

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

Regrets: Pretima Kukadia-Kinting,

Absent: Daryl Webber

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.

Acknowledging the Land: Territorial lands are acknowledged on behalf of the Human Resources Commission by **Olav Kitchen**: We begin this virtual meeting acknowledging that our Region spans the land of several First Nation's territories. On Christmas Eve 1860 a concerned and worried Rev. George McDougall who worked with many of the First Nations throughout the west, asked the people in the church regarding the peoples of the First Nation, "shall they be left to drink the bitter cup of poverty and neglect, and at last perish as a people?" 160 years later, that is still the question, do we care? Yes, we do, and as we seek health and wholeness from the COVID-19 virus may we never cease to work toward the wholeness of the First Peoples of this land. It is an honour to meet on the land of people of the First Nation, the original proprietors. We begin our meeting with the opening devotional.

Opening Worship: provided by **Olav Kitchen**. Olav began with words by Susan Sparks and a one-minute inspiration; followed with a prayer by Lena Allen of Virginia Highland Church which had been shared by Cameron Trimble.

Opening Motions:

Approval of Agenda:

MOTION that the agenda be accepted as amended.

MOTION

AGREED

Approval of Previous Minutes:

MOTION by Tracy Wygiera / Jim Drummond that the Human Resources Commission of Antler River Watershed Regional Council approve the minutes of July 7, 2020 as circulated.

MOTION

CARRIED

Unfinished Business:

1. Diane had a meeting of M&P contacts in Antler River Watershed Regional Council emphasizing the need for ministers to have their vacation time which stemmed from a concern regarding ministry personnel, especially those of colour, being asked not to take their vacation time.
2. **Guest Speaker**, Daryl Webber was introduced by Diane and is an Intentional Interim Minister. Daryl shared the challenges and gifts of doing Interim Ministry during COVID-19. He is currently serving as an Interim Minister at Central/St. Andrews in St. Thomas and outlined the some of the things he has been helping his congregations deal with in order to move into the future.

Daryl outlined what the Transition Team has been doing regarding the Mission Statement and Vision Statement. He shared some of the areas in which they identified themselves and how they could live into that. He found that there were only few individuals that engaged in the process out of a congregation of 200+. This has made the work difficult.

Found that the Transition Team spent several weeks preparing and writing the stories of the congregation. Then they disseminated the information into a few goals. They found that the church was lacking a connection to the broader church. Work was done to help develop these connections using the Statement of Faith, The New Creed, and Singing our Song of Faith.

When COVID-19 hit several road blocks were erected and Daryl shared the difficult things he was told by members of the congregations. There are several areas where they are unsure of the impact they have had, and they are looking at sending out surveys to see where people are at.

Daryl has found that once COVID-19 hit the Transition Team seems to see this as a break from their work which has made it difficult. Communication between himself and the team members is less than ideal.

The congregations are talking about ways they can best utilize shared ministry.

Daryl shared that the Fresh Start program, relationship between minister and congregation, leadership styles, and anger/grief, as well as programming around racism and/or classism would be beneficial.

New Business:

3. Consent Docket

Request for Change of Pastoral Relations:

That the Human Resources Commission of Antler River Watershed accede to the request of Karen Low, OM, from Innerkip-Eastwood effective October 31, 2020 for the purpose of retirement.

Approval of Open Positions:

That, having reviewed the position description for First-St Andrew's, London the Human Resources Commission of Antler River Watershed approve a supply appointment position for 30 hours/week beginning September 1, 2020.

That, having reviewed the position description for Calvary United, London the Human Resources Commission of Antler River Watershed approve a supply appointment position for 40 hours/week.

That, having reviewed the position description for Richwood Pastoral Charge the Human Resources Commission of Antler River Watershed approve a supply appointment position for 10 – 14 hours/week.

Appointment of Liaisons:

Calvary, London – Beth Parsons

Dunlop and Central, Sarnia – position descriptions in preparation for nesting – Jim Evans

Glencoe-Appin – Appin closing so need for change in terms of pastoral relationship
First-St Andrew's, London –

Renewal of appointments:

That the Human Resources Commission of Antler River Watershed accede to the request of White Oaks, London for the supply appointment of Anne Beattie-Stokes OM-R from 20.09.01 to 21.02.18 according to the terms of the record of appointment agreed to in ChurchHub on 20.07.28.

