

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, Carol Ferguson, Louise Hall, Mary Anne Silverthorn, Tracy Wygiera, Micol Cottrell, Pretima Kukadia

Regrets: Jim Drummond, Norm MacPherson

Absent:

Welcome and Constitute Meeting: 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 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 Mary Anne Silverthorn shared a prayer. Thanks for who God is. Corinthians 16-24. Psalm 17. Thank you, God, for just being you.

Opening Motions

Approval of Agenda

MOTION by Louise Hall / Tracy Wygiera that the agenda be accepted as circulated.

MOTION

AGREED by CONSENSUS

Approval of Previous Minutes

MOTION by Tracy Wygiera / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council accept the minutes of June 13, 2023 as circulated.

MOTION

AGREED by CONSENSUS

Email Motions to be noted in the minutes**1. Email Motion of June 16, 2023****Approval of New Appointment**

MOTION by Carol Ferguson / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Kintore: Chalmers Pastoral Charge to appoint G. Pirie Mitchell, OM-R, 20 hours/week, from 2023-09-01 to 2024-08-31 according to the terms agreed to in ChurchHub on 2023-05-19, pending change to phone allowance to meet the minimum amount from \$25/month to \$50/month.

MOTION**AGREED by CONSENSUS****2. Email Motions of August 8, 2023****Approval of New Appointments**

MOTION by Paul Browning / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Dundas Street Pastoral Charge, Woodstock, to appoint Susan Cameron, OM-R, part-time, 30 hours/week, from 2023-09-01 to 2026-08-31 according to the terms agreed to in ChurchHub on 2023-07-06.

MOTION**AGREED by CONSENSUS**

MOTION by Paul Browning / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Metropolitan Pastoral Charge, London, to renew the appoint of Marilyn Arthur, DLM, full-time, from 2023-07-01 to 2024-09-30.

MOTION**AGREED by CONSENSUS**

MOTION by Paul Browning / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Thamesville Pastoral Charge to appoint Tabitha Carey, candidate, part-time, 32 hours/week, from 2023-09-01 to 2024-08-31 according to the terms agreed upon in ChurchHub on 2023-07-31.

MOTION**AGREED by CONSENSUS****Approval of Call**

MOTION by Paul Browning / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Siloam United Church, London, to change the terms of the call for Ann Corbet, OM, to 30 hours/week as of 2023-07-01, according to the terms agreed to in ChurchHub on 2023-06-17.

Note: Ann Corbet is currently in a call with Siloam as minister of visitation. This temporary increase in hours allows her to fill in for the needs of the community of faith while the church is searching for a new minister.

MOTION**AGREED by CONSENSUS**

Request for Categorization of Position

MOTION by Paul Browning / Norm MacPherson that the Human Resources Commission of Antler River Watershed Regional Council having reviewed the position description 'Congregational Designated Minister for Pastoral Care' for Tecumseh United Church, designate this a Congregational Designated Minister position.

Note: The term 'Ordered Minister' should be updated to 'Ministry Personnel' as it denotes the full variety of ministry personnel.

MOTION**AGREED by CONSENSUS****3. Email Motions of August 9, 2023****Approval of Open Position**

MOTION by Jim Drummond / Mary Anne Silverthorn that, having reviewed the position description, the Human Resources Commission of Antler River Watershed Regional Council approve the position for Permanent Minister, full-time, at Trinity Pastoral Charge, Ingersoll, pending the removal of the requirement for a driver's license and access to vehicle.

Note: A suggestion will be made to remove the phrase 'word, sacrament, and pastoral care' from the first paragraph will also be made as they note in the document an openness to Diaconal Ministers and Designated Lay Ministers.

MOTION**AGREED by CONSENSUS****Request for License to Administer the Sacraments**

MOTION by Jim Drummond / Mary Anne Silverthorn that the Human Resources Commission of Antler River Watershed Regional Council approve the request of Thamesville Pastoral Charge to grant a license to administer the sacraments to Tabitha Carey, candidate, according to the terms of the License to Administer the Sacraments Policy.

