

Human Resources Commission
Antler River Watershed Regional Council
OF THE UNITED CHURCH OF CANADA
Holding and Encouraging Communities of Faith
Minutes of Meeting of February 1, 2022

Place: Zoom Meeting 9:00 a.m.

Roster: Olav Kitchen (OM, Chair), Paul Browning (OM), Jim Drummond (L), Carol Ferguson (OM), Louise Hall (L), Norm MacPherson (L), Mary Anne Silverthorn (L), Tracy Wygiera (L)

Staff Support: Rev. Diane Blanchard, Pastoral Relations Minister dblanchard@united-church.ca
Pretima Kukadia, Admin, Communication & Records pkukadia@united-church.ca

Present: Olav Kitchen, Paul Browning, Jim Drummond, Carol Ferguson, Louise Hall, Norm MacPherson, Mary Anne Silverthorn, Tracy Wygiera, Diane Blanchard, Pretima Kukadia

Regrets:

Absent:

Welcome and Constitute Meeting: Chair Olav Kitchen, welcomed everyone to this meeting of the Human Resources Commission of Antler River Watershed Region.

Acknowledging the Land: Territorial lands were acknowledged on behalf of the Human Resources Commission by Norm MacPherson.

Opening Worship: Norm MacPherson provided worship.

Opening Motions:

Approval of Revised Agenda:

MOTION that the revised agenda be accepted as circulated.

MOTION

AGREED by CONSENSUS

Approval of Previous Minutes:

MOTION that the Human Resources Commission of Antler River Watershed Regional Council approve the minutes of December 14, 2021 as presented.

MOTION

AGREED by CONSENSUS

Unfinished Business:

1. Document for Liaison and Governing Bodies for part-time position descriptions. Paul Browning reviewed the 'Terms of a Part time Call or Appointment' document.

Discussion: Includes preaching every Sunday? Yes. Funerals can vary time-wise. Suggest clock hours is valuable to demonstrate tasks to M&P Committees. Use this document as a guideline.

MOTION that the Human Resources Commission of Antler River Watershed Regional Council receive the document 'Terms of a Part time Call or Appointment' as a tool for M&P Committees, to be posted onto the website and shared with the Horseshoe Falls and Western Ontario Waterways Regional Councils.

MOTION

AGREED by CONSENSUS

New Business:

2. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Antler River Watershed receive the notice of White Oaks, London that the supply appointment with Ann Beattie-Stokes be ended effective 21.12.31 (having given at least 30 days' notice) so their new pastoral relationship can begin.

Approval of Open Positions

College Ave, Woodstock supply

Dundas St, Woodstock supply

Appointment of Liaisons

Renewal of appointments

That the Human Resources Commission of Antler River Watershed accede to the request of Central, St Thomas for the appointment of Pegi Ridout, OM-R, part-time, 10 hours/week, from 22.01.01 to 22.03.30 according to the terms of the record of appointment agreed to in Churchhub on 21.12.17.

That the Human Resources Commission of Antler River Watershed accede to the request of Richwood Pastoral Charge for the appointment of Michael Shewburg, DLM, part-time, 10 hours/week from 22.01.01 to 22.12.31 according to the terms of the record of appointment agreed to in Churchhub on 22.01.11.

That the Human Resources Commission of Antler River Watershed accede to the request of Innerkip-Eastwood Pastoral Charge for the supply appointment of Karen Willis, DLM, part-time, 15 hours/week from 22.01.01 to 22.06.30 according to the terms of the record of appointment agreed to in Churchhub on 21.12.09. (this represents a reduction of 5 hours/week from previous supply appointments)

Approval of new appointments

That the Human Resources Commission of Antler River Watershed accede to the request of Dundas St. United, Woodstock for the supply appointment of Margaret Trapnell, OM-R, part-time, 25 hours/week from 22.03.01 to 22.08.31 according to the terms of the record of appointment agreed to in Churchhub on 22.01.31.

That the Human Resources Commission of Antler River Watershed accede to the request of College Ave United, Woodstock for the supply appointment of Bonnie Pilkey, OM-R, part-time, 20 hours/week from 22.03.01 to 22.06.30 according to the terms of the record of appointment agreed to in Churchhub on 22.01.06.

