

**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 9:00 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), Kerry Stover (OM), Tracy Wygiera (L)

**Staff Support:** Rev. Micol Cottrell, Pastoral Relations Minister [mcottrell@united-church.ca](mailto:mcottrell@united-church.ca)  
Pretima Kukadia, Admin, Communication & Records [pkukadia@united-church.ca](mailto:pkukadia@united-church.ca)

**Present:** Olav Kitchen, Paul Browning, Carol Ferguson, Norm MacPherson, Mary Anne Silverthorn, Kerry Stover, Tracy Wygiera, Micol Cottrell, Pretima Kukadia

**Regrets:** Jim Drummond, Louise Hall

**Absent:**

**Welcome and Constitute Meeting:** Chair, Olav Kitchen, welcomed everyone to this special 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 Olav Kitchen: “We begin this meeting by acknowledging the Indigenous Peoples of all the lands that we are on today. While we meet today on a virtual platform, we acknowledge the importance of the lands, which we each call home. We do this to reaffirm our commitment and responsibility in improving relationships between nations and to improving our own understanding of local Indigenous peoples and their cultures. From coast to coast to coast, we acknowledge the ancestral and unceded territory of all the Inuit, Métis, and First Nations people that call this land home. We acknowledge the harms and mistakes of the past and try to move forward in a spirit of reconciliation and collaboration. Rooted in these places, as a diverse gathering of God’s people, we move into a space of prayer.”

**Opening Worship:** Norm MacPherson shared a prayer. Autumn has arrived, Canadian geese are on the move. Time to get back to church and re-connect. Desire to return to southern home is very strong. Each lifts the other. Flying alone is difficult. Stay in formation to go together. We are all inter-dependent on each other’s strengths. Encourage each other.

**Opening Motions**

1. Approval of Agenda

**MOTION** that the agenda be accepted as circulated.

**MOTION**

**AGREED by CONSENSUS**

## 2. Approval of Previous Minutes

The minutes of September 13, 2022 will be circulated at the next meeting.

## 3. Email Motions to be recorded, from September 22, 2022 Consent Docket

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Princeton/Etonia Pastoral Charge to appoint Jane Baxter, candidate, part-time, 20 hours/week, from 2022-10-03 to 2024-09-30, according to the terms signed on ChurchHub on 2022-09-14.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Corunna Pastoral Charge to appoint Robert Mercer, OM, full-time, from 2022-11-14 to 2023-11-14, according to the terms signed on ChurchHub on 2022-09-18.

*Note: Robert Mercer is eligible for a 1-year appointment at this time after which a call may be available. The search team at Corunna United Church has been in touch with the Pastoral Relations Minister of Robert's regional council.*

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Kintore: Chalmers Pastoral Charge, to appoint Janet Uren, OM, for a Supply appointment, part-time, 20 hours/week, from 2022-09-01 to 2023-02-28, pending completion by Janet Uren on ChurchHub.

*Note: Due to a computer issue, the minister did not receive the record of appointment, but has begun at the pastoral charge. This is being corrected on Churchhub.*

That the Human Resources Commission of Antler River Watershed approve a licence to administer the sacraments to Jennifer Prince, Candidate, for her ministry with Metropolitan United Church, London.

That the Human Resources Commission of Antler River Watershed accede to the request of Essex United Church to make James M. Hatt, DM-R, a VAM, according to the agreement signed on May 18, 2022.

**MOTION** by Carol Ferguson / Louise Hall that the Human Resources Commission of Antler River Watershed Regional Council accept the consent docket of September 22, 2022.

**MOTION**

**CARRIED**

### Unfinished Business

1. Information to check out idea for possible orientation for church board members/others on Church Orientation at <https://wrh.on.ca/OrientationMaterials>.

### New Business

#### 1. Covenanting Services for Information

Central and First United Churches, St. Thomas are holding their covenanting service on Sunday, October 16, 2022.

## 2. Consent Docket

### **Request for Change of Pastoral Relations**

That the Human Resources Commission of Antler River Watershed Regional Council approve the request by Pat Cook, OM-R, for a change of pastoral relations from St. Paul's United Church, Tillsonburg effective 2022-09-30.

That the Human Resources Commission of Antler River Watershed Regional Council approve the request by Kim Gilliland, OM-R, for a change of pastoral relations from Cottam United Church and Wheatley United Church effective 2023-05-31.

