

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), 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 Norm MacPherson: We will begin this meeting of the Human Resources Commission of the Antler River Watershed Region by acknowledging that we are meeting on aboriginal land that has been inhabited by Indigenous peoples from the beginning.

In particular, we acknowledge that we are meeting on the traditional territories of the Indigenous Peoples and covered by the Upper Canada Treaties. We would like to acknowledge the history of the traditional territory on which we are gathering. We would also like to respect the longstanding relationships of which the local **Indigenous groups**, the Haudenosaunee, Lanape and Anishinabek of this land and place in Southwestern Ontario. We would like to recognize the **Indigenous communities** in close proximity Ojibway/Chippewa of the Thames First Nation; Oneida Nation of the Thames, Munsee-Delaware Nation; Mississaugas of the New Credit First Nations; and Six Nations of The Grand (which consists of Mohawk, Cayuga, Seneca, Onondaga, Oneida and the Tuscarora Nations). These many territories are covered by the Upper Canada Treaties.

(With thanks to the Ontario of Federation of Labour)

Opening Worship: by Norm MacPherson: Canadian Conference of Mennonite Churches, Living Missionally through Trials – From Luther, Do not flee from risk, remain steadfast, continue to act on His missional mandate, May God find us faithful.

Opening Motions:

Corresponding Member(s):

MOTION that Jane Van Patter, President of Antler River Watershed Regional Council, be accepted as a corresponding member of the Human Resources Commission.

MOTION

CARRIED

Approval of Agenda:

MOTION that the agenda be accepted as circulated

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Mary Anne Silverthorn / Jim Drummond that the Human Resources Commission of Antler River Watershed Regional Council approve the minutes of March 9, 2021 as circulated.

MOTION

CARRIED

Jane Van Patter, “Thank you for including me. Video reports will be sent out before the Spring meeting.”

Unfinished Business:

1. Order of the Day: Darryl Webber, Intentional Interim Minister, and Sherry Johnstone, Transition Team members.

End of May, contract ends, want to extend 3 months or 6, maybe a year. Completed most goals as transition team. One outstanding goal, heritage wall piece of 185th anniversary. Lifting up and celebrating identity. Discerning relationship with Central United Church. Dream Team would be shared ministry between First and Central United Churches. Shared worship group starts next week, an online piece. How to frame this for staff, what’s the vision – an exciting opportunity.

The Transition Team will change some members as we move into Phase Two, and set new goals. There is excitement in the congregations.

First United Church, St. Thomas, Interim Ministry. We have a report from the Transition Team, still a year’s work until ready to call a minister. Darryl Webber, Intentional Minister, wants to continue conversation from Central United Church.

Central United Church, St. Thomas: Pegi Ridout is Interim Minister until December 2021, Paul Vollick ending in June.

Comments/Questions: Talk to others that have shared ministry? Sharing and collaborative ministries documents on website, Youth ministry ideas happening in London. Phase Two can look at these arrangements.

Diane Blanchard, "Thank you, Darryl and Sherry, for your time and wonderful work on the Transition Team." Will take at least to December to work out Profile, Living Faith Story, etc. Need to extend appointment.

2. Acknowledging the Land: clarification, that we would leave it up to the person speaking, to present a 'general acknowledgement covering the whole of the region' or a 'local acknowledgement'.

3. Review Mandate

Mandate Responsibilities:

The formation and nurturing of healthy pastoral relationships

What about out ethnic congregations? Korean United Church, Windsor or any others?

Supporting/Nurturing: Rev. Hee Chun Kang, Korean United Church, and the congregation?

Especially in light of the 'anti Asian' Racism in Canada.

Minister's appointment needs to be renewed. Have had a rough background with the United Church. Will make new contacts, new relationships. Jim Drummond will reach out to Glenwood United Church, where some of the congregation has gone. Jane Van Patter will visit there, and someone will reach out about Asian Heritage Month for May and joining our commission for a visit.

We train liaisons, review calls and appointments, provide United Fresh Start, M& P workshops, provide support.

The equipping and licencing of lay worship leaders

All the documents have been updated (Policy Handbook, LLWL Handbook), workshop information is sent to LLWLs, approving the last of current LLWLs. A list of LLWLs is not on the website.

New Business:

4. **Consent Docket**

Request for Change of Pastoral Relations:

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Nancy Waterman, OM, for a change of pastoral relations from White Oaks Pastoral Charge, London, effective April 21, 2021 for the purpose of retirement.

