
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), Cathy Larmond (OM), David Shearman (M), 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, Jane Sullivan, Micol Cottrell, Pretima Kukadia

Regrets:

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: David Shearman shared a prayer.

Opening Motions:

Approval of Agenda

MOTION by consensus that the agenda be accepted as amended.

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 November 22, 2022 as circulated.

MOTION

AGREED by CONSENSUS

Business Arising

Email Poll Motions of December 22, 2022 to be recorded in the minutes:

1. Request for Change of Pastoral Relations

MOTION by Tom Slumskie / Cathy Larmond that the Human Resources Commission of Western Ontario Waterways Regional Council approve the request of Gail Fricker, OM, for a change of pastoral relations (to end the appointment) from Huron Shores United Church, Grand Bend, effective January 15, 2023, with the agreement of Huron Shores United Church to waive the 90-day notice upon request.

MOTION

AGREED by CONSENSUS

2. Approval of Open Position

MOTION by Tom Slumskie / Cathy Larmond that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Candidate (SME) for Londesborough United Church, part-time, 20 hours/week, pending approval of the Community of Faith Profile by the Covenant/Congregational Support Commission and pending the removal of the requirement for a car and driver's licence.

MOTION

AGREED by CONSENSUS

3. Approval of Open Position

MOTION by Tom Slumskie / Cathy Larmond that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a part-time Supply Minister, 20 hours/week, for Lake Shore Pastoral Charge, Goderich, upon review of part-time policy document.

MOTION

AGREED by CONSENSUS

4. Approval of Open Position

MOTION by Tom Slumskie / Cathy Larmond that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Minister of Word and Sacrament, full-time, for Orangeville: Westminster Pastoral Charge.

MOTION

AGREED by CONSENSUS

5. Approval of Open Position

MOTION by Tom Slumskie / Cathy Larmond that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Minister, part-time, 30 hours/week for Calvary-Zion Pastoral Charge, Listowel.

Note: This is a reduction from a previously approved full-time position.

MOTION

AGREED by CONSENSUS

6. Approval of Appointment

MOTION by Tom Slumskie / Cathy Larmond that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Central Wellington: Hope Springs Pastoral Charge to appoint Barbara Smith-Young, DLM, part-time, 13 hours/week, from 2022-11-01 to 2026-10-31 according to the terms agreed to in ChurchHub on 2022-11-30, upon review of telephone costs.

Note: This is a newly amalgamated Pastoral Charge.

MOTION

AGREED by CONSENSUS

7. Approval of Appointment

MOTION by Tom Slumskie / Cathy Larmond that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Milverton: St. Paul's Pastoral Charge to appoint Sonja van de Hoef-Fraser, Candidate Minister, full-time, 40

hours/week, from 2023-01-01 to 2023-12-31, according to the terms agreed to in ChurchHub on 2022-11-22.

MOTION

AGREED by CONSENSUS

8. Approval of Call

MOTION by Tom Slumskie / Cathy Larmond that the Human Resources Commission of Western Ontario Waterways Regional Council accede to the request of Central Wellington: Hope Springs Pastoral Charge to call Gregory Smith-Young, OM, full-time, 40 hours/week, beginning 2022-11-01 according to the terms agreed to in ChurchHub on 2022-11-24, upon review of telephone costs.

MOTION

AGREED by CONSENSUS

9. Request for LLWL List Permission

MOTION by Tom Slumskie / Cathy Larmond that the Human Resources Commission of Western Ontario Waterways Regional Council grant permission for Angus and Grenfel United Churches to access the Licensed Lay Worship Leader list from Shining Waters Regional Council. The Licensed Lay Worship Leaders will remain under the oversight of Shining Waters Regional Council while serving these churches.

Note: A wider conversation about bordering churches and neighbouring LLWL lists will take place with regional councils.

MOTION

AGREED by CONSENSUS

10. Receive for Information - Sabbatical Leave

Bruce Dickson, OM, minister at Dublin Street United Church, Guelph, will be on Sabbatical from 2023-02-06 until 2023-05-01.

11. Receive for Information - Restorative Care

Gail Fricker, OM, Restorative Care Program, from 2022-11-08 until 2023-01-15.

----- End of Email Poll of December 22, 2022 -----

New Business

1. LLWL Resource Team: David Shearman

A precedent or policy about LLWLs working across regional councils. LLWLs are regionally accountable, unlike ministry that are denominationally accountable. New regional council policies serve communities of faith and in many ways. Can be frustrating.

LLWL Team plans to meet in February. Would like to discuss this cross-boundary policy-to be. Kathy Underwood asked for Grey Bruce churches o flay leaders only. Cannot find ministry to fill long-vacant positions. LLWLs could fill this gap? Invite regional councils and educate about LLWLs.

2. Executive Update: Cathy Larmond

Next Executive meeting is tomorrow. Will address recruitment and need of staffing of our

commission. Has been harder to create community over the online-pandemic years. We need to find ways to succeed at involvement.

3. Pastoral Relations Minister Update: Micol Cottrell

Let’s ask liaisons and search team members to step up into commission roles? You don’t need to be a regional council representative to be, for e.g., a liaison.

M&P workshop has 180 people registered. The Deficit Dilemma workshop had over 100 and the recording is posted and available. Commission members David, Doug and Cathy commended the Deficit workshop on good coverage.

Regional Council can supervise lay-led congregations, CDMs, according to the new Manual. Do not require ministry supervision. CDMs are not the replacement minister, the congregation as whole takes on the ‘ministry.’ We need to discuss pulpit supply. There are some churches that have quickly-ordained ministers with certificates. We need a way to inform congregations that if you hire a person to do sermons, but aren’t under our duty of care, oversight or policies, insurance not likely to cover harm incurred. Pulpit Supply or special speakers are meant to be occasional. What about preachers for hire?

We need to clarify what is pulpit supply, what is a CDM in policy. In the 1980s there were lawsuits against the UCC for not following policy – can be ruled against and cost the church and the United Church.

4. Consent Docket

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 short-term Supply Minister for Clifford Pastoral Charge.

Note: This supply position has been worked out with a minister in mind.

Request for License to Administer the Sacraments

That the Human Resources Commission approve the request of Hanover: Grace Pastoral Charge to grant a License to Administer the Sacraments to Jennifer Brown, DLM, for the length of the appointment and within the bounds of the Western Ontario Waterways Regional Council.

That the Human Resources Commission approve the request to grant a License to Administer the Sacraments to Anne Harbridge, lay member, retired from DLM until January 17, 2028 within the bounds of Western Ontario Waterways Regional Council.

----- End of Consent Docket -----

Approval of Consent Docket

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council agree that the consent docket be accepted as amended.

MOTION

AGREED by CONSENSUS

5. Motions Removed from Consent Docket

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council approve to the request of Port Elgin Pastoral Charge to appoint John Smith, OM-R, part-time, 27 hours/week, from 2023-03-01 to 2023-09-01, according to the terms agreed to in ChurchHub on 2023-01-16.

MOTION

AGREED by CONSENSUS

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a candidate, Supervised Ministry Education, for Londesborough United Church and Knox United Church. *Note: The position description will be reviewed with their liaison, Cathy Larmond, and will be brought back to the commission.*

MOTION

PENDING

Next Meeting: February 21, 2023 at 10:00 am by Zoom

Worship/Closing Prayers: Jane Sullivan (Cathy Larmond will be next)

Closing Prayer: offered by David Shearman

Adjournment

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council having concluded its business be adjourned at 12:10 a.m.

MOTION

AGREED by CONSENSUS