

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

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**Place:** Zoom Meeting 9 a.m.

**Roster:** Olav Kitchen (OM, Chair), Jim Drummond (L), Paul Browning (OM), Carol Ferguson (OM), Louise Hall (L), 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, Louise Hall, 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.

**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 Beth Parsons, on the eve of Remembrance Day, passing by South Caradoc United Church which was the home to so many and is now burned down. Help us to remember those who fought to give us this beautiful country, Canada.

**Opening Motions:**

Approval of Agenda:

**MOTION** by Mary Anne Silverthorn / Jim Drummond that the agenda be accepted as circulated.

**MOTION**

**AGREED**

Approval of Previous Minutes:

**MOTION** by Mary Anne Silverthorn / Tracy Wygiera that the Human Resources Commission of Antler River Watershed Regional Council approve the minutes of October 13, 2020 as circulated.

**MOTION**

**CARRIED**

**Business Arising:**

1. Welcome to Louise Hall
2. Fall ARW Regional meeting debrief: The meeting went well, Beth and Glenn's worship was a highlight, Olav presented the Human Resources Commission material excellently. Mary Anne commended the organizers and planners and Pretima's Zoom introduction.

**New Business:**

3. LLWL report (including current list for pulpit supply): Mary Anne Silverthorn. The LLWL Handbook and policies and procedures was updated with minor editing. Pretima to send an email with LLWLs to congregations and to process and send certificates or re-certification.
4. Memorandum of Agreement with Centre for Practical Theology  
**MOTION** by **Mary Anne Silverthorn / Norm MacPherson** that the Human Resources Commission of Antler River Watershed Regional Council support the agreement with the Centre of Practical Theology.  
**MOTION** **CARRIED**
5. New UCC Policy: Harassment, Discrimination and Violence in the Workplace: There was a comment that one phrase 'the effect a comment/action' has on someone is problematic. It may or may not be actual harassment. Microaggression, can have 'good intention' but can still be impactful negatively. Who has the burden of proof in regards to their feelings. The policy is 'tough' and needs to be disseminated.
6. Recognition of DLM, Michael Shewburg, in Antler River Watershed Regional Council, was without an appointment, became managing director at Five Oaks, DLMs not in an appointment are Lay People. Has taken an appointment at Richwood United Church.

**MOTION** by Doreen Hewitson / Carol Ferguson that the Human Resources Commission of Antler River Watershed Regional Council recognize Michael Shewburg as a Designated Lay Minister.

**MOTION**

**CARRIED**

7. Consent Docket

**Request for Change of Pastoral Relations:**

**Approval of Open Positions:**

**Appointment of Liaisons:**

Union United Church – change of terms of call with Mark Perry – David Van Patter  
First-St Andrew’s, London –  
Thamesville –

**Renewal of appointments:**

**Approval of new appointments:**

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Richwood Pastoral Charge to appoint Michael Shewburg, DLM, part-time, 10 hours/week from 20.09.01 to 21.12.31 according to the terms agreed to in Churchhub on 20.11.09.

**Approval of calls:**

**Request for Categorization of Position:**

**Request for License to Administer the Sacraments:**

**Receive for information:**

The Human Resources Commission of Antler River Watershed Regional Council acknowledge the sabbatical leave for Susan Cole, OM, granted by the Knox United Church, Embro Pastoral Charge from 12.28.20 to 21.03.22 and alert the Covenant Commission of the need for a pastoral charge supervisor.

Mary Anne has been appointed as pastoral charge supervisor.

**Approval of Consent Docket:**

**MOTION** by Doreen Hewitson / Tracy Wygiera that the consent docket be accepted as circulated.

**MOTION**

**CARRIED**

8. Workshop training by Diane, Lynne Allin, Tanya Cameron: Building Respectful Congregations: A positive approach to being mindful of our behaviour and looking at other people's experiences. Especially for congregations where there might be conflict.

**Reports:**

**Executive Committee:** Doreen Hewitson

**Motion:** Paul doesn't feel a policy around LLWL not attending a community of faith for two weeks after supply at a congregation when this doesn't apply to other ministers. This came from Executive and is unenforceable by the LLWL Resource Team. Should be voluntarily looked after.

**MOTION** by Paul Browning / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council inform the LLWL Leaders that this commission recognize that this policy is a recommendation not a requirement.

**MOTION**

**CARRIED**

Doreen will inform LLWLs.

**Other Business:**

**Closing Prayer by:** Beth Parsons

**Next Meeting:** Tuesday, December 8, 2020 at 9:00 a.m. by Zoom

**Devotions and Closing Prayer, next meeting, by:** Paul Browning

**MOTION** by Doreen Hewitson / Louise Hall that the Human Resources Commission of Antler River Watershed Regional Council having concluded its business, be adjourned.

**MOTION**

**AGREED**