Approval of Open Positions:

That, having reviewed the position description, the Human Resources Commission of Antler River Watershed approve the position for a fulltime ministry personnel for St Paul's, Petrolia and request it be posted on Churchhub.

That, having reviewed the position description, the Human Resources Commission of Antler River Watershed Regional Council approve the position for a fulltime ministry personnel for Lambeth United Church and request it be posted on Churchhub.

Appointment of Liaisons:

Blenheim – Doreen Hewitson

Ilderton –

Belmont-Harrietsville-Mossley – Mary Anne Silverthorn

Inwood-Shiloh – Norm MacPherson

Renewal of appointments:

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of the Drumbo Pastoral Charge for the appointment of Kenneth Jackson, OM-R, part-time 14 hours/week from 21.07.01 to 22.06.30 according to the terms of the record of appointment in Churchhub agreed to on 21.01.24.

That the Human Resources Commission of Antler River Watershed Regional council accede to the request of St. Paul's, Aylmer for the appointment of Arthur Hiley, OM-R, part-time, 30 hours/week from 21.03.01 to 21.08.30 according to the terms of the record of appointment agreed to in ChurchHub on 21.04.12.

Approval of new appointments:

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of the Lambeth Pastoral Charge for the appointment of Diane Macpherson, OM-R, part-time, 20 hours/week from 21.06.01 to 21.11.30 according to the terms of the record of appointment agreed to in Churchhub on 21.03.18.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of the Blenheim Pastoral Charge for the appointment of Bruce Cook, OM-R, part-time, 10 hours/week from 21.04.01 to 21.10.01 according to the terms of the record of appointment agreed to in Churchhub on 21.03.17.

Approval of calls:

Request for Categorization of Position

Receive for information:

VAM applications:

Approval of Consent Docket:

MOTION by Doreen Hewitson / Norm MacPherson that the consent docket be accepted as circulated.

MOTION

CARRIED

5. **Reports:**

Ministry & Personnel Workshops: Diane Blanchard – Two workshops with 150 people altogether. M&P Committee members don't always know what they're getting into.

Executive Committee: Doreen Hewitson –

1. Three position descriptions for ARW personnel have been revised to better outline the work being done by their positions.
2. Kathy Douglas will be on sabbatical from May 17 to August 31, 2021
3. Assessments after 2021 will be on the agenda for the June meeting as the funding is going to change moving into 2022 and beyond.
4. The Regional meeting theme will be "Who Do You Say We Are?"
5. The Fall meeting of ARW is scheduled for October 30th "Keep Calm and Rock On"
6. A reminder of dates: May 28 – Presentation with Murray Sinclair and June 6 – Affirm service, Rev. Michael Blair will be worship speaker.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn –

MOTION by Mary Anne Silverthorn / Carol Ferguson that the Human Resources Commission of Antler River Watershed approve the recommendations from the Licensed Lay Worship Leader Resource Team that Gabriella Cutler, Neil Fotheringham and Susan Scaman be relicensed for 3 years.

MOTION

CARRIED

MOTION by Mary Anne Silverthorn / Doreen Hewitson that the Human Resources Commission of Antler River Watershed approve the recommendations from the Licensed Lay Worship Leader Resource Team that Tabitha McLachlan-Carey be newly licensed for one year.

MOTION

CARRIED

United Fresh Start: Diane Blanchard – Repeat the modules we did this spring? Getting the idea that it's the new minister and members of the congregation.

6. **Wesley-Knox Position Description:** Position Description does not take into account the relationship between an incoming minister and music director.

MOTION by Paul Browning / Doreen Hewitson that the Human Resources Commission of Antler River Watershed approve the position description contingent on the Ministry & Personnel Committee having a budget to cover the cost both of team-building and of a mediator, approved by both parties, should the need arise.

MOTION

CARRIED

7. **Racial Justice:** Insights/learnings from participants of training. How is our work as a commission impacted by the anti-racist lens? This training could extend to liaisons and interview teams. As we are electing new people to commissions at Spring Meeting, are there people we can reach out to apply to increase diversity on this commission?

Other Business:

Closing Prayer by: Norm MacPherson

Next Meeting: Tuesday, May 11, 2021 at 9:00 a.m. by Zoom

Devotions and Closing Prayer, next meeting, by: Olav Kitchen

Territorial Acknowledgement by: Olav Kitchen

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

MOTION

AGREED