That the Human Resources Commission of Antler River Watershed accede to the request of Ilderton Pastoral Charge for the SME appointment of Carol Morton, DLM candidate, part-time, 20 hours/week from 22.01.03 to 22.12.31 according to the terms of the record of appointment agreed to in Churchhub on 21.12.12. (note: Carol is in step 2 of the candidate salary scale)

That the Human Resources Commission of Antler River Watershed accede to the request of Ivan Pastoral Charge for the SME appointment of Carol Morton, DLM candidate, part-time, 20 hours/week from 22.01.03 to 22.12.31 according to the terms of the record of appointment agreed to in Churchhub on 21.12.12. (note: Carol is in step 2 of the candidate salary scale)

Approval of calls

That the Human Resources Commission of Antler River Watershed accede to the request of Siloam, London for the change of terms for the call of Ann Corbett, OM, to increase from 15 to 20 hours/week beginning 22.01.01 according to the terms of the record of call agreed to in Churchhub on 21.12.17.

Request for Categorization of Position**Request for License to Administer the Sacraments**

That the Human Resources Commission of Antler River Watershed accede to the request of Ivan Pastoral Charge that Carol Morton, DLM candidate, be granted a license to administer the sacraments during her appointment with them.

That the Human Resources Commission of Antler River Watershed accede to the request of the Ilderton Pastoral Charge that Carol Morton, DLM candidate, be granted a license to administer the sacraments during her appointment with them.

Approval of Consent Docket

MOTION that the Antler River Watershed Human Resources Commission approve the consent docket.

MOTION

AGREED by CONSENSUS

3. Removed from the Consent Docket

MOTION that the Antler River Watershed Human Resources Commission approve the request of Daniel Mulema, OM, for a change of pastoral relations from Dunwich, effective 22.06.30 and accede to the request of the Dunwich board to waive the 90 days' notice and relieve Rev. Mulema of his duties effective 22.03.01 with salary continuance to 22.06.30.

MOTION

AGREED by CONSENSUS

Approval of Open Positions

Colborne St, London – permanent

MOTION that the Antler River Watershed Human Resources Commission are returning the position description and asking them to work with their liaison on developing the position description.

MOTION

AGREED by CONSENSUS

4. Reports

Pastoral Relations Minister's Time: Diane Blanchard

There is a question of equity in using Churchhub especially with ministers who are in a minority group. Positions are to be posted in Churchhub to allow for equity. Sometimes arrangements are made quickly with locally known ministers. Let's suggest short-term ministries be resourced while permanent positions can be posted and filled.

Sabbatical report is completed and was presented to staff: Diane Blanchard

Ministers who have come through the admissions process. How to encourage ministers from overseas if they are the best fit. Report will be shared with commission for discussion at the next meeting.

United Fresh Start - Information/updates: Diane Blanchard

First-St. Andrew's and White Oaks United Churches would like to be involved in the modules. Three modules are self-guided and can be used independently: Transitions, Entering a New System and Family Systems.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn

Team is meeting tomorrow. There was to be a covenanting service for LLWLs at the 2021 Fall Meeting, but due to the number of LLWLs there was not enough time for preparation

by the LLWLs. Is this to be a part of the Spring Meeting? There are more than 40 people involved, and we need preparation time.

Louise will ask the Executive for advance notice re the covenanting service for LLWLs? ARW Spring Meeting dates: June 9 and 10, 2022. If in-person may not work in Spring. May be better for online, whether Spring or Fall.

Executive Committee: Louise Hall

MOTION by Mary Anne Silverthorn / Tracy Wygiera that the Antler River Watershed Human Resources Commission request that the Executive invite the Licensed Lay Worship Leaders to be covenanted during the Spring or Fall meeting. As there are more than 40 LLWLs we would like advance notice so as to be able to prepare and send invitations.

MOTION

CARRIED

Ministers feeling isolated and siloed. Regional councils were to form clusters ... ?

MOTION by Tracy Wygiera / Paul Browning that the Antler River Watershed Human Resources Commission request the Executive that Kerry Stover, OM, from Calvary United Church, London, be approved as a member of the Human Resources Commission.

MOTION

CARRIED

5. Interim Ministry Report from First United Church, St. Thomas

MOTION that the Antler River Watershed Human Resources Commission receive the Final Interim Ministry Report from First United Church, St. Thomas with thanks.

MOTION

AGREED by CONSENSUS

Next Meeting: **Tuesday, March 08, 2022** at 9:00 a.m. by Zoom.

Worship/Closing Prayers: Paul Browning.

Adjournment:

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

MOTION

AGREED by CONSENSUS

Closing Prayer: offered by Norm MacPherson.

Meeting completed at 10:20 a.m.