

Executive
Antler River Watershed Regional Council
OF THE UNITED CHURCH OF CANADA
Holding and Encouraging Communities of Faith

Wednesday, January 8, 2020, 4 p.m., via zoom

Roster: Joyce Payne (President), Karlene Brown-Palmer, Doug Cameron (Treasurer), Richard Dalton, Elizabeth Dunn, Deanna Gibson, Louise Hall, Doreen Hewitson, Brenda MacMain, Kenji Marui, Bill Rothernel, Marie Santos, Diane Skomash, Carey Wagner

Present: Joyce Payne, Karlene Brown-Palmer, Doug Cameron, Elizabeth Dunn, Deanna Gibson, Louise Hall, Doreen Hewitson, Kenji Marui, Bill Rothernel, Diane Skomash, Carey Wagner

Staff Support: Cheryl-Ann Stadelbauer-Sampa, Executive Minister
Sue Duliban, Executive Assistant

Regrets: Richard Dalton, Brenda MacMain, Marie Santos

Acknowledgement of territory and opening prayer: President Joyce

Opening Agreements:

Approval of Agenda:

The Executive of Antler River Watershed Regional Council agreed with the agenda as circulated, dealing with ARW2019VHI first, the balance of items as listed. **Agreed by consensus.**

Approval of Previous Minutes:

The Executive of Antler River Watershed Regional Council **agreed by consensus to approve the minutes of November 21 and 22, 2019.**

Receive report ARW2019VH1

The Executive of Antler River Watershed Regional Council **agreed by consensus to receive the report entitled ARW2019VHI.**

Business Arising

1. Workplace Violence and Harassment Complaint report.

The Executive discussed in detail the report and its findings, offering suggestions and comments as to action to be taken based on the findings. It was noted that pastoral care was provided to those involved in this complaint. The Executive Minister also noted that confidentiality is paramount.

The following decisions/actions were made.

Antler River Watershed Regional Council Executive:

Concurs with the analysis and findings of ARW2019VH1. **Agreed by consensus.**

Antler River Watershed Regional Council Executive agrees that the respondent for whom the allegations of harassment were substantiated is to be removed from all church leadership roles for a minimum period of three years. **Agreed by consensus.**

Antler River Watershed Regional Council Executive directs the community of faith named in Report ARW2019VHI to engage in an anti-bullying program and a session on Holy Manners for all in leadership positions, especially the Leadership Council, Committee Chairs, Committee members and staff, and agrees to provide up to \$2,500.00 to cover the cost of these training sessions. **Agreed by consensus.** Two abstentions.

Antler River Watershed Regional Council Executive directs the Minister, Pastoral Relations, and the Executive Minister:

- 1) To meet with each respondent to share the findings that apply to each;
- 2) To meet with the complainant to share the findings;
- 3) To share the full report with the Chair, Leadership Council and Chair, Ministry and Personnel
- 4) To meet with the Leadership Council and the Antler River Watershed Regional Council President to share the findings and to discuss strategies to prepare for future pastoral relationships in terms of position descriptions, team support and a behavioural covenant to seek to prevent a repeat of the prior conflict that impacted church employees negatively and to share the recommendation for training from Executive.
- 5) To identify to the second respondent that although the report does not name substantiate harassment on the part of the second respondent, it identifies concerns about the respondent's leadership style that the Executive encourages the respondent to address. **Agreed by consensus.**

Antler River Watershed Regional Council Executive agrees to cover 50% of the cost of the Investigator fees and expenses, assessing the balance to the congregation. **Agreed by consensus.**

Antler River Watershed Regional Council Executive encourages the Faith Formation Committee to ensure Ministry with Children and Youth is a standing item on its meeting agenda.

2. Fairmont U.C.

Antler River Watershed Regional Council Executive directs the Executive Minister to negotiate and prepare a draft agreement with the UCC re transfer of title, to bring to the February 2020 meeting of the ARW Executive. **Agreed by consensus.**

New Business

1. Position Description: Administrative Assistant, Hospitality and Mission

The position description needs to be rewritten due to the addition of responsibilities/tasks relating to financial administration. The Executive Minister will prepare a draft and circulate to the Executive via email for review.

MOTION: Louise Hall / Doreen Hewitson

That Beth Parsons be reinstated as a member of the ARW Human Resources Commission.

MOTION CARRIED.

The Executive directed staff to book the WISH Centre, Chatham for the October 3, 2020 Antler River Watershed Regional Council meeting.

Meeting adjourned.

Next meeting: February 12, 2020 via zoom, 4 – 6 pm