
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: Douglas Hayward (L) (Chair), Gwen Good (L), Cathy Larmond (OM), David Shearman (M), Tom Slumskie (L), Jane Sullivan (OM)

Staff Support: Rev. Micol Cottrell, Pastoral Relations Minister mcottrell@united-church.ca, Pretima Kukadia, Admin, Communication & Records pkukadia@united-church.ca

Present: Douglas Hayward, Cathy Larmond, David Shearman, Tom Slumskie, Jane Sullivan, Micol Cottrell, Pretima Kukadia

Regrets: Gwen Good

Absent:

Welcome and Constitute Meeting: Douglas Hayward, welcomed everyone to the meeting then then constituted the meeting.

Acknowledging the Land: Douglas Hayward shared an acknowledgement of the land on behalf of the Human Resource Commission.

Opening Worship: Jane Sullivan shared a short prayer. Preparation of Advent has been buried under consumerism. Barbara Brown Taylor quote, "If you decide to say no, drop your eyes ... until the angel disappears ..." Or, you can take part in a thrilling, dangerous adventure, smuggling God in with you ...

Opening Motions:

Approval of Agenda

MOTION by consensus that the agenda be accepted as circulated.

MOTION

AGREED by CONSENSUS

Approval of Previous Minutes

MOTION by consensus that the Human Resources Commission of Western Ontario Waterways Regional Council approve the minutes of October 18, 2022 as circulated.

MOTION

AGREED by CONSENSUS

Business Arising

1. **MOTION** by Cathy Larmond / David Shearman that the **Email Poll Consent Docket** of November 16, 2022 be accepted as amended.

Request for Change of Pastoral Relations

That the Human Resources Commission of Western Ontario Waterways Regional Council

approve the request of Jennifer Brown, DLM, for a change of pastoral relations from Clifford Pastoral Charge effective 2022-12-31 in order to accept an appointment at Grace United Church, Hanover.

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 full-time minister for St. Andrew's Pastoral Charge, Bayfield.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the part-time position for a minister for St. Luke's United Church, Cambridge, pending approval of the Community of Faith Profile by the Covenant Commission.

Approval of Calls

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Walter's Falls Pastoral Charge to a call Rebekah Duncan, OM, part-time, 12 hours/week, from 2022-11-01 according to the terms agreed to in ChurchHub on 22-11-09.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Blyth Pastoral Charge for a call for Alex Jebson, OM, part-time, 20 hours/week, from 2022-11-20 according to the terms agreed to in ChurchHub on 2022-11-01.

That the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Brussels Pastoral Charge for a provisional call for Alex Jebson, OM, part-time, 20 hours/week, from 2022-11-20 according to the terms agreed to in ChurchHub on 2022-11-01.

That the human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Georgian Shores Pastoral Charge to call Marsha Roberts, OM, full-time, from 2023-01-01 according to the terms agreed to in ChurchHub on 2022-10-30.

Request for License to Administer the Sacraments

That the Human Resources Commission of Western Ontario Waterways Regional Council grant a license to administer the sacraments to Lesley Parsons, Candidate, for her appointment at Forest Hill United Church, Kitchener, according to the terms of the Sacrament License Policy.

Receive for Information - Sabbatical Leave

That the Human Resources Commission of Western Ontario Waterways Regional Council receive for information the Sabbatical leave information for Joe Gaspar, OM, serving at Parkminster United Church, Waterloo, to be taken from April 24, 2023 until September 3, 2023.

MOTION**AGREED by CONSENSUS****Unfinished Business**

1. We have agreed as a commission that when we send out an email vote, matters will be considered and voted on separately, not as a consent docket.
2. **MOTION** that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Arkell Pastoral Charge to appoint John Adeyemi, Candidate, part-time for 30 hours/week, from 2022-10-19 to 2023-10-18, according to the terms agreed to in ChurchHub on October 26, 2022

MOTION**AGREED by CONSENSUS**

3. **MOTION** that having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the part-time, 20 hours/week, position for a minister for Central Westside United Church, Owen Sound, pending the approval of the Community of Faith profile by the Covenant Commission.

MOTION**AGREED by CONSENSUS**

David Shearman abstained.

4. **MOTION** that the Human Resources Commission of Western Ontario Waterways Regional Council approve as a CDM position the temporary position of "Director of Pastoral Care," part-time, 20 hours/month, at Central Westside United Church, Owen Sound. A supervisor for this position will be assigned.

MOTION**AGREED by CONSENSUS**

David Shearman abstained.

5. Request for License to Administer the Sacraments

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council grant a license to administer the sacraments to John Adeyemi, Candidate, during the appointment at Arkell United Church, according to the terms of the Sacrament License Policy.

MOTION**AGREED by CONSENSUS****New Business****1. LLWL Resource Team:** David Shearman

No report. The Team will be meeting in January. Some members are otherwise occupied.

What are the impacts from the GCE policy changes on LLWLs.

New LLWL from Georgian Shores about to request licensing.

2. Executive Update: Cathy Larmond

Executive met after our last meeting. Pastoral Charge Supervisors have to be at the congregational meeting.

Collaborative ministry changes may affect Liaisons.

How do we get regional representatives? How do we get the reps to work with regional council and commissions?

Tri-regional Executive meeting is Friday, November 25 and Saturday 26 this week.

3. Pastoral Relations Minister Update: Micol Cottrell

Meeting in Montreal discussed Admissions from other countries. There are so many, 82, that the process is now on hold – not enough staff. Many new admissions are not being called on by CoFs that are in Search and can't find communities to settle into. For many reasons. GC is looking at a matching process as a suggestion possibility. Similar to settlement. Liaisons can assist with this matching. It will help to learn about admission processes from other countries. Information sessions will be set up for the new year. There are many concerns for admissions we need to address: vehicle, credit, health care needs, etc. These should become a part of the search preparation process and not overlooked. Orienting new clergy into their new environment. Strengthens pastoral relationships. This is not always a positive experience. Intercultural leadership training from WCC. Speech therapist? Sensitivity needed in handling communication/cultural issues. Not always racism, just different expectations.

PRM also talked about Liaisons. Other regional councils have Liaisons come in earlier to help with Profile, job descriptions ... Let's build that relationship earlier on in the process.

Was there discussion of remuneration changes, like COL changes, possibly categories will shift up by one category. Largest difference in categories comes to \$3,000/yr.

Quorum is based on our commission membership. The makeup of the commission needs to be more balanced.

Liaisons Empowerment and also M&P Committees: Training (incl. ongoing training), policies, regular check-ins.

4. Exit Interviews: Jane Sullivan

Harry Disher has had his interview, as he only had one possible date, Tanya Cameron and Micol Cottrell conducted the interview.

Jane will get contact information from Micol for other interviews.

Next Meeting: (December 20, 2022 10:00 am by Zoom) – this meeting is on hold, Email Motions to be sent out by December 15, for decisions by December 20.

Worship/Closing Prayers: David Shearman

Adjournment:

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

Meeting adjourned at 11:59 a.m.