
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: Cathy Larmond shared a prayer. On the raising of Lazarus and the non-acceptance of Jesus' teachings. Didn't want to lose power through angering of Romans if Jesus becomes well known. Power and privilege – how difficult it is to share.

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 February 21, 2023 as amended.

MOTION

AGREED by CONSENSUS

New Business

1. LLWL Resource Team: David Shearman

Sent a request to LLWLs for their Annual Reports. Will create a 2023 Annual Report folder. Held a Grey-Bruce area presentation on LLWL program and had three people show interest. Some LLWLs that had dropped off now would like to return.

Hoping to meet monthly, regularly now.

2. Executive Update: Cathy Larmond

No report.

3. Pastoral Relations Minister Update: Micol Cottrell

Recently I have been working on ensuring that the community of faith tracking document that is used by John Neff and myself is up-to-date.

I have recently switched to dedicating Fridays to big picture work. The big piece of work I am currently working on is organizing liaison training. To support this, I am no longer checking phone or emails on this day.

I have continued to have conversation with John Neff about how best we can utilize liaisons in our regional council. Liaisons will eventually begin supporting communities of faith from the beginning of their search process. At the invitation of the Congregational Support Commission, they will be a supportive presence assisting with process questions and direct people to resources for the Community of Faith Profile. For this part of the process, they will direct people towards the Congregational Support Commission. Following this, they will support and empower communities of faith as they create their position description, and resource the search team. The goal is to smooth out the search process as much as possible for communities of faith with one person offering continuous support early on in the process.

Last week Pretima and I attended a week-long education event at Five Oaks entitled “Engaging Difference! Deepening Understanding for Intercultural Ministry.” Regional Council staff, who haven’t already done so, were encouraged to attend as the regional council continues its work around intercultural ministry. We are thinking about ways the information gathered can be used to help communities of faith. This is especially true around hesitations to look at admissions ministers.

1. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Western Ontario Waterways Regional Council concur with the request of Randy Banks, for a change of pastoral relations from Brucefield Community Church, OM, effective January 31, 2024, for the purpose of retirement.

That the Human Resources Commission of Western Ontario Waterways Regional Council concur with the request of Christine Smaller, OM, for a change of pastoral relations from Grace Pastoral Charge, Thornbury, effective June 15, 2023.

Approval of Open Positions

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for Minister, Christian

Development and Outreach, part-time, 20 hours/week, for Georgian Shores United Church, Owen Sound.

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Minister, full-time, for Grace United Church, Tavistock.

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, part-time, 12 hours/week for Drayton United Church, pending correction to the travel allowance.

Appointment of Liaisons

Three Willows United Church, Guelph – Gary Clark
Emmanuel United Church, Waterloo – Gary Clark
Trinity United Church, Kitchener – Doug Hayward
Wesley United Church, Cambridge – Doug Hayward

Approval of Appointments

That the Human Resources Commission of Western Ontario Waterways Regional Council concurs with the request of West Montrose Pastoral Charge to renew the appointment of Marianne Leach Hoffer, DLM, part-time, 6 hours/week, from 2023-02-06 to 2025-02-05 according to the terms agreed to in ChurchHub on 2022-02-14.

That the Human Resources Commission of Western Ontario Waterways Regional Council concurs with the request of Rosemont: Trinity Centennial Pastoral Charge, to renew the appointment of Stacey Mortson, candidate, part-time, from 2023-01-01 to 2023-06-30 according to the terms agreed to in ChurchHub on 2023-01-25.

That the Human Resources Commission of Western Ontario Waterways Regional Council concurs with the request of Exeter Pastoral Charge, to appoint Paul Vollick, DLM, for Short-term Supply, part-time, 10 hours/week, from 2023-01-22 to 2023-07-23 according to the terms agreed to in ChurchHub on 2023-01-19.

Approval of Calls

That the Human Resources Commission of Western Ontario Waterways Regional Council concurs with the request of First Pastoral Charge, Waterloo, to call Hoeun Lee, OM, full-time, from 2023-07-01 according to the terms agreed to in ChurchHub on 2023-03-01.

Voluntary Associate Ministry (VAM) Applications

That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Ellen Baynton-Walker, DM, to be a Voluntary Associate Ministry at Forest Hill United Church, Kitchener.

That the Human Resources Commission of Western Ontario Waterways Regional Council endorses the application of Mary Elizabeth Piercy, DM, to be a Voluntary Associate Ministry at Trinity United Church, Collingwood.

Request for License to Administer the Sacraments

Request for Categorization of Position

Receive for information: Sabbatical Leave

That the Human Resources Commission of Western Ontario Waterways Regional Council receive for information the sabbatical request of Keith Reynolds at Avondale United Church, Stratford from September 1, 2024 to January 7, 2025.

That the Human Resources Commission of Western Ontario Waterways Regional Council receive for information the sabbatical request of Kristal McGee at First Pastoral Charge, Owen Sound, from June to August 2023.

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

Approval of Consent Docket

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council concur with the consent docket being accepted as amended.

MOTION

AGREED by CONSENSUS

2. Motions outside of the Consent Docket

MOTION that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Minister of Digital Worship and Outreach, part-time, 20 hours/week, for Trinity United Church, Kitchener.

NOTE: This is being returned to Trinity United Church, Kitchener, for review to recategorize.

MOTION

DEFEATED

MOTION 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, part-time, 15 hours/week, for Trinity United Church, Guelph.

NOTE: This is being returned to Trinity United Church, Guelph, for review to update terms and hours.

MOTION

DEFEATED

MOTION that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Congregational Minister, full-time, 40 hours/week, for 5 years from September 1, 2023, for Port Elgin Pastoral Charge.

NOTE: This is being returned to Port Elgin United Church for review to update the 5-year description, accountability and use of wording in position description. Will approve by email poll immediately after changes are posted to Churchhub.

MOTION

DEFEATED

MOTION that the meeting move *'in camera'* to discuss the next two motions involving commission member, David Shearman. David was moved to the Zoom waiting room.

AGREED by CONSENSUS

MOTION that the meeting move 'to the commission as a whole' after discussion was complete. David was invited to return from the Zoom waiting room.

AGREED by CONSENSUS

MOTION that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for Minister, part-time, 16 hours/week, for Knox United Church, Durham and Crawford United Church.

MOTION

AGREED by CONSENSUS

David Shearman abstained.

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council concur with the request of Durham Pastoral Charge, to appoint David Shearman, OM-R, part-time, 16 hours/week, from 2023-04-01 to 2025-03-31 for short-term supply, according to the terms agreed to in ChurchHub on 2023-03-05.

MOTION

AGREED by CONSENSUS

David Shearman abstained.

Next Meeting: By Email Poll on April 18, 2023

Worship/Closing Prayers:

Closing Prayer: offered by Cathy Larmond

Adjournment

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council having concluded its business be adjourned at 11:57 a.m.

MOTION

AGREED by CONSENSUS