

**Human Resources Commission**  
**Horseshoe Falls Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
*Connecting, Supporting, Transforming*

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**Place:** Zoom mtg 10:00 a.m.

**Roster:** Allison Playfair (OM, Chair), Callie Archer (L), Doug Caldwell (L), Sue Cowan (DLM), Joanne Hedge (OM), Morar Murray-Hayes (OM), Matthew Root (L), Susan Stephen (L), Pat Tooley (L), Robin Wilkie (OM)

**Staff Support:** Pretima Kukadia-Kinting, Admin Assistant PKukadia@united-church.ca  
Rev. Diane Blanchard, Minister, Pastoral Relations DBlanchar@united-church.ca

**Present:** Allison Playfair, Doug Caldwell, Sue Cowan, Joanne Hedge, Susan Stephen, Pat Tooley, Robin Wilkie, Pretima Kukadia-Kinting, Diane Blanchard

**Regrets:** Callie Archer

**Absent:** Matthew Root

**Welcome and Constitute Meeting:** The meeting was constituted and opened.

**Acknowledging the Land:** Territorial lands are acknowledged on behalf of the Human Resource Committee by Allison Playfair: We are all living on ceded and unceded lands and recognize the stewardship ...

**Opening Worship:** Joanne Hedge led worship about “ashes ...”. And a prayer by Tom Sherman.

**Opening Motions:**

Approval of Agenda:

**MOTION by Doug Caldwell / Joanne Hedge that the agenda be accepted as amended**

**MOTION**

**CARRIED**

Approval of Previous Minutes:

**MOTION by Pat Tooley / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of January 22, 2020 as circulated.**

**MOTION**

**CARRIED**

**Business Arising**

1. That the email motion of 20.02.23 be ratified and minuted: That HF HRC approve the fulltime position at Streetsville United Church. **Carried**

2. That the email motion of January 26, 2020 be minuted: re Gavin Williams granted a license to administer the sacraments during his appointment to the Rockton-Sheffield pastoral charge. **Carried**
3. St John, Hamilton position: covenant is in Living Faith Story
4. Rockton-Sheffield: appointment form initialed
5. St. David’s-Queenston: appointment form has been corrected to 2020 salary
6. Westdale/Gibson appointment corrected. Tabled to February meeting – on consent docket.

**New Business**

1. Allison Playfair has asked to step down from chairing the commission, so we need to choose a new chairperson. Will chair this meeting and until May.
2. Regional Liaison officer, Pat Tooley, working with St Andrew’s, Niagara Falls, around a possible change in the terms of an appointment.  
Pat gave update, staff person not accepting, will go to congregation, divisive. Meeting re finances, then meeting re position. Grandfathered DLM on ministerial scale, budget is an issue, asked to go to part-time for financial reasons, will not agree, so to congregation like an ending of a pastoral relationship,
3. LLWL committee/task group/resource team membership; expression of interest on website. To date one has expressed interest for Horseshoe Falls. How will we tackle this work? How much longer should we wait?
4. Terms of office for the Human Resources Commission: Callie Archer and Matthew Root have completed their term at the rise of meeting. We thank them for their service.

**Human Resources Commission**

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- One-third of membership should change each year so terms should be staggered. It is possible to renew once. Does anyone wish to come off this year? Or have this be the end of their first term and renew for 3 more years?
5. New pastoral relations resources updated in December 2019/January 2020. New resources, slight differences.
  6. Vineland United requests that Clare Minarcik be allowed to do 8 weeks of pulpit supply under the supervision of Judith Gilliland, pastoral charge supervisor. Clare would be a CDM in this case. Clare not a LLWL, hasn't completed DLM training.  
**HAVE CONSENSUS we agree to allow Clare Minarcik be a CDM for 8 weeks.**  
Is an IIM required? Not decided.
  7. Consent docket:

#### **Request for Change of Pastoral Relations:**

That the Human Resources Committee accede to the request of Sheena Riley-Marini from Mt Zion United, Renton effective April 26, 2020.

That the Human Resources Committee accede to the request of Dan McLean from Caledonia, effective June 30, 2020 to accept a new call.

#### **Appointment of Liaisons:**

Vineland – Doug Caldwell

Selkirk – urgent

Hillcrest United (Hornby Pastoral Charge) – possible provisional call – Brenna Baker?

Copetown – possible provisional call – Christina Paradela

Caistorville – Shirley Bottaro

New Vision – Marilyn Parsons

Christ First -

#### **Renewal of appointments:**

That the Human Resources Commission accede to the request of Westdale United Church, Hamilton for the appointment of Marcie Gibson, DM, part-time, 20 hours/week from 20.05.01 to 20.07.31 as signed and recorded in ChurchHub on 2020.01.18.

That the Human Resources Commission accede to the request of St John, Hamilton for the appointment of Stephen Huntley, OM, fulltime from 20.02.20 to 20.08.20 as signed and recorded in Churchhub on 2020.01.27.

#### **Approval of new appointments:**

That the Human Resources Commission accede to the request of Silver Spire for the supply appointment of Elizabeth Agnew OMR, parttime, 12 hrs/wk from March 1, 2020 to June 15, 2020 according to the terms of the record of appointment signed February 11, 2020.

**Approval of calls:**

That the Human Resources Commission accede to the request of Binbrook-Blackheath Pastoral Charge for the call of Dan McLean, OM, fulltime from July 1, 2020 according to the terms of the record of call as recorded in Churchhub.

That the Human Resources Commission accede to the request of Silver Spire, St Catharines for a call to Karen Orlandi DM candidate, provisional on her completion of all requirements for and her commissioning as a diaconal minister of The United Church of Canada.

**Request for Sacraments license**

That, having received a letter of request from the Council of the KTV pastoral charge, and confirmation that Janice Pow DLM-A has completed a course of studies on the theology and administration of the sacraments, the Human Resources Commission grant a license to administer the sacraments of baptism and communion to Janice Pow, DLM-A, during her appointment with KTV.

**For Information:**

That the Human Resources Commission receive, for information, the decision of Silver Spire United Church to grant a personal leave to Jane Capstick, OM, March 2- June 15;(Note from Silver Spire: she could be back earlier.

**MOTION by Pat Tooley / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as circulated.**

**MOTION**

**CARRIED**

8. Possible face-to-face meeting in March? March 25 at 10:00 am
9. Contribution to the regional newsletter – Sue Stephen will contribute to Hello and Goodbye; Allison will contribute a piece once a new chair is chosen.
10. Policies now published on the regional website
11. Retired ministers will be getting notification about their marriage licenses. Ministers not in calls or appointments are expected to be in a formal association with a community of faith if they want to do the functions of ministry (VAM). All weddings must be registered in a congregation's marriage register.
12. United Fresh Start -
13. Budget \$10,000 for 2020: \$5,000 from operating funds: commission travel, accommodations, meeting, \$10,000 for events, etc. Liaisons, LLWL Resource Team to be included in this budget. Approach executive if more needed.
14. Pastoral Charge supervision: Covenant Commission responsible for appointing. HF CC doesn't want to do this and want HF HRC to take this on. We feel this is their

February 26, 2020

HRC 20-9

jurisdiction. Sue Cowan, is this a conflict of interest for us? HRC becomes aware of need of PC Supervisors first. HRC lets CC know. Hoping Executive will reconsider this change. Executive discussed this and nothing was decided.

**Next Meeting:** March 25, 2020 at 10:00 a.m. at the Hamilton Regional office

Worship by: Robin Wilkie

**Agreed to adjourn at 11:40 a.m.**