### **Approval of Open Positions**

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a short-term Supply Minister, part-time, 25 hours/week for Riverside United Church, London, pending rewording noting that the minister must be in attendance of trustee meetings.

### **Appointment of Liaisons**

St. Paul's Tillsonburg –

### **Approval of new appointments**

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Rondeau Pastoral Charge to appoint Melodee Lovering, DLM, for short-term Supply Ministry, full-time, from 2022-11-01 to 2024-12-31, according to the terms agreed to in Churchhub on 2022-09-26.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Riverside Pastoral Charge, London, to appoint Susan Cameron, OM-R, for short-term Supply Ministry, part-time, 25 hours/week, from 2022-10-15 to 2023-04-14, according to the terms agreed to in Churchhub on 2022-10-06.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of College Avenue Pastoral Charge, Woodstock, to appoint Nancy Vandenberghe, candidate, full-time, from 2023-01-01 to 2023-06-30, according to the terms agreed to in Churchhub on 2022-08-30.

### **Voluntary Associate Ministry (VAM) Applications**

That the Human Resources Commission of Antler River Watershed Regional Council accept that Pat Cook be retired as a VAM from St. Paul's United Church, Aylmer, and is no longer obligated to fulfill all functions of ministry, but may still do pulpit supply or weddings, but still being rooted at a community of faith.

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

That the Human Resources Commission of Antler River Watershed Regional Council grant a license to Marilyn Arthur, DLM, within her position at Metropolitan, Siloam and First-St. Andrew's United Churches in London.

That the Human Resources Commission of Antler River Watershed Regional Council grant a license to Jim Hatt, DM.

*Note: This license extends to the Downtown Mission as he is licensed to administer the sacraments throughout the regional council for 5 years.*

#### **Approval of Consent Docket**

**MOTION** by Norm MacPherson / Kerry Stover that the Antler River Watershed Human Resources Commission approve the consent docket as amended.

**MOTION**

**AGREED by CONSENSUS**

### **3. Reports**

#### **Pastoral Relations Minister: Micol Cottrell**

Fall has been busy, still getting used to rhythm of Pastoral Relations Minister. Travel allowance of 0.46 has been extended to December 31, 2022. COL and 2023 salary figures are out. Jim Hatt has agreed to coordinate Liaisons, thank you! Some communities need support at the very beginning of a search process, or even before.

Covenanting Services: there are quite a few right now and if a liaison can't make it, we need another one to step in. Community of faith needs to liaise with liaison before setting the date. E.g., St. Paul's United Church, Aylmer may have had a covenanting service and may not have had a liaison attend. This part is important to have a representative from the regional council. Micol will follow up with them.

Higher level of stress with communities of faith, even more than same time last year. Thought that all would return to normal when we could gather in-person again, and that is not so.

Ministry personnel are not applying to open positions, does not seem as if many are available.

A Pastoral Relations Minister's meeting will happen in November in Montreal. Discussed will be ministers from other denominations/cultures. Coming to Canada to minister from another country can be very difficult based on 'isms', assumptions and expectations. How best to support this relationship? With Covenant Commission?

How do our personnel check for postings from United Church of Christ, USA?

#### **Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn**

**MOTION** by Mary Anne Silverthorn / Tracy Wygiera that the Antler River Watershed Human Resources Commission recommend that Rick Sands, the LLWL transferring from Horseshoe Falls Regional Council, having met all the criteria and be licensed immediately to ARWRC.

**MOTION**

**CARRIED**

**Executive Committee Report:** Louise Hall

No report.

**United Fresh Start Report:** Micol Cottrell

Still finalizing familiarity of personnel involved, peer group, etc. Three free sessions are available on the UFS website, videos that congregations and minister can do together. Will share in upcoming newsletter.

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

**Worship/Closing Prayers:** Tracy Wygiera

(Rotating List: Paul Browning, Jim Drummond, Carol Ferguson, Louise Hall, Norm MacPherson, Mary Anne Silverthorn, Kerry Stover, Tracy Wygiera, Olav Kitchen)

**Closing Prayer:** offered by Norm MacPherson.

**Adjournment:**

**MOTION** that the Human Resources Commission of Antler River Watershed Regional Council having concluded its business, be adjourned at 10:00 a.m.

**MOTION**

**AGREED**