Cedar Hill United Church, Cambridge – Gwen Good

Wesley United Church, Cambridge – Gwen Good

Knox United Church, Paisley (are updating profiles and working on position description) – Marion Boyd

Westminster United Church, Kitchener/Waterloo – hoping to post an SME position

Forest Hill United Church, Kitchener – interested in an SME position

Clifford United Church negotiating to do an official DLM appointment for Jenn Brown – Marion Boyd

Central-Westside United Church, 30 hours, category D – Mel Spencer

Allenford-Park Head United Church, 28 hours – Tom Slumskie

Glen Morris United Church – Micol Cottrell

Knox United Church, Ayr and Horseshoe Falls Fairview United Church, Brantford – start fresh with a new liaison, can be from either region

6. Consent Docket: Micol Cottrell and Diane Blanchard updated the Commission about the details of the consent docket.

**Request for Change of Pastoral Relations:**

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request by Deborah Deavu, DM, for a change of pastoral relations from Arkell United Church effective June 30, 2022 for purpose of retirement.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request by Young Seo, OM, for a change of pastoral relations from Alma United Church effective February 1, 2022.

**Approval of Open Positions:**

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, FT, 40 hours for Cedar Hill United Church, Cambridge.

- Pending change to the requirement for driver's license and vehicle

**Appointment of Liaisons:**

Central-Westside United Church – 30 hours, category D - Mel Spencer

**Approval of new appointments:**

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Grace Pastoral Charge, Thornbury, to appoint Christine Smaller, OM, FT, from 2021-11-24 to 2022-05-24 according to the terms agreed to in ChurchHub on 2022-01-12.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Harcourt Memorial Pastoral Charge, Guelph, to appoint John Lawson, OM-R, FT, from 2022-01-24 to 2022-05-06 (supply appointment) according to the terms agreed to in ChurchHub on 2022-01-11.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Glen Morris Pastoral Charge, to appoint Michiko Bown-Kai, OM, PT, 10 hours, from 2022-01-10 to 2022-06-30 (supply appointment) according to the terms agreed to in ChurchHub on 2022-01-07.

**Transition Team Report**

That the Human Resources Commission of Western Ontario Waterways Regional Council receive the transition team report from Wasaga Beach United Church.

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

**MOTION**

**CARRIED**

7. Exit Interview Neil Parker, Intentional Interim Minister with Walter's Falls Pastoral Charge: Looking for someone from this Commission to do an exit interview for Neil with Tanya Cameron, Office of Vocation Minister – Jane Sullivan volunteered. Diane Blanchard will send an email to get them together.
8. Central Westside United Church supply position description: The Commission members reviewed and found there to be too much in this position description for supply for 30 hours. Good start to their full-time position. Like to focus on what they don't expect for 30 hours that they are willing to do themselves. Diane Blanchard will provide feedback and introduce liaison Mel Spencer to the congregation.
9. Diaconal ministers without call/appointment and sacrament licence – our policy does not allow them a licence for supply appointments. Diane Blanchard checked with other Regions and some licence for supply appointments within the Region. Suggest this to the three Regions. Formal association with a faith community through the VAM process. Exact wording of proposal to be brought to next meeting. The Commission AGREED.
10. Rev. Laurie O'Leary – presentation the value and purposes of Intentional Interim Ministry: Laurie has completed training and would like to do presentation to the Commission – good way for us to learn and yes the Commission AGREED.
11. 2022 Planning:
  - i. Minister Orientation package for new calls/appointments  
Discussion took place about what is done now and what can be done further.
    - communications vehicles (Pretima does now)
    - United Fresh Start
    - equity monitoring/resources for training re racism, heterosexism, ableism (eg staff)
    - clergy clusters and Kevin Steeper's role
    - tips for search team re orientation role
    - how can we help? (what do you need?)
    - nearby C of Fs and their ministers

Pretima to send the email she does now to Micol. Micol asked for us to think about this – Marion, Diane, Pretima and Micol to work on. Good time to think about this as we are all experiencing disconnect in the way we can be together right now.

- ii. Liaison Training and support (Core training, Indigenous Church, ChurchHub)  
Are there other pieces of learning that would be helpful for our liaisons? Tim Hackburn, office of Vocation Minister for the Indigenous Church. Much more hands on with the churches during the search. Diane Blanchard becomes involved as well. – Leave this for now as Diane specializes. What supports does Diane need? Tom, Mel, Doug, Diane Duncy, Mary Ellen Parsons do some training with Diane. Other regions to pull liaisons together. Check in with them to find what they need. Virtual meetings more challenging. Diane offers search team training once a month. Encourage to be intentional to do this. Hybrid not easy. Form a cluster model once or twice a year to check in be helpful to offer mutual support and learning. Some could be good mentors. Work on this over the year. Videos on ChurchHub are very good. Perhaps encourage liaisons to watch and ask questions from mentors.
  - iii. Budget priorities – Peer groups, better to meet through zoom, rather than travel expenses in the budget, Zoom helps to feel part of the whole, when pandemic over training events, in-person meetings, LLWL resource team may host an event.
12. Diane Blanchard's sabbatical report with regards to Admissions – Diane's report has been sent to the people who she interviewed. She will be sharing with staff January 31<sup>st</sup> and then with the Commission. The Commission may want to integrate what Diane learned with the Orientation discussion.

LLWL training specific for Indigenous Church: Diane Blanchard suggested that this be put on the agenda for the resource team. Folks that live near pastoral charge interested in learning some of the protocols, areas of concern. Ask Tim Hackborn or Martha Pedoniquotte for some training for those who would be interested. Helpful for our Commission as well. Joyce Johnson from Cape Croker United Church, Neyaashiinigi might be a good resource person. Marion Boyd to take to the resource team to look seriously as a gap to our training and how can we fill it. Marion will take to the Resource Team as a request from the Commission.

Micol Cottrell noted that we have two projects for to work on this year, the LLWL training and the orientation for new ministers. Jane Sullivan noted that the LLWL Non-Indigenous people should not direct that training need to be there as listeners. Micol agreed and shared about the Calls to the Church were approved at the last GC meeting – talks about the relationship between the Indigenous and Non-Indigenous church.

Micol will send out to everyone and maybe have someone talk to us about that. In a lot of ways, a good place to start. Gives a context. Micol to invite Tim Hackborn to talk to the Commission. Invite Resource Team to be a part of that meeting. Diane Blanchard

suggested that it be recorded it and share with other regions .... Micol will be in touch with Tim Hackborn, Martha Pedoniquotte and Thérèse Samuel.

13. Wasaga Beach United Church report: Jane Sullivan offered insight and history. Main issue is finances going forward – unmanageable mortgage – Jeff Werner’s interim minister report is very thorough. In growth areas it will affect congregations who expect the minister to do the work. Very interesting report.

**Next Meeting:** February 22, 2022 at 10:00 a.m. by Zoom to honour Diane Blanchard’s time for vacation and family priorities. Jane Sullivan may send regrets. The Commission is thankful for all of Diane’s work and offered prayers for her and her family.

**Worship by:** Tom Slumskie

The agenda was completed and the meeting was adjourned by Chair, Micol Cottrell. Micol thanked everyone for being there. Thank you for all your work, dedication and wisdom and called the meeting to a close.