

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), Harry Disher (OM), Cathy Larmond (OM), David Shearman (OM), Carol Stephenson (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, Harry Disher, Cathy Larmond, David Shearman, Jane Sullivan, Pretima Kukadia, Cheryl-Ann Stadelbauer-Sampa

Regrets: Carol Stephenson, Micol Cottrell

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: Douglas Hayward shared a prayer for a fruitful meeting ...

Opening Motions:

Approval of Corresponding Members

MOTION by consensus that Cheryl-Ann Stadelbauer-Sampa, Executive Minister be accepted as a corresponding member to this meeting.

MOTION

AGREED by CONSENSUS

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 June 20, 2023 as circulated.

MOTION

AGREED by CONSENSUS

Unfinished Business

1. Sacramental Elders

Let's discuss this at a meeting with Micol Cottrell present.

2. Item Two

Business

Business Arising

1. **Email Poll** of July 6, 2023 to be recorded in the minutes.

MOTION by Carol Stephenson / David Shearman that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for Short-Term Supply Congregational Minister, full-time, at 40 hours/week, for St. Mary's United Church.

Please note: the title of 'Supply Interim Minister' shall be replaced with the term Supply (Short-term) Minister. This error was the Chair's doing in correspondence with the Search Team. They have been informed that this change will be required.

MOTION

AGREED by CONSENSUS

New Business

1. **LLWL Resource Team:** David Shearman

No report.

2. **Executive Update:** Cathy Larmond

Executive is meeting tomorrow. Therefore, nothing to report right now.

3. **Pastoral Relations Minister Update:** Micol Cottrell

Micol is on vacation and having a wonderful time.

2. **Position Description Submissions**

Some congregations use their Living Faith Story to write their position descriptions. This can be too lengthy for position description requirements. Some have not discussed this with their liaison before forwarding it to our commission. Does not always fit with their stated needs. Sometimes they do not marry their needs with their minister requirements. Some congregations disregard or resist the process of visioning and end up calling a minister regardless of fit, experience or skills.

As commissions think about the tri-regional evaluation and what are the best way to address the process of a data repository to have documents available from various commissions. Many people are experiencing exhaustion, need to inspire hope. Where do congregations easily find the information in easy-to-understand terms? Congregations and commission members need information, but these are not always the same information in the same places. Finding documents needed for different audiences. Terminology can be alienating. "This doesn't meet our requirements, and therefore we will approve this, these changes be made, pending these changes be made."

There is also confusion between Liaisons and Pastoral Charge Supervisors. As Liaisons are being asked for more involvement, this can become far too much for each work for each Liaison.

Many congregations are looking at a deficit, especially after the pandemic. Look to cut costs rather than their ministry needs. After a long-term minister, some congregations need an Interim Minister as they grieve their past minister.

Tanya Cameron, Office of Vocation, joined the meeting. A congregation is not ready to be a SME site. An unexperienced, new minister may not be ideal for a candidate. SME sites are self-determined. If the HR Commission is not in agreement, we can not approve the SME site position description. We would be approving this for any candidate's application. There is a difference in feeling called to educational opportunity or just wanting to widen the pool of applicants. Sarah Bruer, in Listowel, is part of the Admission Minister's matching program.

3. Fall Gathering of WOWRC Presentation

Harry Disher and David Shearman are working on the presentation for the online meeting. David described a slide presentation. The regional council will receive an Executive report. At the Fall meeting the summaries will be provided. Ideas are welcome. Our commission has some work to do to have people understand what we do – it is not the commonly known definition of Human Resources. We cover some lay positions, CDMs, LLWLs, determining which employees are for pension and benefits, music directors – a person working in the same place for an ongoing period of time is not a contractor, and is an employee.

This is an important issue: Who are employees? Who gets pension and benefits? Who needs to have EI and CPP deductions?

4. Consent Docket Motions

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 Congregational Minister, part-time, 30 hours/week, for Calvary-Zion Pastoral Charges, Listowel and area.

There was discussion by the commission members present.

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

MOTION

DEFEATED

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Congregational Minister, part-time, 20 hours/week, for Clifford Pastoral Charges, Clifford.

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MOTION

AGREED by CONSENSUS

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Congregational Minister, part-time, 30 hours/week, for Grace Pastoral Charge, Thornbury.

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MOTION

AGREED by CONSENSUS

That, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Supervised Ministry Education Minister, part-time, 30 hours/week, for Grace Pastoral Charge, Thornbury.

Note: have concerns about likelihood of candidate relocation. Clarity on the commitment to the ministry of formation could be added to the position description.

Approval of Consent Docket

MOTION that, having reviewed the position description, the Human Resources Commission of Western Ontario Waterways Regional Council approve the position for a Supervised Ministry Education Minister, part-time, 30 hours/week, for Grace Pastoral Charge, Thornbury.

MOTION

DEFEATED

Note: have concerns about likelihood of candidate relocation. Clarity on the commitment to the ministry of formation could be added to the position description. Douglas will follow this up with Grace United Church.

Appointment of Liaisons

Mt. Forest-Woodlawn – Gary Clark
Listowel, Calvary-Zion – Doug Hayward

Approval of New Appointments

That the Human Resources Commission of Western Ontario Waterways Regional Council concur with the request of Drayton Pastoral Charge, to appoint, Ann Harbridge, DLM, part-time, 12 hours/week, from 2023/09/01 to 2023/11/30 according to the terms agreed to in ChurchHub on 2023/06/25.

Note: pending clarification on mileage to be paid from home and within pastoral charge.

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council concur with the request of Drayton Pastoral Charge, to appoint, Ann Harbridge, DLM, part-time, 12 hours/week, from 2023/09/01 to 2023/11/30 according to the terms agreed to in ChurchHub on 2023/06/25.

Note: pending clarification on mileage to be paid from home and within pastoral charge.

MOTION

AGREED by CONSENSUS

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

Next Meeting: August 15, 2023 at 10:00 am by Zoom

Worship/Closing Prayers: tbd

Closing Prayer: offered by Douglas Hayward

Adjournment

MOTION that the Human Resources Commission of Western Ontario Waterways Regional Council having concluded its business be adjourned at 11:59 a.m.

MOTION

AGREED by CONSENSUS