That the Human Resources Commission of Antler River Watershed accede to the request of Victoria Avenue United Church for the appointment of Sandra Fogarty OM-R from 20.07.01 to 21.06.30 according to the terms of the record of appointment agreed to in ChurchHub on 20.08.17.

That the Human Resources Commission of Antler River Watershed accede to the request of Guilds Pastoral Charge for the appointment of Melodee Lovering DLM from

20.11.01 to 22.10.31 according to the terms of the record of appointment agreed to in ChurchHub on 20.08.31.

That the Human Resources Commission of Antler River Watershed accede to the request of Charing Cross Pastoral Charge for the appointment of Andrew Gilliland, Candidate, from 20.09.01 to 21.08.31 according to the terms of the record of appointment agreed to in ChurchHub on 20.08.10.

That the Human Resources Commission of Antler River Watershed accede to the request of Central United, Sarnia for the appointment of Wendy Milliken, OM, from 20.04.02 to 21.05.31 according to the terms of the record of appointment agreed to in ChurchHub on 20.08.15. (Note: longer appointment due to plans for amalgamation)

Approval of new appointments:

That the Human Resources Commission of Antler River Watershed accede to the request of First-St. Andrew's, London for the supply appointment of David McKane, OM-R, at 30 hours/week from 20.09.01 to 20.03.01 according to the terms agreed to in ChurchHub on 20.07.29.

That the Human Resources Commission of Antler River Watershed accede to the request of the Innerkip-Eastwood Pastoral Charge for the supply appointment of Karen Willis, DLM, at 20 hours/week from 20.11.29 to 21.06.30 according to the terms agreed to in ChurchHub on 20.08.17.

That the Human Resources Commission of Antler River Watershed accede to the request St Paul's, Aylmer for the supply appointment of Arthur Hiley OM-R, at 30 hours/week from 20.09.08 to 20.02.28 according to the terms agreed to in ChurchHub on 20.08.31.

Approval of calls:

That the Human Resources Commission of Antler River Watershed accede to the request of Forest United Church for the provisional call of Christina Crawford, Candidate, 40 hours/week beginning according to the terms agreed to in ChurchHub on 20.07.29.

That the Human Resources Commission of Antler River Watershed accede to the request of St David's, Woodstock for the call of Jeffry Smith, OM, 40 hours/week beginning 20.11.09 according to the terms agreed to in ChurchHub on 20.08.09.

That the Human Resources Commission of Antler River Watershed accede to the request of Stratfordville Pastoral Charge for the call of Troy van Ginkel, OM, at 20 hours/week beginning 20.09.01 according to the terms agreed to in ChurchHub on 20.08.01.

That the Human Resources Commission of Antler River Watershed accede to the request of Wyoming Pastoral Charge for the call of Steven Longmoore, OM, 20

hours/week beginning 21.01.01 according to the terms agreed to in ChurchHub on 20.08.22.

That the Human Resources Commission of Antler River Watershed accede to the request of Watford-Warwick Pastoral Charge for the call of Steven Longmoore, OM, 20 hours/week beginning 21.01.01 according to the terms agreed to in ChurchHub on 20.08.22.

Request for Categorization of Position:

Request for License to Administer the Sacraments:

That the Human Resources Commission of Antler River Watershed grant a license to administer the sacraments to Kellie McComb, candidate for ordination. (Note: this is on behalf of Princeton-Etonia Pastoral Charge)

Receive for information:

That the Human Resources Commission of Antler River Watershed receive, for information from Trinity, London an updated position description for SME Associate Minister.

Approval of Consent Docket:

MOTION by Paul Browning / Mary Anne Silverthorn that the consent docket be accepted as circulated

MOTION

CARRIED

4. **Ratification of motion passed by email, July 10, 2020:**

MOTION by Paul Browning / Jim Drummond that the Human Resources Commission of Antler River Watershed Regional Council having reviewed the position description at Dorchester United Church for a part-time, 20 hours/week ministry personnel, approve it for posting on ChurchHub.

