**Executive**

**Antler River Watershed Regional Council**

**of The United Church of Canada**

***Holding and Encouraging Communities of Faith***

February 27, 2023 10 AM, via Zoom

**Roster:** Jane Van Patter (President), Abiel Khalema (President Elect), Richard Auckland, Karlene Brown-Palmer, Doug Cameron (Treasurer), Richard Dalton, Louise Hall, Brenda MacMain, Kenji Marui, Greg Simpson, Diane Skomash, Sandra Stock

**Staff Support:** Cheryl-Ann Stadelbauer-Sampa, Executive Minister, Sue Duliban, Executive Assistant

**Present:** Jane Van Patter, Abiel Khalema, Richard Auckland, Karlene Brown-Palmer, Doug Cameron, Louise Hall, Brenda MacMain, Kenji Marui, Greg Simpson, Diane Skomash

**Regrets:** Richard Dalton, Sandra Stock

# Welcome, Constitute Meeting (President Jane)

# I constitute this meeting in the name of Jesus Christ, as the one true head of the Church and by the authority vested in me by the Antler River Watershed Regional Council for whatever business may properly come before it.

Land Acknowledgement and Opening Prayer (President Jane)

**MOTION**: Cheryl-Ann Stadelbauer-Sampa / Greg Simpson

That the agenda for this meeting be the legal matter between Trinity U.C., London ON and Ms. Kathy Warren.

**CARRIED**

Cheryl-Ann Stadelbauer-Sampa provided background on the matter, noting regional council intervention is essential to assist in the resolution of this matter, so that the future of what is otherwise a healthy congregation is hopefully not jeopardized. United Church of Canada legal counsel and employment law counsel advice is that it would be wise to settle.

Concern expressed as to whether the settlement being proposed is fair and equitable. Ms. Warren and Ms. Warren’s legal counsel have agreed to the settlement.

The Executive agreed that the settlement should be paid. Terms were discussed. It was recommended that the loan repayment be over eight years, as that is the time frame during which the congregation should have been making pension contributions.

Cheryl-Ann noted that ADP (ADP provides UCC payroll management) is going to begin to flag when it looks like there are 14+ hours being worked and automatically begin taking pension deductions.

**MOTION:** Diane Skomash / Karlene Brown-Palmer

That the ARWRC Executive agrees that the ARW Regional Council will cover the balance of the settlement agreement with Ms. Kathy Warren in excess of $25,000 as a loan to Trinity U.C., London ON. The loan will be interest free for 24 months with a minimum payment of $375.00 per month. Interest will be calculated at 2% per annum after 24 months. The entire loan to be repaid by 96 months.

**CARRIED**

**MOTION**: Abiel Khalema / Greg Simpson

That the ARWRC Executive direct the Executive Minister to complete the Settlement Agreement between Ms. Kathy Warren, Trinity U.C., London, ON, and The United Church of Canada including $20,000 to Ms. Warren with 5% interest from December 31, 2021; $5,000 in legal fees, employer pension contributions with 5% interest to Ms. Warren from November, 2015, plus $1,000 for the preparation of the Settlement Agreement.

**CARRIED**

**MOTION**: Louise Hall / Richard Auckland

That the ARWRC Executive

1. advise the Congregational Support Commission of this loan to Trinity U.C. London ON, and
2. requests the Congregational Support Commission to include a section reviewing employer responsibilities and terms on the annual self-assessment form.

**CARRIED**

**MOTION:** Diane Skomash / Kenji Marui

That the ARWRC Executive directs the Human Resources Commission to profile in a newsletter(s) and through correspondence with M&P Committee chairs and through M&P Committee training events:

1. a review of payroll information and ensuring paystubs are issued regularly
2. the employee versus contractor distinction
3. the employee versus contractor distinction and how it applies to Music Directors
4. the pension obligation on aggregate hours across United Church of Canada employment units.

**CARRIED**

Brief discussion of a previous minister’s involvement in this matter. The Executive agreed to wait and see what decisions are made at a Trinity council meeting scheduled for March 6. Future steps, if any, to be based on the outcome of the meeting. President Jane and Cheryl-Ann will attend the March 6 meeting.

Adjournment