
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: Kerry Stover (OM, Chair), Paul Browning (OM), Jim Drummond (L), Carol Ferguson (OM), Louise Hall (L), Olav Kitchen (OM), Norm MacPherson (L), Mary Anne Silverthorn (L), 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: Kerry Stover, Paul Browning, Carol Ferguson, Louise Hall, Olav Kitchen, Norm MacPherson, Mary Anne Silverthorn, Kerry Stover, Tracy Wygiera, Micol Cottrell, Pretima Kukadia

Regrets: Jim Drummond

Absent:

Welcome and Constitute Meeting: Chair, Kerry Stover, 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 Kerry Stover:

“As we begin this meeting, we acknowledge that we are on the traditional territories of many Indigenous nations. We acknowledge the harms and mistakes of the past and will continue to move forward as followers of Christ to be people of Love, of Truth, and of Reconciliation. And now in the name of Jesus Christ, the head of the church we begin this meeting of the Antler River Watershed Regional Council Human Resources Commission.”

Opening Worship: Carol Ferguson shared a worship. The ‘Blame Game’ assigning blame can give a rush of adrenaline and become addictive. Clergy often get blamed, used to blame presbytery, now we blame regional council. Blaming is quick and problem-solving takes time. John 1 As long as I am in the world I am the light. Who do we blame the blind man’s problems on? Let’s get to doing God’s work. Let’s offer praise instead of blaming. From *Good Courage*, by Alydia Smith.

Opening Motions

Approval of Agenda

MOTION by Mary Anne Silverthorn / Tracy Wygiera that the agenda be accepted as amended.

MOTION

AGREED by CONSENSUS

Approval of Previous Minutes

MOTION by Olav Kitchen / Tracy Wygiera that the Human Resources Commission of Antler River Watershed Regional Council accept the minutes of February 14, 2023 as circulated.

MOTION

AGREED by CONSENSUS

New Business

1. Information to be noted

Covenanting Services

Leamington United Church, on Sunday, April 16, 2023, 2:00 pm, for John (Jack) Lovering.

Colborne Street United Church, London on Sunday, April 23, 2023, 3:00 pm for Frank Staples.

St. Paul's United Church, Aylmer on Saturday, April 01, 2023, for Brian Wilkie.

Wesley-Knox United Church, London on Sunday, April 23, 2023, 3:00 pm for Robert Apgar-Taylor.

Deaths

The Rev. James (Jim) Evans, in February 2023, while serving at New Vision United Church, St. Thomas.

The Rev. Fritz W. Schmidt, OM-Retired, on Sunday, February 12, 2023, having served at many congregations, including St. Andrew's United Church, Chatham.

2. Consent Docket

Request for Change of Pastoral Relations

Approval of Open Positions

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Congregational Minister, part-time, 20 hours/week for Kilworth Pastoral Charge.

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Supply Minister, part-time, 20 hours/week for Peace United Church pending removal of term "Interim Minister" from the title.

Note: this is to cover a maternity leave.

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Congregational Minister, full-time, 40 hours/week, for Trinity United Church, Wallaceburg pending approval at a congregation meeting.

Note: The congregational meeting had to be postponed.

Appointment of Liaisons

Ailsa Craig – working to become an SME site

Colborne Street, London – Donna Kerrigan (for covenanting service)

Thamesville – have been searching for a while.
 Tilbury-Quinn –
 Comber –
 Kilworth –
 Faith Trinity, Shetland Rd, Florence – currently lay led ministry

Approval of Appointments

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Dunwich Pastoral Charge, to appoint Larry Schneider, OM-R, part-time, 20 hours/week, from 2023-04-02 to 2024-04-02 according to the terms agreed to in Churchhub on 2023-02-20.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Grace Pastoral Charge, Sarnia, to re-appoint Patrick Morrison, DLM, full-time, 40 hours/week, from 2023-07-01 to 2024-06-30 according to the terms agreed to in Churchhub on 2023-02-28.

That the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Drumbo Pastoral Charge, to re-appoint Kenneth Jackson, OM-R, part-time, 14 hours/week, from 2023-07-01 to 2024-06-30 according to the terms agreed to in Churchhub on 2023-02-16.

Approval of Calls

Voluntary Associate Ministry (VAM) Applications

Request for License to Administer the Sacraments

That the Human Resources Commission of Antler River Watershed Regional Council grant a license to administer the sacraments to Jacqui Moraal, Candidate, while serving at Ailsa Craig Pastoral Charge, according to the terms of the License to Administer the Sacrament Policy of Antler River Watershed Regional Council.

That the Human Resources Commission of Antler River Watershed Regional Council grant a license to administer the sacraments to Christina Paradela, DM, while serving at Riverside Pastoral Charge, London, according to the terms of the License to Administer the Sacrament Policy of Antler River Watershed Regional Council.

Request for Categorization of Position

Receive for Information: Sabbatical Leave

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

Approval of Consent Docket

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

MOTION

AGREED by CONSENSUS

3. Motions outside of Consent Docket: Open Position

MOTION by Louise Hall / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council accede to the request of Forest Pastoral Charge, Petrolia, to appoint Carey Wagner, DM, part-time, 30 hours/week , from 2023-02-01 to 2024-04-30 according to the terms agreed to in Churchhub on 2023-03-11.

