

Human Resources Commission
Western Ontario Waterways Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming

Place: Zoom Meeting 10:00 a.m.

Roster: Micol Cottrell (OM) (Chair), JoAnne Angle (L), Marion Boyd (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, Pretima Kukadia, Admin, Communication & Records pkukadia@united-church.ca

Present: Micol Cottrell, Marion Boyd, Gwen Good, Douglas Hayward, Cathy Larmond, Russell Rogers, Tom Slumskie, Mel Spencer, Pretima Kukadia

Regrets: JoAnne Angle, Carol Stephenson, Jane Sullivan, Diane Blanchard

Absent:

Welcome and Constitute Meeting: Chair Micol Cottrell, welcomed everyone to the meeting and constituted the meeting.

We are keeping Diane and her family in our prayers as they grieve her father's passing.

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

Opening Worship: Tom Slumskie presented opening worship. In light of trucker protest in Ottawa, "There goes another cannonball." Ecclesiastes 10:4. Three sides to every story.

Tom will be leaving this meeting and returning.

Opening Motions:

Corresponding Member(s):

MOTION by consensus that Laurie O'Leary be made corresponding member(s) to this meeting.

MOTION

AGREED

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 1/18/2022 as circulated.

MOTION

AGREED

Presentation to HR Commission by Laurie O'Leary: Interim Ministry

Laurie is engaged with Interim Ministry Training, desire to be recognized by IM Network. Required to complete a fieldwork project and would like feedback with this project. Especially, the work HRC does with communities of faith during times of transition. Laurie shared screen: Interim Ministry 101 PowerPoint presentation. Laurie looking for feedback and/or comments.

Marion: Re. goals, who sets them, how are they reached?

Laurie: Partly the Governing Board, community of faith, an opportunity to pause and look for various options.

Marion: A transition team?

Laurie: If this is an option, it could be mentioned. Dealt with in modules with Governing Body.

Cathy: Do we have Interim Ministers? Are they around?

Laurie: It is thin on the ice. Might require UFS facilitators, or similar extraordinary measures. Could address specific focus in UFS modules.

Micol: Hybrid IIM working with the congregation.

Marion: Community of faith may balk at the cost and also the hard work of change. How do you convince them that this is in their best interest long term?

Laurie requests that we continue to stay in touch with her with further comments, questions at rev.oleary.ucc@gmail.com.

Ratifying Email Poll

1. Sent on January 28, 2022 and approved by email.

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council, having reviewed the position description for a minister, pastoral care, part-time, 10 hours/week for Georgian Shores United Church, approve it.

MOTION

AGREED

Business Arising

1. **Sacrament Licence for Diaconal Ministers without call or appointment.**

This will be brought back to the table upon Diane's return.

New Business

1. Pastoral Relations Minister: Diane Blanchard

This will be brought back to the table upon Diane's return.

2. Executive Report: Cathy Larmond

A good meeting last week at Executive. Looking at the Spring Meeting: working with the LLWLs, A Day Away at a camp. Next meeting decisions will be made, in May. Dropbox will be changing over to SharePoint by August. Racial Justice follow up this Thursday. Micol added to share news by Facebook.

3. LLWL Resource Team: Marion Boyd

The second Tuesday of the month at 10 am. Linda Paul resigned and need a new member and have had an interested party. We will invite her. One person has completed all their credentials, will be ready for licensing. Our commission will license, and can acknowledge at Spring Meeting. Two people taking LLWL courses through United-in-Learning. One person on leave of absence and need to get form to interview this person. A letter should go to all on leave. Once details are examined for certificates, decision needs to be made on how they will receive the certificates, e.g., a service of recognition. Currently need a yearly report with a deadline to meet. Gail Fricker will be hosting a LLWL meeting on March 9 at 7pm.

4. United Fresh Start: Diane Blanchard

This will be brought back to the table upon Diane's return.

5. Liaisons needed

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

Knox (Durham) and Crawford United Churches (Mary Ellen Parsons, new) –
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, Waterloo hoping to post an SME position – Diane Dunseith

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

Brussels and Blyth United Churches negotiating a provisional call –

6. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Miriam Flynn, OM, for a change of pastoral relations from Harcourt Memorial United Church, effective 2022-06-30.

Approval of Open Positions

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a Supply Minister, FT, for Huron Shores United Church, Grand Bend.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for Supervised Ministry Education, PT, 20hrs, for Westminster United Church, Waterloo.

Approval of new appointments

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Georgian Shores United Church, Owen Sound, to appoint Heather McCarrel, OM, PT, 10 hours, from 2022-02-10 to 2022-08-10 according to the terms agreed to in Churchhub on 2022-02-06.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Port Elgin Pastoral Charge, to appoint John Smith, OM-R, PT, 27hrs, from 2022-03-01 to 2022-09-01 according to the terms agreed to in Churchhub on 2022-02-14.

Receive for Information

That the Human Resources Commission of Western Ontario Waterways Regional Council receive for information the sabbatical leave request from Heather Davies, OM, and Southampton United Church for three months beginning September 2022.

That the Human Resources Commission of Western Ontario Waterways Regional Council receive for information the sabbatical leave request from Gord Dunbar, OM, and Kincardine United Church from 2022-09-05 to 2022-12-06.

Approval of Consent Docket

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

MOTION

AGREED

7. Retired Presbyterian Ministers applying

Thomas and Cathy Kay. Will bring this back to the table upon Diane's return.

8. Proposal to the General Council Meeting concerning Designated Lay Ministers

February 22, 2022

HRC 22-11

A discussion of the current proposal before the General Council concerning Designated Lay Ministers was discussed..

Next Meeting: Tuesday, March 15, 2022 at 10:00 a.m. by Zoom

Worship/Closing Prayers: Cathy Larmond

Adjournment:

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

MOTION

AGREED

Meeting adjourned at 11:35 a.m.