

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), Tom Slumskie (L), Mel Spencer (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, Douglas Hayward, Cathy Larmond, Mel Spencer, Jane Sullivan, Diane Blanchard, Pretima Kukadia

Regrets: Tom Slumskie, Gwen Good

Absent:

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

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

Opening Worship: Micol Cottrell shared in a moment of prayer with the commission, holding Gwen's family in prayer as they grieve.

Opening Motions:

Corresponding Member:

MOTION that Tanya Cameron, Office of Vocation be made corresponding member to this meeting.

MOTION **AGREED by CONSENSUS**

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 March 15, 2022.

MOTION **AGREED**

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of April 19, 2022.

MOTION

AGREED

Change of Minutes of February 22, 2022:

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council change the minutes of February 22, 2022. Under section "8. Designated Lay Minister program and proposal" to read:

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

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

MOTION

AGREED

Business Arising

New Business

1. Information on SMEs with Tanya Cameron, Office of Vocation Minister

What is Supervised Ministry Education? Not all students are candidates, some may already be MDivs. As an SME site your community of faith is approved by the Candidacy Board as a learning site and you take into account the time and personnel, Educational Supervisor, needed for a candidate to work on their learning goals. This depends on what opportunities your congregation offers to a candidate for up to 2 years. You are required at intervals to answer extensive questions about the candidate's learning goals. Liaisons assist communities of faith discern.

Some financial resources (salary grant, moving grant) are available. Candidates from across the country may be available. Some may need sacramental licenses and be eligible in the regional council. SMEs are always appointments.

2. Consent Docket

Add discussions to future agendas of part-time vs. full-time position expectations: adequate income and adequate hours to fulfil community of faith expectations.

Request for Change of Pastoral Relations

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Roni Beharry, OM, for a change of pastoral relations from Three Willows United Church, Guelph, effective 2022-12-31 for the purpose of accepting a new call.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Micol Cottrell, OM, for a change of pastoral relations from Grace United Church, Hanover, effective 2022-07-31 for the purpose of accepting a position with the regional council.

Approval of Open Positions

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a Supply Minister, PT, 20hrs, for Mount Carmel-Zion.

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for a minister, PT, 20 hrs for Arkell United Church.*

**Note – date at the end of the position description needs to be updated (reads, April 2020)*

That the Human Resources Commission of Western Ontario Waterways Regional Council approve the position description for Supply Minister, PT, 20hrs, for Ebenezer United Church, Campbellville, **pending change of requirement for drivers' licence to requirement to travel.**

Appointment of Liaisons

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

*Arkell United Church –

*Three Willows, Guelph (Roni Beharry finishes in December) – Doug Hayward

Wasaga Beach United Church – Jane Sullivan

Grace, Thornbury – Keith Blackshaw – complete except for covenanting

Renewal of Appointments

Approval of New Appointments

Approval of Calls

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Grace Pastoral Charge, Thornbury, to call Christine Smaller, OM, PT, 30 hours, from 2022-06-01 according to the terms agreed to in Churchhub on 2022-04-12.

Voluntary Associate Ministry (VAM) Designation

That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Paul Parkin, OM-R, to be a Voluntary Associate Ministry at Grace United Church, Thornbury from 22.05 to 27.05 or until the incumbent minister changes.

That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Marilyn Parkin, DM-R, to be a Voluntary Associate Ministry at

Grace United Church, Thornbury from 22.05 to 27.05 or until the incumbent minister changes.

Request for License to Administer the Sacraments

Request for Categorization of Position

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Avondale United Church, Stratford, to categorize the position of Community Engagement Coordinator as a Congregational Designated Minister position.

Receive for information

Sabbatical Leave

That the Human Resources Commission of Western Ontario Waterways Regional council receive for information the sabbatical leave request from Chris Fickling of St. James-Rosemount, Kitchener for July, August, and September, 2022.

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

3. Removed from the Consent Docket

MOTION by consensus that Western Ontario Waterways Human Resources Commission request that Paisley United Church consider changes to the position description for a minister, PT, 14hrs, **pending change of requirement for drivers' licence to requirement to travel**, regarding expectations which the Human Resources Commission Liaison will resource with options/suggestions.

MOTION

AGREED

4. Wroxeter and Gorrie United Church

- a. The following motion was passed by the Wroxeter United Church on Sunday April 10, 2022. That the congregation of Wroxeter United Church requests permission of the Human Resources Commission of Western Ontario Waterways Regional Council to end its pastoral relationship with Rev. Jeffrey Hawkins effective July 31, 2022. *(Jeff will be advised of this motion by registered mail.)*

MOTION by consensus that due to the decision of the congregation of Wroxeter United Church to disband, that Western Ontario Waterways Human Resources Commission

accede to the request to end the pastoral relationship with Rev. Jeffrey Hawkins as of July 31, 2022.

