

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

Place: Zoom Meeting 9 a.m.

Roster: Olav Kitchen (OM, Chair), Jim Drummond (L), Paul Browning (OM), Carol Ferguson (OM), Doreen Hewitson (DLM), Norm MacPherson (L), Beth Parsons (DLM), Mary Anne Silverthorn (L), Tracy Wygiera (L)

Staff Support: Pretima Kukadia-Kinting, Admin Assistant PKukadia@united-church.ca
Rev. Diane Blanchard, Minister, Pastoral Relations DBlanchard@united-church.ca

Present: Olav Kitchen, Jim Drummond, Paul Browning, Carol Ferguson, Doreen Hewitson, Norm MacPherson, Beth Parsons, Mary Anne Silverthorn, Tracy Wygiera, Diane Blanchard, Pretima Kukadia-Kinting

Regrets:

Absent:

Welcome and Constitute Meeting: In the name of Jesus Christ, the Head of the Church, I, Olav Kitchen, call this meeting of the Human Resources Commission of Antler River Watershed Region to order and to do the work of the Commission.

For Voting: I will put the question to the commission, by asking first for all those in favor of the motion to indicate so orally ("aye" or "yes"), and then ask second all those opposed to the motion to indicate so verbally ("nay" or "no"). I will then make an estimate of the count on each side and state what they believe the result to be.

Acknowledging the Land: Territorial lands are acknowledged on behalf of the Human Resources Commission by Olav Kitchen: We are gathered this morning to do the work of the Commission on traditional lands. We recognize and deeply appreciate the historic connection to this ground we meet on. We also recognize the contributions of the Metis, Inuit, and other Indigenous peoples have made to our country. As settlers, this recognition must be clearly connected to our commitment to make the promise and the challenge of the Truth and Reconciliation real in the community in which we live, work and worship. We are grateful to the Creator for this time and this place.

Opening Worship: A short worship was provided by Olav Kitchen. Worship in these times, through newsletters, Zoom and telephone. Prayers to all ... resurrection God.

Opening Motions:

Approval of Agenda:

MOTION that the agenda be accepted as circulated

MOTION

AGREED

Approval of Previous Minutes:

MOTION by Jim Drummond / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council approve the minutes of March 10, 2020 as circulated.

MOTION

CARRIED

Approval of Email Motion:

MOTION It was agreed by email vote on March 23, 2020 that the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Wesley-Knox United Church, London, for the appointment of Pirie Mitchell, OM-R, part-time 30 hours/wk, from 20.04.01 to 21.10.01 according to the terms agreed to on Churchhub on 20.03.23.

MOTION

CARRIED

Unfinished Business:

1. **Motion from Paul Browning:**

Background:

The United Church values transparency and due process. If a congregation is deciding whether to end a pastoral call at a congregational meeting, the minister and members of the Board are able to attend the meeting and speak to the matter. However, when the Human Resources Commission is reviewing a pastoral appointment and the Commission is making the decision, it would be helpful if we followed a similar model of transparency and information gathering by allowing the minister in question and a representative of the minister's governing body to speak to the Commission's concerns at least through a Zoom meeting. When interpreting the meaning of what people do, context is very important, and the commission's understanding of the context will be incomplete without hearing directly from the minister and representative of the governing body. This policy will also be experienced as a more transparent and just process by the minister and church members involved, as well as the members of the Commission.

MOTION by Paul Browning / Doreen Hewitson that the Human Resources Commission extend an invitation to a minister whose appointment is under review as well as a representative of the governing body of the faith community to speak to the matter with the Commission at a Zoom meeting, unless the decision is being made at a Congregational Meeting.

MOTION

CARRIED

New Business:

- 2. The request from Bonnie Pilkey, OM, to defer her retirement and change of pastoral relations from Dundas Street United, Woodstock from April 30, 2020 to June 30, 2020 due to the COVID-19 pandemic.

MOTION by Mary Anne Silverthorn / Tracy Wygiera that the Human Resources Commission of Antler River Watershed approve the request from Bonnie Pilkey, OM, to defer her retirement and change of pastoral relations from Dundas Street United, Woodstock from April 30, 2020 to June 30, 2020 due to the COVID-19 pandemic.