MOTION**AGREED by CONSENSUS****4. Email Motion of August 14, 2023****Approval of Open Position**

MOTION by Mary Anne Silverthorn / Louise Hall that the Human Resources Commission of Antler River Watershed Regional Council approve the position for Ministry Personnel, full-time, for Comber Pastoral Charge, pending clarification of sentence 'Student to a category E 10 years' experience' at the beginning of the document.

Note: Also, under requirements 'Ordained or Designated Lay Minister,' to clarify Diaconal Minister and other forms of ministry, such as Admissions, suggest using term 'ministry personnel in the United Church.'

MOTION**AGREED by CONSENSUS**

5. Email Motion of August 30, 2023**Approval of Open Position**

MOTION by Carol Ferguson / Tracy Wygiera that the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Brooksdale United Church, Embro, to call Janet Uren, OM, part-time, 20 hours/week, from 2023-09-01 according to the terms agreed upon in ChurchHub on 2023-08-17, *pending the removal of the end date.*

Note: At a previous meeting we discussed whether Brooksdale United Church would have to post the position description on ChurchHub and it was determined that since they previously searched when they were in a shared ministry, and wanted to call Janet Uren, who has been their supply minister, we would not require them to post the position for Brooksdale United Church on its own.

They were also informed about not having an end date. Since it is before the call begins, I think it is fair to assume that this is a mistake in the paperwork.

Note: Also, under requirements 'Ordained or Designated Lay Minister,' to clarify Diaconal Minister and other forms of ministry, such as Admissions, suggest using term 'ministry personnel in the United Church.'

MOTION**AGREED by CONSENSUS****Unfinished Business****1. From HRC meeting of May 9, 2023**

Non-UCC Pulpit Supply Policy: Micol Cottrell will upload the Shining Waters Regional Council comprehensive policy that we will review at the next meeting of October 10, 2023.

Can we post an up-to-date list of LLWLs? Or, a list of retired clergy? Due to spamming, this can't be posted on the website, but could be shared if requested. Can we set up a Request Form and post that on the website?

2. From HRC meeting of June 6, 2023

Camlachie United Church has arranged pulpit supply through December 2023. Rev. Steve Longmoore will assist them as they work on their Living Faith Story and Profile.

The Human Resources Commission will look into suggestions for short-term supply or Sunday supply for the next few months. Louise Hall has been appointed as Pastoral Charge Supervisor as well as the Liaison for Camlachie United Church.

New Business**3. Information of note:** covenanting services, leaves of absence, ministry personnel life events

Riverside United Church, London, will covenant on Sunday, September 24, 2023 at 3:00 pm with Rev. Christina Paradela. Liaisons, Kerry Stover and Cathie Banks will represent the regional council.

College Avenue United Church, Woodstock will covenant with Nancy Vandenberghe.

Foldens United Church, Ingersoll will covenant with Janine Lunn.

Dundas Street United Church, Woodstock will covenant with Susan Cameron.

Cheryl-Ann Stadelbauer-Sampa, Executive Minister begins sabbatical on September 1, 2023 until November 30, 2023. Rev. Mark Laird is Acting Executive Minister during the leave.

Leslie George Mancell, an LLWL-R, served in the former Kent Presbytery and current ARWRC, died on September 06, 2023 at the age of 81.

John Allen King, died at age 96, on August 28, 2023, held many roles in London Conference, including as President in 1985.

4. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Jacob Shaw, OM, for a change of pastoral relations from Villages United Church, Granton, effective 2023-11-26.

Note: This is a 5-point shared ministry position within Antler River Watershed Regional Council and Western Ontario Waterways Regional Council.