MOTION

AGREED

- b. At a meeting on Sunday April 10, 2022 with Gorrie United Church, the following was approved by the congregation. That the congregation of Gorrie United Church requests permission of the Human Resources Commission of Western Ontario Waterways Regional Council to end its pastoral relationship with Rev. Jeffrey Hawkins effective July 31, 2022. *(Jeff to be advised of this motion by registered mail.)*

MOTION by consensus that due to the decision of the congregation of Gorrie United Church to disband, that Western Ontario Waterways Human Resources Commission accede to the request to end the pastoral relationship with Rev. Jeffrey Hawkins as of July 31, 2022.

MOTION

AGREED

5. Received For Information from Covenant Commission

- a. Palmerston and Moorefield

For information from the Covenant Commission: At the April 21, 2022 meeting of the Covenant Commission the following was approved: *"... that the Covenant Commission of Western Ontario Waterways Regional Council approves the amalgamation agreement between Palmerston UC and Moorefield UC to become James Street UC, Palmerston effective September 25, 2022."*

- b. Trinity United Church, Ashfield (Dungannon Union Pastoral Charge)

And: *"... that the Covenant Commission of Western Ontario Waterways Regional Council approves the recommendation that Trinity UC, Ashfield (Dungannon Union PC) community of faith is viable to call/appoint a minister up to Category F for 16 hours per week. In a Collaborative Agreement with Lucknow UC making the position full-time."*

- c. Lucknow United Church and Trinity United Church Ashfield (Dungannon Union Pastoral Charge)

And: *"..._that the Covenant Commission of Western Ontario Waterways Regional Council approves the recommendation that Lucknow UC community of faith is viable to call/appoint a minister up to Category F for 24 hours per week. In a Collaborative Agreement with Trinity UC, Ashfield (Dungannon Union PC) making the position full-time."*

- d. Knox, Paisley United Church

And: "Knox, Paisley was approved for a position of 14 (rather than 13) hours/week."

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council receive with thanks the information from the Covenant Commission.

May 17, 2022

HRC 22-27

MOTION

AGREED

6. Executive Report: Cathy Larmond

Approved Micol Cottrell. John on sabbatical and Kevin going on sabbatical in 2023. The Regional Council paying for any WOW membership to take the RJ Training. Ann Harbridge covering as Congregational Support Minister

7. LLWL Resource Team: Marion Boyd

The Resource Team is also looking for members, especially non-LLWLs for balance.

Budget question: Gail Fricker had a Zoom meeting with LLWLs. The LLWLs would like a face-to-face meeting, a church space is offered at Mt. Forest United Church for no cost on September 17. Lunch cost will be covered by themselves. Only issue is with mileage cost, car-pooling will be recommended. Maybe as many as 15-20 LLWLs.

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council agree to pay the cost of mileage for the LLWL meeting at Mt. Forest United Church on September 17, 2022.

MOTION

AGREED

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council recommend that Karen Cartmell, having fulfilled all requirements, a LLWL from Shining Skies Regional Council, be approved as an LLWL in our regional council.

MOTION

AGREED

8. United Fresh Start: Diane Blanchard

Is from June 20 to 22, shortened a little from three days to two days. Brian Hymers and Micol Cottrell are taking this training. May look at budget to assist training.

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council agree to assist with 50% of the funding for the UFS training for applicant, Brian Hymers.

MOTION

AGREED

9. Liaisons Check-In: Diane Blanchard

A check-in with liaisons is happening Wednesday, May 18.

10. Final Transition Team Report and Evaluation of Intentional Interim Minister, Jeff Warner from Wasaga Beach United Church.

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council receive the Final Transition Team report and Evaluation, with gratitude, from Jeff Warner and the Transition Team of Wasaga Beach United Church.

MOTION

AGREED

11. Micol Cottrell:

Having accepted the position as Pastoral Relations Minister at the Regional Council office, Micol will be stepping down from the Human Resources Commission and vacating the position as Chair. This opens up the chair for a volunteer for this position.

We also need to engage more members for the HRC, lay and ministry. A notice will be put into the newsletter.

Next Meeting: to be determined by email at 10:00 a.m. by Zoom.

Worship/Closing Prayers: tbd by email

Adjournment:

Having concluded its business, it was agreed that the Human Resources Commission of Western Ontario Waterways Regional Council be adjourned.

Closing Prayer: offered by Micol Cottrell

Meeting adjourned at 12:00 p.m.