

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

Place: Zoom mtg 9:00 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, Callie Archer, Doug Caldwell, Sue Cowan, Joanne Hedge, Morar Murray-Hayes, Pat Tooley, Robin Wilkie, Pretima Kukadia-Kinting, Diane Blanchard

Regrets: Sue Stephen

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 acknowledge that partnering with the world is to commit ourselves to reconciliation with the first peoples of this land and seeking forgiveness for the devastation that contact with Europeans brought with it. Our ancestors were like a pandemic destroying the culture, religious practices and leadership structure of the first peoples. We brought smallpox, measles and others diseases as well as a lust for land. Many of us have not repented of the destruction that these diseases and that prejudices left behind still ravage these nations.

One act of repentance is to acknowledge that we are gathered on the traditional territory of the Haudenosaunee, Anishnabe, the Attarandaron (Neutral) Nation and the Mississaugas of New Credit. Our gain has come at a great cost to these peoples.

Some day may all celebrate as justice and love of all comes riding into our town.

From Gary Clark

Opening Worship: Callie Archer led worship with a prayer, from Marshall Hollis.

Opening Motions:

Approval of Agenda:

MOTION by Sue Cowan / Robin Wilkie that the agenda be accepted as amended.

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Callie Archer / Pat Tooley that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of March 25, 2020 as amended.

MOTION

CARRIED

Business Arising

1. That the following emailed motion from April 1, 2020, moved by Robin Wilkie, seconded by Joanne Hedge be ratified and recorded in the minutes of this meeting:

MOTION that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Trinity United Church, Hannon, to end their pastoral relationship with the Rev. Janet Kennedy, OM, effective June 30, 2020.

MOTION

AGREED

2. Report from Doug Caldwell about Vineland United Church and the question of Intentional Interim Ministry.

This matter is currently on hold. Unable to access to Internet to get together. Have a minister for 10 hours/week. TABLED to next month.

3. St Andrew's, Georgetown request for sabbatical leave funding. Upon consultation with Adam Hanley, GCO, the application was forwarded without HRC support.

New Business

1. **MOTION** by Morar Murray-Hayes / Callie Archer that should the Human Resources Commission meeting of Horseshoe Falls Regional Council fail to reach quorum for any given meeting, the work of the Human Resources Commission be referred to the Horseshoe Falls Regional Council Executive that month.

MOTION

CARRIED

2. Changes to the By-laws of The United Church of Canada to allow the governing body to make pastoral relations motions, after consultation with the congregation, during the pandemic. <https://www.united-church.ca/community-faith/being-community/governance-during-pandemic>

Regional staff have prepared a form to ask any governing body asking about ministry personnel lay-offs or changes to terms about their activity in seeking wage subsidies or loans and their financial assets and a proposed plan if ministers were reduced in time or laid off. This will come to the HR staff and commission when completed.

3. Consent docket:

Request for Change of Pastoral Relations:

That Horseshoe Falls Human Resources Commission approve the request of Katie Southon, OM, for a change of pastoral relations from Wellington Square United Church, effective 20.06.30 for the purpose of retirement.

Approval of Open Positions:

That Horseshoe Falls Human Resources Commission approve the position description for ministry personnel, half-time, for the Hornby Pastoral Charge (Hillcrest United Church).

That Horseshoe Falls Human Resources Commission approve the position description for ministry personnel, three quarter-time, for the Copetown United Church.

The Horseshoe Falls Human Resources Commission approve the position description for ministry personnel, half-time, for Binkley United Church to reflect the change in terms for Glen Baker, OM.

Appointment of Liaisons:

Christ First, Mississauga –

Renewal of appointments:

That Horseshoe Falls Human Resources Commission accede to the request of Binkley United Church for the appointment of Glen Baker, OM, half-time, from 20.07.01 to 20.12.31 according to the terms of the record of appointment signed 20.03.28. (paper form)

That Horseshoe Falls Human Resources commission accede to the request of the Caistorville Pastoral Charge for the appointment of Marion (Christine) Hossack, OM, half-time, from 20.04.01 to 20.09.30 according to the terms of the record of appointment agreed to in Churchhub on 20.03.27.

Approval of new appointments:

Approval of calls:

That Horseshoe Falls Human Resources Commission accede to the request of the Rockton-Sheffield Pastoral Charge for the provisional call of Gavin Williams, candidate, fulltime, from 20.07.01 according to the terms of the record of call agreed to in Churchhub on 20.04.01.

Approval of VAM application:

Request for Sacraments license:

Receive For Information:

That the sabbatical leave for Andrew Crowell, OM, granted by Westdale United, has been postponed due to the pandemic.

That Heather Weaver-Orosz and Trinity, Beamsville have agreed to a sabbatical leave from October 13, 2020 to January 31, 2021.

Cancellation of Appointment

That, on the request of Westdale United Church, the appointment of Marcie Gibson to Westdale United Church, from May 1, 2020 to July 31, 2020 as approved by the Horseshoe Falls Human Resources Commission on January 20, 2020 be cancelled and that the General Council Office be notified.

MOTION by Joanne Hedge / Callie Archer that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as amended

MOTION

CARRIED

4. **MOTION** by Name / Name that the Human Resources Commission accede to the request of Carlisle and Kilbride United Churches for the renewal of supply appointment of Sue Cowan, DLM, full-time at 40 hrs/wk, from 20.04.01 to 20.09.30 according to the Record of Appointment signed 20.03.31.

Sue Cowan abstained from voting.

MOTION by Doug Caldwell / Robin Wilkie that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as [Choose an item](#).

MOTION

CARRIED

5. For information: Diane has template letters for lay employees being given an “emergency temporary leave” from their positions. If they receive benefits and pension, there are letters to make sure they continue to receive these during the lay-off. She also has a template letter for lay employees who do not currently receive benefits. Hopefully they are eligible for the CERB.
6. Diane has had an inquiry because an employee asked to be laid off as the CERB amount would be higher. This is not ethical if there continues to be work and the community of faith is able to pay. We shouldn't be using government subsidies to advance our well-being as congregations either.
7. Provisional calls: because the celebration of ministry service normally held in May has been postponed to the fall regional meetings, those with provisional calls remain candidates. However, their change of category, and pension membership will begin on the date of their negotiated beginning of the provisional call. The Covenant Commission is considering how to provide pastoral charge supervision.

8. Inquiries from M&P committees about scheduling vacation and continuing education with ministers. I and other pastoral relations ministers are aware that our ministry personnel have been working very hard, learning new technologies and juggling many new demands as well as coping with their own self-isolation, deaths they can't attend and funerals they are, for the most part, not presiding at. For many, it may be hard to imagine how to invite someone else to "lead worship" through technology. How can we help ministers and congregations connect with one another and offer coverage and shared resources so ministers are able to take breaks and plan holidays?

Discussion re exhaustion of ministers and providing for communities of faith that are not able to connect electronically.

Diane will draft a letter to M&P committees re exhaustion of leadership and the need to support them and bring the letter to the commission for refining.

Other Business:

9. **MOTION** by Doug Caldwell / Robin Wilkie that the Human Resources Commission of Horseshoe Falls Regional Council agree to Gordon Crossfield, OM, being appointed as a regional representative to the Transition Team of Wesley United church, Welland as they seek Intentional Interim Ministry after the retirement of their long-time minister, Kim Wright, OM in June.

MOTION

CARRIED

Next Meeting: May 27, 2020 at 1:00 p.m. by Zoom

Worship by: Allison Playfair

Closing prayer offered by Allison Playfair. Agreed to adjourn at 02:40 p.m.