

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, Mary Anne Silverthorn, Tracy Wygiera, Micol Cottrell, Pretima Kukadia

Regrets: Norm MacPherson

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:

“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 ARWRC Human Resources Commission.”

Opening Worship Tracy Wygiera: shared a prayer. Read from ‘Letting Your Leaves Fall’ by Rachel Wojo. Don’t hold onto matters, let them go and become what will be.

Opening Motions

Approval of Agenda

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

MOTION

AGREED by CONSENSUS

Approval of Previous Minutes

Deferred approval of the minutes of September 12, 2023 to the November meeting.

Continuing Business

- 1. Information of note:** covenanting services, leaves of absence, ministry personnel life events
 First-St. Andrew’s United Church, London will covenant with Anne-Louise Jannaway and Marilyn Arthur on Sunday, October 22, 2023 during the 10:30 am service.

Dundas Street United Church, Woodstock have delayed their covenanting celebration with Susan Cameron until the spring of 2024.

Sweaburg, Foldens and West Oxford United Churches will covenant with Janine Lunn

College St. United Church, Woodstock will covenant on Sunday, November 19, 2023 with Nancy Vandenberghe during the regular service.

Colborne Street United Church, London covenants on Sunday, October 15, 2023 with Frank Staples.

Brenda McMain, DLM, is retiring from St. Clair United Church, Aamjiwnaang First Nation as of December 31, 2023. The Office of Vocation Minister, Indigenous Church, Tim Hackborn, handle the retirement celebration with their own processes.

Sheila Greason, a long-time active volunteer with London Conference and camping, passed away on September 20, 2023. There will be a celebration of life on October 21, 2023.

2. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Antler River Watershed Regional Council approve the request of Carl Emke, OM, and Woodslee United Church for a change of pastoral relations to reduce the hours to part-time 20 hours/week.

Note: This mutually agreeable reduction comes with the closure that is happening with the second point of the pastoral charge. M&P talked with Carl and Carl noted his desire to work 20 hours/week. The M&P Committee will be encouraged to rework the position description.

Approval of Calls

That the Human Resources Commission of Antler River Watershed Regional Council concur with the request of Beachville Pastoral Charge for the provisional call of Janine Lunn, candidate, part-time, 20 hours/week, effective 2023-10-29.

Note: Janine Lunn will be ordained at the Celebration of Ministry Service on Saturday, October 28, 2023 at 4:00 pm.

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

Approval of Consent Docket

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

MOTION

AGREED by CONSENSUS

3. Reports

Pastoral Relations Minister: Micol Cottrell

ARWRC Orientation Day is tomorrow. Horseshoe Falls Regional Council are having their regional council meeting this weekend.

Hold onto the joy in this work that makes a difference in the lives of many. Leadership coaching course is ongoing: How do I support you in your work? I am your connection between the three regional councils.

Large polity pieces can often be in grey zones. Commissions make the choices on how we live out our work. E.g., the clarifying document on pulpit supply policy.

If you are a lay member on the commission, you will receive an invitation to Churchhub to access SharePoint, instead of Dropbox going forward. Tomorrow's Orientation Day will cover the use of SharePoint in commission work.

United Fresh Start Report: Micol Cottrell

Peer Groups have been formed. Have a good-sized group. Leaders arranged. It will affect our budget a little as three new facilitators will be in-training.

Licensed Lay Worship Leader Resource Team: Mary Anne Silverthorn

A Day Away event is now scheduled for April 27, 2024. The budget line last approved up to \$5,000. Now we meet every other month, our next planning meeting is in November. Will look at presbytery LLWLs becoming regional council LLWLs.

Executive Committee Report: Louise Hall

More personal connections with members are needed for succession planning. Volunteer recruitment positions. Diane Skomash, Executive member, and Mary Anne Silverthorn ... so far are the volunteer recruiters.

Louise interviewed a new person, ministry personnel, for the HR Commission. May take liaison training. Louise's recommendation to Executive was to have this person start in January 2024. People do not have to have a background in HR Commission work, but interest is needed. Any general reference? Skill and information building can be mentored by current commission members.

Revisit this at next meeting.

Liaison Coordinator Report: Jim Drummond

New liaisons appointed:

- Kettle Point United Church – Anna Batten
- Riverside United Church, London – Linda Britton
- St. Andrew's United Church, Chatham – Mary Alice Marchand
- Siloam United Church – Pauline Newton and Elaine Woodley
- Westminster United Church, Windsor – Del Stewart

MOTION that the Human Resources Commission of Antler River Watershed Regional Council approve the above named as liaisons to the communities of faith noted.

MOTION

AGREED by CONSENSUS

Liaisons are still needed at the following:

- Charing Cross Pastoral Charge
- Dawn Valley-Oil Springs Pastoral Charge
- Glencoe-Appin Pastoral Charge
- Kilworth Pastoral Charge
- Sprucedale Providence Pastoral Charge
- Union Pastoral Charge
- Villages United Church

4. New Business

Suburban Pastoral Charge, Talbotville

What is the process to call a full-time minister serving as supply minister? Need some clarity around the process moving forward. Had a minister for 19 years and their third supply ending in March 2024.

Should this be discussed first or has it been decided already? If supply they want as permanent, how do they feel time is an issue. Are all being consulted? A full search process has intrinsic value.

Why do they have to go through the search process, e.g., Living Faith Story, etc. Once it is approved by CSC, is it done? Do we require them to post it on ChurchHub or not? Position Description not needed for supply. Faith Profile needed for permanent position. Position description and congregational meeting are required.

Are they required to interview others, if wanting their supply minister? Why can't they jump a few steps if they already know who they want and the supply wants to stay. Permanent Position Description is a must. Need to do an interview, references and negotiations with a liaison present? At congregational meeting need to say decided that they would not post the Position Description on ChurchHub.

Let's work on Best Practices to Hire Your Supply Minister for a Permanent Position. What questions might be asked for long-term position that are not for short-term positions.

Next Meeting: Tuesday, November 14, 2023 at 9:00 a.m. by Zoom.

Worship/Closing Prayers: Paul Browning

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

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 10:45 a.m.

MOTION

AGREED by CONSENSUS