MOTION

AGREED by CONSENSUS

MOTION that the Human Resources Commission of Antler River Watershed Regional Council accept the position description from New Vision Pastoral Charge, St. Thomas, for a Supply Minister, part-time, 15 hours/week.

MOTION

AGREED by CONSENSUS

4. Reports

Pastoral Relations Minister: Micol Cottrell

Recently I have been working on ensuring that the community of faith tracking document that is used by Lynne Allin and myself is up to date. I am grateful to Jim for organizing liaisons. ARW is doing fairly well with having liaisons in place during the search process.

I have recently switched to dedicating Fridays to big picture work. The big piece of work I am currently working on is organizing liaison training. To support this, I am no longer checking phone or emails on this day.

I have continued to have conversation with Lynne Allin about how best we can utilize liaisons in our regional council. Liaisons will eventually begin supporting communities of faith from the beginning of their search process. At the invitation of the Congregational Support Commission, they will be a supportive presence assisting with process questions and directing people to resources for the Community of Faith Profile. For this part of the process, they will direct people towards the Congregational Support Commission. Following this, they will support and empower communities of faith as they create their position description, and resource the search team. The goal is to smooth out the search process as much as possible for communities of faith with one person offering continuous support early on in the process.

Next week Pretima and I will be attending a week-long education event at Five Oaks entitled *Engaging Difference! Deepening Understanding for Intercultural Ministry*. Regional Council staff, who haven't already done so, were encouraged to attend as the regional council continues its work around intercultural ministry.

An exit interview with Jack Lovering took place on March 7th, 2023 with myself and Lynne Allin. The notes will be typed up for the next meeting. No major concerns were named. The community of faith is coming together again following the pandemic restrictions and is dealing with the realities of an ageing congregation. They have a good volunteer basis and are looking at ways to serve their larger community.

United Fresh Start Report: Micol Cottrell

No update.

Liaison Coordinator: Jim Drummond

Trinity: Ingersoll – Mary Anne Silverthorn

New Vision – Paul Browning

Peace United – Mary Anne Silverthorn.

MOTION by Louise Hall / Tracy Wygiera that the Human Resources Commission of Antler River Watershed Regional Council appoint as liaisons, Mary Anne Silverthorn to Trinity United Church, Ingersoll and Peace United Church, Plattsville and Paul Browning as liaison to New Vision United Church, St. Thomas.

MOTION**AGREED by CONSENSUS****Licensed Lay Worship Leader Resource Team:** Mary Anne Silverthorn

We have some LLWL names ready to be licensed: 8 for re-licensing and 2 for new licensing. Will have all this ready for the Spring Meeting in May.

Executive Committee Report: Louise Hall

Update: Interviewed by Bill Allen and Jenny Stephens around the Tri-Regional Evaluation.

There was an emergency Executive meeting over a legal issue on February 27, 2023 – HRC to profile, educate and train around pay stubs, who is an employee and who is a contractor (aggregate positions of lay employees: music directors, custodians, administrators and secretary), and pension obligations. A contractor pays HST as a rule of thumb.

MOTION by Mary Anne Silverthorn / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council receive the recommendation from ARWRC Executive to be directed 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.

MOTION**AGREED by CONSENSUS****5. Presentation at the Spring Meeting, Friday, May 12 and Saturday, May 13**

Please forward ideas to Kerry to discuss at the next meeting.

6. Terms of Commission Members

Chair, Kerry Stover OM (25) kestover40@hotmail.com 519-854-0469	Paul Browning OM (23) paul@goldenrulechurch.ca 519-455-2710	Jim Drummond (23) jdrummond23@sympatico.ca 519-972-1226
Carol Ferguson OM (25-2nd) fergusoncarol13@gmail.com 519-328-0240	Exec Rep, Louise Hall (23) louise@hallonline.ca 519-542-2189	Olav Kitchen OM (23-2nd) okitchen@mnsi.net 519-566-7626
Norm MacPherson (24-2nd) maclanding@eastlink.ca 519-630-8893	Mary Anne Silverthorn (24-2nd) m.silverthorn@sympatico.ca 519-421-3241	Carey Wagner DM (26) cgwagne@sympatico.ca 519-490-8357
Tracy Wygiera (25-2nd) tiffinta@ciaccess.com 519-692-4156	LLWL Resource Team: Mary Anne Silverthorn (Chair), Norm MacPherson, Ian Phillips, Pam Wilcox, Tracy Wygiera	

7. Police Records Checks

The cost for renewing police checks for Pastoral Charge Supervisors, Liaisons, and many other positions. Some small pastoral charges cannot afford the new 1-year renewals.

Will consult with regional council staff about a coordinated annual declaration process versus renewing a police records check for leadership positions.

Next Meeting: Tuesday, April 11, 2023 at 9:00 a.m. by Zoom.

Worship/Closing Prayers: Louise Hall

(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 Carol Ferguson.

Adjournment:

MOTION that the Human Resources Commission of Antler River Watershed Regional Council having concluded its business, be adjourned at 10:33 a.m.

MOTION

AGREED by CONSENSUS