MOTION

CARRIED

Reports:

5. **Executive Committee:** Doreen Hewitson

Doreen advised that Rev. Dr. Jeff Crittenden has been awarded the 2020 Roy M. Davidson Trust held in the United Church of Canada Foundation; one of the most prestigious awards of the United Church of Canada; aims to acknowledge and promote excellence of scholarship and teachings in theological education.

MOTION by Doreen Hewitson / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council that during COVID-19, all Licensed Lay Worship Leaders observe a two week period between serving two different communities of faith unless they are points on the same pastoral charge. This would be in keeping with the policy set for General Council and Regional Council staff plus the Executives' commitment to virtual meetings to require a waiting period of 14 days between 2 different communities of faith unless they were points on the same pastoral charge.

MOTION

CARRIED

The Celebration of Ministries service is scheduled to be held on November 1 at Grace United Church in Sarnia.

6. **Licensed Lay Worship Leader Resource Team:** Mary Anne Silverthorn

LLWL Workshop has been postponed indefinitely until a face-to-face can happen, if possible.

The LLWL Resource Team meets about once per month by Zoom. We have worked on drafting documents, the resource booklet – (policy and procedures) and drafting certificates.

We have concentrated our time over the last few months on contacting all LLWL and establishing a process for interviewing these individuals. We are aware that there are about 50 LLWL in the ARW region. These people need re-licensing. In addition, approximately 8 people completed a LLWL course held in London last year and need licensing if they choose. Some took the course for personal growth only.

Regardless of the group each individual must complete the necessary documentation and course requirements plus seek to be licensed and/or relicensed by contacting the committee.

The committee drafted questions for an appropriate interview/discussion with each person. Interviews were conducted by pairs of committee members.

The team has been interviewing all those LLWL candidates who have applied to be :

- a. Licensed as a new LLWL
- b. Re-Licensed as a LLWL

MOTION by Mary Anne Silverthorn / Norm MacPherson that the Licensed Lay Worship Leader Resource Team recommend that the following people be relicensed for three years:

Susan Anderson, Susan Barker-James, Roy Dusten, Dave Hewitson, Robert Karn, Helen Keenlside, Lois Marley, Christopher Mortlock, Celia Orth, Ian Phillips, Betty Sterling, Terry van Rees, Doris VanDenEeckhout, Pat Whitton, Tracy Wygiera.

MOTION

CARRIED

MOTION by Mary Anne Silverthorn / Tracy Wygiera that the Licensed Lay Worship Leader Resource Team recommend that the following people be relicensed for two years:

Cheryl Buchner, Richard Dalton, Anne Cooper-Hollis, Fran Bell, Gerard Hamoen, Linda Humphrey, Ruth Pilbeam, Tom Saul, Jim Stirling, Kathleen Welch, Jack Wharram, Shane McDowell, and Lynne Dunlop.

MOTION

CARRIED

MOTION by Mary Anne Silverthorn / Paul Browning that the Licensed Lay Worship Leader Resource Team recommend that the following people be relicensed for one year: Roxanne Bale.

MOTION

CARRIED

MOTION by Mary Anne Silverthorn / Paul Browning that the Licensed Lay Worship Leader Resource Team recommend that the following people be newly licensed for a term of one year:

Jackie Moraal and Heather Walton.

MOTION

CARRIED

The following people are requesting retirement from the LLWL Program:

George Beard, Elaine Butler, Gerald McAlorum, Donna Jean Pollard, Brian Stocks and Bill Wakeley.

Letters of thanks have been sent by the LLWL Resource Team.

Other Business:

7. **Fresh Start Program** – United Fresh Start Program Description

United Fresh Start (unitedfreshstart.ca) is a program for those in new pastoral relationships, both ministry personnel and communities of faith. The first two years are a time when relationships form, and patterns begin. It is a time of openness to what is new, different, or possible and thus a time when people are more open to learning, working on relationships and trying things.

Trained facilitators offer the United Fresh Start program. 23 modules of interactive educational material help build leadership capacity and promote understanding for both communities of faith and ministry personnel. Working together encourages conversation and mutual understanding.

