

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, Paul Browning, Jim Drummond, Louise Hall, Norm MacPherson, Mary Anne Silverthorn, Kerry Stover, Tracy Wygiera, Micol Cottrell, Pretima Kukadia

Regrets: Carol Ferguson

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: Olav Kitchen shared a prayer.

Opening Motions

1. Approval of Agenda

MOTION that the agenda be accepted as amended.

MOTION

AGREED by CONSENSUS

2. Approval of Previous Minutes

MOTION that the Human Resources Commission of Antler River Watershed Regional Council accept the minutes of November 8, 2022 as circulated.

MOTION

AGREED by CONSENSUS

Unfinished Business

1. **Email motion of November 28, 2022** to be noted for information

MOTION by Carol Ferguson / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council grant a Licence to Administer Sacraments to Nancy Vandenberghe, Candidate, during her appointment with College Avenue United Church, Woodstock, according to the terms of the regional council policy.

MOTION

CARRIED

2. Business

New Business

1. **Consent Docket**

Request for Change of Pastoral Relations

That the Human Resources Commission of Antler River Watershed Regional Council approve the request by Sharon Campbell Rayment, OM for a change of pastoral relations from Trinity Pastoral Charge, Wallaceburg, effective 2023-01-22.

Approval of Open Positions

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Minister of Pastoral Care, part-time, 14 hours/ week, for First-St. Andrew's United Church, London.

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Minister, part-time, 14-20 hours/ week for Hebron United Church.

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for minister, full-time, for Riverside United Church, Windsor.

Appointment of Liaisons

Essex Pastoral Charge - Robin Sherman

Approval of New Appointments

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Dundas Street Pastoral Charge, Woodstock, to appoint Margaret Trapnell, OM-R, for short term supply, according to the terms agreed to in ChurchHub on 2022-11-24.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Rural Pastoral Charge, to appoint Martin Mwale, OM, from 2023-03-01 to 2026-02-28 according to the terms agreed to in ChurchHub on 2022-12-01.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Ailsa Craig Pastoral Charge, to appoint Jacqui Moraal, Candidate, part-time, 20 hours/ week, from 2022-10-24 to 2023-08-31 according to the terms agreed to in ChurchHub on 2022-10-23.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Suburban Pastoral Charge, to appoint Laurie O'Leary, OM, full-time, for Short-term Supply from 2023-03-06 to 2023-09-06 according to the terms agreed to in ChurchHub on 2022-12-07.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Richwood Pastoral Charge, to appoint Michael Shewburg, DLM, part-time, 4 hours/ week, from 2022-10-01 to 2023-12-31 according to the terms agreed to in ChurchHub on 2022-12-11.

Note: Richwood United Church has entered into a shared ministry with St. Paul's United Church, Paris. Michael Shewburg's hours are reduced while the minister of St. Paul's takes on hours at Richwood.

----- End of Consent Docket -----

Approval of Consent Docket

MOTION by Mary Anne Silverthorn / Kerry Stover that the Human Resources Commission of Antler River Watershed approve the consent docket as circulated.

MOTION

CARRIED

2. Removed from Consent Docket

MOTION by Paul Browning / Louise Hall that the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Lead Minister, full-time, for Cottam United Church working alongside two CDM positions, one a CDM Family Minister at Cottam United Church and the other a CDM with Wheatley United Church, sharing 10% of Cottam United Church's time for sacramental purposes.

MOTION

TABLED

MOTION by Jim Drummond / Kerry Stover that the Human Resources Commission of Antler River Watershed Regional Council appoints Paul Browning as the Liaison for Cottam United Church.

MOTION

CARRIED

3. Reports

Pastoral Relations Minister: Micol Cottrell

Last month Micol was at a Pastoral Ministers Meeting in Montreal. Discussed admissions. The process is on hold for now as there are 82 admissions waiting for churches. There are steps with immigration and welcoming procedures to cover. Looking at a matching process.

Part of the learning will be a training session around immigration, living here, both for the admittand and the church. Is there an intentional way to complete this orientation, with common cultural processes, e.g., driving license, meeting at the airport, children needing car seats, etc.

Similar immigration work was done 5 years ago with Syrian refugees and there is continuing paperwork over time, money is required at each step this is a reality we will encounter more and more. We could have companions to facilitate. Where in the process do we find out their views on ... LGBTQ, literal Biblical beliefs and more. Micol will share documents on the process in Dropbox. This may not be for every congregation. Liaisons need training around these issues to find the best fit and orientation for admissions and congregations to be successful. Let's work on developing best practices.

Undivided Love by Janet Gear: explore lived theology, an ideogram of living out faith.

Search Process: We can equip our Liaisons more and make more use of their skills and training. Three-legged approach of Shining Waters – train, check-ins and continue to learn. Have liaisons involved starting at the change of pastoral relationship.

United Fresh Start Report: Micol Cottrell

Peer Groups being formed. Horseshoe Falls' HRC taking the lead on this. Our regional council has no current requests. Will work on this in new year.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn

Inquiry from an LLWL re the need for a Police Records Check. We have set the date April 29 for LLWL gathering at the Stone Ridge Inn Best Western, 8:30 -4:00.

MOTION by Kerry Stover / Paul Browning that the Human Resources Commission of Antler River Watershed Regional Council grant up to \$1,500 toward the costs of the LLWL workshop on April 29, 2023.

MOTION

CARRIED

Executive Committee Report: Louise Hall

Executive met November 16. We can use Affirm logos on our documentation. More than 50% of CoF do not have Regional Representations. May 12 and 13, 2023 are the dates of the Spring Meeting which will be held in-person at the Stone Ridge Inn, charging \$10/meal and accommodation costs are on participant. Possibly Central United Church, St. Thomas for Celebration of Ministry on Saturday evening May 13.

Tri-regional council meeting met late November. Change of use of word Mission. We now decided on Congregational Support Commission in place of the Covenant Commission and Discipleship and Justice Commission instead of Mission and Discipleship. October 27 and 28 are the dates of the Fall Gathering for 2023 and will be online.

Anti-racism seminars are February and March 7. Affirm goals include diversity. Exit interviews for commission members of diversity leaving commission work, to learn positives and negatives of their experiences. Lay representatives on all levels need to be recruited for the next generation.

4. Leamington United Church

MOTION by Louise Hall / Kerry Stover that the Human Resources Commission of Antler River Watershed Regional Council that Sue Anderson served as acting-Liaison at the covenanting service of Leamington United Church.

MOTION

CARRIED

5. New Chair for Human Resources Commission

Suggestions were taken from around the table and we will consider this in the new year.

Next Meeting: Tuesday, January 10, 2023 at 9:00 a.m. by Zoom.

Worship/Closing Prayers: Jim Drummond

Regrets: Kerry Stover

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

Closing Prayer: Christmas Blessings offered by all.

Adjournment:

MOTION that the Human Resources Commission of Antler River Watershed Regional Council having concluded its business, be adjourned at 10:45 a.m.

MOTION

AGREED