

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

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
Pretima Kukadia, Admin, Communication & Records pkukadia@united-church.ca

Present: Olav Kitchen, Jim Drummond, Carol Ferguson, Louise Hall, Norm MacPherson, Mary Anne Silverthorn, Kerry Stover, Tracy Wygiera, Micol Cottrell, Pretima Kukadia, Paul Browning was able to join us near the end of the meeting.

Regrets:

Absent:

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

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: Tracy Wygiera shared a prayer. Reading from a philosopher from Lau Tzu on Peace in the world ... If there is to be peace in the world, there must be peace in the nations. If there is to be peace in the nations, there must be peace in the cities. If there is to be peace in the cities, there must be peace between neighbours. If there is to be peace between neighbours, there must be peace in the home. If there is to be peace in the home, there must be peace in the heart.

Opening Motions

1. Approval of Agenda

MOTION by Louise Hall / Norm MacPherson that the agenda be accepted as circulated.

MOTION**AGREED by CONSENSUS**

2. Approval of Previous Minutes

MOTION by Mary Anne Silverthorn / Kerry Stover that the Human Resources Commission of Antler River Watershed Regional Council accept the minutes of September 13, 2022 and October 11, 2022 as circulated.

Unfinished Business**New Business****1. Covenanting Services for Information**

Mt. Zion United Church, London at Sunday, November 20, 2022 at 11 a.m. with Charmain Bailey.

Corunna United Church will be holding a covenanting service with Robert Mercer in the spring, after snowbird season.

2. Liaison needed

none

3. Consent Docket**Request for Change of Pastoral Relations**

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Tracy Crick-Butler, OM for a change of pastoral relations from Trinity United Church, Ingersoll effective 2023-01-29 in order to pursue further education.

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Cathy Tovell, OM, for a change of pastoral relations from Kilworth United Church effective 2023-01-31 for the purpose of retirement.

Record of Appointment

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Wesley-Knox Pastoral Charge, London, to appoint Abiel Khalema, OM-R, f/t, from 2022-12-01 to 2022-12-31, according to the terms agreed to in Churchhub on 2022-10-27.

Approval of Calls

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Wesley-Knox Pastoral Charge, London, to call Robert Apgar-Taylor, OM, f/t, from 2023-01-08, as the senior minister, according to the terms agreed to in Churchhub on 2022-10-14.

Voluntary Associate Ministry (VAM) Applications

That the Human Resources Commission of Antler River Watershed Regional Council endorses the application of Patricia Cook, OM-R, to be a Voluntary Associate Ministry at St. Paul's United Church, Tillsonburg according to the agreement signed on October 23, 2022.

Request for License to Administer the Sacraments

That the Human Resources Commission of Antler River Watershed Regional Council grant a license to Jane Baxter, candidate, within her position at Princeton-Etonia Pastoral Charge.

Approval of Consent Docket

MOTION by Louise Hall / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed approve the consent docket as amended.

MOTION**AGREED by CONSENSUS****4. Outside of consent docket CORRECT**

MOTION by Louise Hall / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Avondale Pastoral Charge, Tillsonburg, to call Susan McIlveen, OM, f/t, from 2023-01-01, according to the terms agreed to in Churchhub on 2022-11-08.

MOTION**AGREED by CONSENSUS**

MOTION by Louise Hall / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Wesley-Knox Pastoral Charge, London, to reappoint Abiel Khalema, OM-R, f/t, from 2022-12-01 to 2022-12-31, according to the terms agreed to in Churchhub on 2022-10-27.

MOTION**AGREED by CONSENSUS****5. Reports****Pastoral Relations Minister:** Micol Cottrell

Many, many emails. We have a church with 30% or more vacancy. It's taking a little time to get back to emails. Some have been looking for a while and some cannot afford some ministry options. Churches are learning to be creative with sharing and coming together. Congregational Support ministers have seen churches struggling financially over this fall. Covid accelerated difficulties, especially for smaller churches. We encourage churches to reach out for our assistance.

In the spring there will be a tri-regional HRC meeting: new CDM policy with supervision; DLM changes; retired ministers boundary resources.

Away in Montreal next week for PRM gathering: especially focusing on immigration and admissions. Less movement of regional ministers, more global movement.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn

LLWLs are coming to Team with questions, resources. Some times they are booked ahead of time and cancelled on short notice. Update to LLWL list with this information beginning January 1, 2023.

MOTION by Mary Anne Silverthorn / Carol Ferguson that the Antler River Watershed Human Resources Commission recommend that if the Licensed Lay Worship Leader is booked to do pulpit supply work on a specific Sunday and the service is cancelled the week of, the LLWL will be paid at the rate of 75% of the going rate of pay for LLWLs. No mileage payment would be necessary.

MOTION

CARRIED

Tracy Wygiera abstains.

Executive Committee Report: Louise Hall

The Covenant Commission notes that less than 50% of CoFs have a Representative to Regional Council. There is a meeting on November 23 to encourage regional representatives.

Mission Support position will go into search to fill this vacancy in 2023.

Building insurance needs to be updating due to changes in insurance policies.

United Fresh Start Report: Micol Cottrell

Have not had an inquiry from within ARWRC. This is not the same as an IIM position, but can cover some of the same pieces while the CoF is searching for an IIM.

May cost more as we pair a new UFS facilitator with an experienced UFS facilitator to get trainees started.

Liaisons Report: Jim Drummond

Brigden United Church – Needs a liaison as they change Deanna Gibson’s hours from 3/4 time to 1/2 time hours.

6. Choosing of a new priority

The commission’s focus and work will be to address bias of many kinds, using Stretching Beyond videos as a tool for commission meetings and members. Play one videos, followed by a discussion: [Stretching Beyond: Diversity in the Search and Call Process on Vimeo](#).

The commission’s focus will be to address bias of many kinds, using Stretching Beyond videos as a tool for commission meetings and members.

Next Meeting: Tuesday, December 13, 2022 at 9:00 a.m. by Zoom.

Worship/Closing Prayers: Olav Kitchen

(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 Tracy Wygiera.

Adjournment:

MOTION that the Human Resources Commission of Antler River Watershed Regional Council having concluded its business, be adjourned at 10:30 a.m.

MOTION

AGREED