Trained facilitators can mentor small groups of ministry personnel where they can build relationships with their peers and explore case studies in a supportive context.

Number of new pastoral relationships since July 2019

Antler River Watershed Regional Council has 12 new pastoral relationships, Western Ontario Waterways Regional Council 19 and Horseshoe Falls Regional Council 27. This totals 59. New pastoral relationships begin each month.

Number of trained UFS facilitators

At this time, there are 24 facilitators across the three regions, with Antler River Watershed having the smallest number at this point. It would be a future goal to offer facilitator training again, with Antler River Watershed being the priority.

Proposal

Facilitated Small Groups for Ministry Personnel in new pastoral relationships

We could offer small groups of five ministry personnel plus a facilitator who would meet by zoom 8 times over the pastoral year, beginning in October 2020. They would meet for two hours to pray, spend some time checking in with one another to build peer relationships and take turns presenting a case study for reflection and learning.

The facilitator would be responsible for initiating contact to set an agreed schedule for meeting 8 times, for establishing a respectful and confidential environment, for encouraging learning through the use of case studies and for encouraging participation. They can seek support from the regional minister, pastoral relations.

Family and Friends: leading an integrated life is a core module intended for ministry personnel that will be offered to small groups by their facilitator.

Modules for congregations and ministry personnel in new pastoral relationships

23 modules of learning materials are available and, of these, four are considered core modules: Transition, Family and Friends, Entering a New System and History-Sharing. Family and Friends is specifically for ministry personnel and will be offered in the small groups. History-sharing is very particular to each community of faith so would be difficult to offer on-line. However, Transitions and Entering a New System could be offered to multiple communities of faith and ministry personnel simultaneously via Zoom.

The proposal is to have Transitions and Entering a New System available as on-line modules and to offer these to multiple congregations with facilitators and a technology support person to assist. The goal would be to offer Transitions (already prepared by Adam Hanley and Joe Ramsey) in October and/or November and Entering a New System in January/February.

Other modules which have been requested in the past include:

- Role Clarity,
- Church Size and Its Implications,

- Habits, Norms and Expectations
- Diversity
- Planning for Effective Ministry – The Discern/Plan/Do/Reflect Cycle
- Conflict Module 1 – conflict awareness
- Conflict Module 2 – conflict management

Facilitators will be invited to consider preparing modules for use in 2021.

Cost

Honoraria of \$400 for each small group facilitator for eight gatherings of approximately two hours each.

Preparing and recording learning modules – could we also offer \$50 to prepare and record a module, as an honorarium? Cost of \$300 - \$400 for 4 to 6 modules.

Hosting learning modules for congregational gatherings. Diane could do some. John Neff might be interested too. Micol has offered tech support and Pretima may also. There could be others who enjoy the tech support role. This would work for the initial offerings. If we have more courses prepared it would make sense for those who've prepared the video to host perhaps.

MOTION by Doreen Hewitson / Beth Parsons that the Human Resources Commission of Antler River Watershed Regional Council encourage ministry personnel to engage in the Fresh Start program during the first year in order to participate and share the value of the program to other ministry personnel and congregations.

MOTION

CARRIED

8. **MOTION** by Mary Anne Silverthorn / Tracy Wygiera that the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Innerkip-Eastwood Pastoral Charge for a license to administer the sacraments for Karen Willis, DLM, during the time of her appointment with the pastoral charge.

MOTION

CARRIED

For Information

The Executive of the General Council extend the temporary amendments to pastoral relations policies adopted at the meeting of the Sub-Executive held on April 15, 2020 to December 31, 2020, subject to earlier cancellation or further extension by decision of the Executive or Sub-Executive of the General Council.

Diane shared information regarding the International Decade of People of African Descent – see <https://www.interculturalleadership.ca/news/international-decade-for-people-of-african-descent-joint-churches-statement>.

September 8, 2020

HRC 20-45

Closing Prayer by: Olav Kitchen

Next Meeting: Tuesday, October 13, 2020 at 9:00 a.m. by Zoom

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

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

MOTION

AGREED