
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), 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, Jim Drummond, Carol Ferguson, Louise Hall, Norm MacPherson, Mary Anne Silverthorn, Kerry Stover, Tracy Wygiera, Micol Cottrell, Pretima Kukadia

Regrets:

Absent:

Welcome and Constitute Meeting: Kerry Stover, welcomed all and constituted 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 territory 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: Norm MacPherson shared a prayer about Mothering Sunday. John 19-25-27 as one, Family Christian Sunday.

Opening Motions

Approval of Agenda

MOTION by Mary Anne Silverthorn / Jim Drummond that agenda be accepted as amended.

MOTION

AGREED by CONSENSUS

Approval of Previous Minutes

MOTION by Norm MacPherson / Jim Drummond that the Human Resources Commission of Antler River Watershed Regional Council accept the minutes of April 11, 2023 as circulated.

MOTION

CARRIED

Business Arising

1. **Email Poll of May 2, 2023** to be recorded in the minutes.

MOTION by Mary Anne Silverthorn / Carol Ferguson that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Metropolitan Pastoral Charge, London, to call (provisionally) Jennifer Prince, candidate, DM, full-time, from 2023-05-13 according to the terms agreed to in ChurchHub on 2023-04-26.

MOTION

AGREED by CONSENSUS

Unfinished Business

1. **Human Resources Commission Presentation at the Spring Meeting**

Louise Hall and Kerry Stover will welcome the new-to-the-regional council paid accountable ministry.

2. **Recruitment**

Commissions seeking new members will work with the special task team from Executive.

3. **Emergency Executive Meeting of February 27, 2023**

The Human Resources Commission group of Kerry Stover, Louise Hall, Mary Anne Silverthorn and Micol Cottrell will profile, educate and train around procedures of pay stubs, who is considered an employee and who is considered 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.

New Business

4. **Covenanting Services, Medical Absences, Life Changes for Information**

Mount Brydges United Church covenanting on Sunday, May 28, 2023, 7:00 pm, with Wendy Milliken.

Tupperville Pastoral Charge covenanting at Lindsay Road United Church on Sunday, June 04, 2023, 7:00 pm, with Wanda Winfield.

Staffordville United Church covenanting on Sunday, June 18, 2023 10:00 am, with Troy Van Ginkel.

5. **Consent Docket**

Request for Change of Pastoral Relations

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Andrew Gilliland, candidate, for a change of pastoral relations from Charing Cross Pastoral Charge, effective 2023-08-31 in order to accept a call at Riverside United Church, Windsor.

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Brenda MacMain, DLM, for a change of pastoral relations from St. Clair Pastoral Charge effective 2023-12-31.

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of C. Mark Perry, OM, for a change of pastoral relations from Union United Church effective 2023-12-31.

Note: This request is not a request to end the pastoral relationship at Dorchester United Church.

Approval of Open Positions

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a Supervised Ministry Education Site, part-time, 20-30 hours for Ailsa Craig Pastoral Charge, pending addition of the SME information presented.

Note: The SME information came in a separate document.

Approval of Appointments

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of First-St. Andrew’s Pastoral Charge, London, to appoint Anne-Louise Jannaway, OM-R, as Pastoral Care Minister, part-time, 12 hours, from 2023-06-01 to 2028-05-31 according to the terms agreed to in ChurchHub on 2023-05-07.

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Peace United Church, Plattsville, to appoint Murray Rounding, OM-R, part-time, 20 hours, from 2023-09-01 to 2024-06-30 according to the terms agreed to in ChurchHub on 2023-05-08.

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of New Vision Pastoral Charge, St. Thomas, to appoint as supply minister Matthew Penny, OM-R, part-time, 20 hours, from 2023-04-01 to 2023-09-30 according to the terms agreed to in ChurchHub on 2023-04-18.

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Dundas Street Pastoral Charge, Woodstock, to reappoint Margaret Trapnell, OM-R, as supply minister, part-time, 25 hours, from 2023-06-01 to 2023-08-31 according to the terms agreed to in ChurchHub on 2023-04-19.

Note: This will take the supply position to 11 months.

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Merlin Fletcher Pastoral Charge to appoint Collin Swan, OM-R, from 2023-07-01 to 2025-06-30 according to the terms agreed to in ChurchHub on 2023-05-05.

Approval of Calls

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Riverside United Church, Windsor, for the provisional call of Andrew Gilliland, Candidate for OM, full-time, from 2023-09-01 according to the terms agreed to in ChurchHub on 2023-04-30.

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

Approval of Consent Docket

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

MOTION

CARRIED

6. Reports**Pastoral Relations Minister:** Micol Cottrell

Getting ready for regional council meeting this weekend. LLWL Day Away was fantastic. May request additional funds to cover costs

M&P Training with a more manageable number of 30 people. Search Team Training is tonight. Many people in the regional council are doing their work with care, love and skill. Let's lift up the greater number of pastoral charges that work smoothly – we only hear from the 10% that may have difficulties.

Paul Browning added that Churchhub.ca is often an obstacle for when a church may be in search, as it's not intuitive.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn

The LLWL Day Away was a really good day. We received many excellent comments and feedback. Excellent presentations.

There is no one else to interview this year. We will be meeting in June to finalize the workshop day leftovers. And then we will meet again in the fall.

Ruth Anne McClagan will be covenanted with at the Fall Gathering.

Executive Committee: Louise Hall

The April 12 Executive meeting did some work on the upcoming remit. Louise did some work on lay representatives and sent it on to CSC. Needing recruitment and nomination for next year. Kenji Marui, Diane Skomash and Louise Hall are the new Recruitment Team. Have been recruiting and already successful with CSC and D&J. Not all recruits were lay representatives, we can look outside. Was tri-Regional meeting on April 25. John Egger was appointed as the new Social Justice Minister working half-time with Five Oaks. Meeting again June 14 re new Growth Animator.

Liaison Coordinator: Jim Drummond

Comber United Church – Del Stewart waiting to hear back from Del

Forest United Church – David Van Patter, Louise Hall IF David cannot take this on.

Merlin-Fletcher United Church – Colin Swan has been appointed there for 2 years, is it appropriate for the appointee to be the liaison? Are not looking for a permanent hire.

Tilbury Quinn United Church – Is no longer an active church?

7. Pulpit Supply Policy

There can be problems when we have pastoral charges that employ non-UCC people for ministry in longer-term positions as they are not under our oversight policies. Churches, their governing bodies, take on the liability, especially when they continue with non-UC personnel. Shining Waters has a comprehensive policy that will be put in Dropbox to look over at next meeting.

8. Human Resources Commission Summer Meetings

MOTION that the Human Resources Commission of Antler River Watershed Regional Council agree that July and August meetings be at the call of the Chair.

MOTION

AGREED by CONSENSUS

Special Meeting: Tuesday, June 06, 2023 at 9:00 a.m. by Zoom.

Next Regular Meeting: Tuesday, June 13, 2023 at 9:00 a.m. by Zoom.

Worship/Closing Prayers: Mary Anne Silverthorn

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

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 10:55 a.m.

MOTION

AGREED