Approval of Open Positions

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a minister, part-time, 20 hours/week for Union United Church, *pending updating presbytery/conference references and removing requirement for driver’s license and vehicle reference.*

That the Human Resources Commission of Antler River Watershed Regional Council approve the position description for a minister, full-time, for Comber Pastoral Charge, pending correction to ‘Student to Category E.’

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

Approval of Consent Docket

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

MOTION

AGREED by CONSENSUS

5. Reports

Pastoral Relations Minister: Micol Cottrell

Updates

- Policy updates from WOWRC – expanding the VAM policy to include retired DLMs. Question: is this something that ARWRC HRC wishes to do?
 - *Notes: This does not change the Manual categorization of retired DLMs as “lay people retired from Designated Lay Ministry,” as ministry personnel as this is beyond*

- the scope of the regional council's work. In turn, this does not place retired DLMS who are VAMs under the oversight and discipline of the Office of Vocation.*
- Lay commission members will have received invitations to ChurchHub. The reason for this is that the commissions are shifting their work from Dropbox to SharePoint. This is because SharePoint is already part of the Microsoft product that is already being paid for whereas Dropbox is an additional cost. There will be a presentation on this at the Orientation Day.
 - The fall Orientation Day for Antler River Watershed Regional Council is on October 11. For those who are unable to attend in person there will be an option to Zoom in. The commissions will be meeting in the afternoon.
 - Antler River Watershed Regional Council Fall Gathering will be entirely online Friday, October 27 and 28.

Personal goal this fall

- Having been in this position for a year, part of my five-year plan includes focusing my work with the commissions on supporting you to look at clarifying core vision, work and goals and expanding proactive work of supporting pastoral relationships, e.g., workshops. With this in mind, there is self-reflection on what areas of my work need to be expanded to include the HRC or HRC members. As part of this, I have used my continuing education funds to contract with a coach from Credence and Co. as I build skills in this area of leadership.

Work this fall

- reviewing the results of the Tri-regional council review and looking at what work the commissions need to do
- Go into 2023 with a better understanding of the Human Resources Commission budget and plans to utilize it.

Upcoming work

- Policy Review/fine tuning
- Looking at other regional councils to see if there are policies that would be helpful for this regional council, e.g., pulpit supply policy.
- Question – Is there a desire to do this work over Zoom or at a tri-regional commission member gathering, similar to the initial one.

United Fresh Start Report: Micol Cottrell

New peer groups are starting up soon from invitations to those in new ministry positions of 2-years or less.

Liaison Coordinator Report: Jim Drummond (*absent*)

Kilworth United Church – needs a liaison

MOTION by Mary Anne Silverthorn / Carol Ferguson that the Human Resources Commission of Antler River Watershed Regional Council approve Kerry Stover as liaison to Kilworth United Church, London and Robin Sherwood as liaison to St. Andrew's United Church, Comber.

MOTION

CARRIED

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn

MOTION by Paul Browning / Carol Ferguson that the Human Resources Commission of Antler River Watershed Regional Council approves \$2,000 for **A Day Away** event, as a yearly budget item.

MOTION

CARRIED

Executive Committee Report: Louise Hall

No report.

6. Other Business

Renaming Human Resources Commission to Pastoral Relations idea was suggested several months ago, however no motion or action was taken at the time.

ARWRC Orientation Day at Lambton Centre on Wednesday, October 11. Members of executive and commissions will receive invitations to attend/participate.

ARWRC Regional Fall Gathering on ZOOM, Friday, October 27, evening and Saturday, October 28, during the day. What would the HRC like to present?

Volunteers needed to assist in following up with ARWRC Pastoral Charges regarding REMIT 1. This is only to communicate and not to provide additional information to pastoral charges. All votes are required by the end of March 2024. Mary Anne Silverthorn, Louise Hall and Carol Ferguson are enlisting.

Consideration for future HRC meetings. What is the work or focus of our commission?

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

Worship/Closing Prayers: Tracy Wygiera

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

Closing Prayer: offered by Mary Anne Silverthorn.

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 by CONSENSUS