MOTION

CARRIED

- 3. The request from Linda Marcotte, OMR, to waive the 90 days’ notice and end her appointment with Grace, Sarnia on March 31, 2020 rather than May 30, 2020 so that she can return to her home in New Brunswick during this pandemic.

MOTION by Doreen Hewitson / Jim Drummond that the Human Resources Commission of Antler River Watershed approve the request from Linda Marcotte, OMR, to waive the 90 days’ notice and end her appointment with Grace, Sarnia on March 31, 2020 rather than May 30, 2020 so that she can return to her home in New Brunswick during this pandemic.

MOTION

CARRIED

Elizabeth Parsons abstained from the vote.

4. **Consent Docket**

Request for Change of Pastoral Relations:

Approval of Open Positions:

Having reviewed the revised position description for a pastoral team member at Grace, Sarnia the Human Resources Commission accedes to the request of Grace to post this revised position.

Having reviewed the position description, the Human Resources Commission accedes to the request for Bayham, of the Stratfordville Pastoral Charge, to open this position on Churchhub.

Appointment of Liaisons:

Metropolitan United Church – Joyce Payne

Princeton-Etonia – Mary Anne Silverthorn

Norwich United -

Renewal of appointments:

That the Human Resources Commission accede to the request of Cottam Pastoral Charge to appoint Kim Gilliland OMR, fulltime, from 20.06.01 to 23. 05.31 according to the terms on the Record of Appointment signed 20.03.18.

That the Human Resources Commission accede to the request of Grace United, Sarnia to appoint Pat Morrison, DLM, fulltime, from 20.07.01 to 21.06.30 according to the terms agreed to in Churchhub on 20-04-07.

Approval of calls:

That the Human Resources Commission accede to the request of Dundas Street United, Woodstock for the call of Sherpherd Munikwa, OM, fulltime, beginning 20.07.01 according to the terms on the Record of Call in Churchhub agreed to on 2020-03-16.

That the Human Resources Commission accede to the request of Embro United Church for the call of Susan Cole, OM, fulltime, beginning 20.09.01 according to the terms on the Record of Call in Churchhub agreed to on 20-03-15.

Approval of Consent Docket:

MOTION by Paul Browning / Tracy Wygiera that the consent docket be accepted as amended.

MOTION

CARRIED

Reports:

Executive Committee: Doreen Hewitson – Regional Meeting in May cancelled, Fall meeting scheduled, assessments postponed, camp summer programs deferred, camps unable to sustain themselves, interviews at regional office postponed also.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn – named sub-committee, scheduled to meet April 15, 1-day conference planned for June 20 will be decided in April, Pam Wilcox , Norm MacPherson, Tracy Wygiera, Diane Blanchard and Mary Anne Silverthorn. Conference calling for April meeting arranged.

Policy Items:

1. Licenced Lay Worship Leader – Remuneration: Since we do not have the authority to establish the remuneration for LLWLs this change is proposed.

MOTION by Name / Name that the Human Resources Commission of Antler River Watershed agrees that the Community of Faith shall remunerate Licensed Lay Worship Leaders appropriately. The suggested recommended remuneration is the one listed for 'Visiting Ministry Personnel' found in the current Minimum Salaries & Reimbursements for Ministry Personnel, noted in the Overview. All monies earned must be declared as taxable income. A T4A tax form must be issued by the Community of Faith to an individual for any amount in excess of \$500 per year.

MOTION

Choose an item.

This motion is tabled for now. Put this in September newsletter and connect to the current policy.

2. When there is no quorum for a meeting: Quorum is one third of those entitled to vote

MOTION that the Human Resources Commission of Antler River Watershed agrees that when there is an absence of a quorum for the monthly meeting of the Human Resources Commission, the work of that month will then be referred to the Regional Council Executive.

MOTION

AGREED

April 8, 2020

HRC 20-21

Closing Prayer by: Olav Kitchen: May God bless us, Happy Easter.

Next Meeting: Tuesday, May 12, 2020 at 9:00 a.m. by Zoom

Devotions and Closing Prayer, next meeting, by: Tracy Wygiera

MOTION by Commission Chair that the Human Resources Commission of Antler River Watershed Regional Council having concluded its business, be adjourned.

MOTION

AGREED