

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

Place: Zoom mtg 1:00 p.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 DBlanchard@united-church.ca

Present: Callie Archer, Doug Caldwell, Sue Cowan, Joanne Hedge, Morar Murray-Hayes, Sue Stephen, Pat Tooley, Pretima Kukadia-Kinting, Diane Blanchard

Regrets: Allison Playfair, Robin Wilkie

Absent: Matthew Root

Welcome and Constitute Meeting: The meeting was constituted and opened by Pat Tooley.

Acknowledging the Land: Territorial lands are acknowledged on behalf of the Human Resource Committee by Pat Tooley.

Opening Worship: Sue Cowan led worship with a prayer: Love one another – protect yourself wear a mask diagram. Also share video

Opening Motions:

Approval of Agenda:

MOTION by Joanne Hedge / Sue Cowan that the agenda be accepted as circulated.

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Morar Murray-Hayes / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of August 19, 2020 as amended.

MOTION

CARRIED

Business Arising

1. Ratification of email poll of September 14:

MOTION by Joanne Hedge / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council having reviewed the position for an Intentional Interim Minister, fulltime, approve the position as requested by Mountainview United Church, St Catharine's.

MOTION**CARRIED**

2. **For Information:** that the Human Resources Commission of Horseshoe Falls Regional Council effective Aug 20, 2020, approved a position for half-time at St. John's United Church, Georgetown. Covered by Allison Playfair / Doug Caldwell.
3. United Fresh Start update: Diane sent out an invitation to approximately 100 new ministers in new pastoral relationships in 3 regions to participate in United Fresh Start Small Groups.

New Business

3. UN Decade of People of African Descent: Google this, endorsed by UCC and WCC. Anything we can do to support ministers of colour
4. Request by Grace United, Burlington for someone from HR Commission to attend a meeting of the congregation on Sunday, September 27 at 11:15 by zoom to consider the request for an extension to the appointment of IIM Helen Prior "up to June 30, 2022". Consider inviting Rev. Prior and liaisons to a meeting of the Commission to update on progress with goals of the IIM – If no one else is available, Diane Blanchard can go. Extend an invitation to liaisons and Helen Prior to join us in January to meet with the commission.
5. Extension of bylaw amendment for making pastoral relations decisions to December 30, 2020. GC amended by-laws when pandemic started to August 31, 2020, now extended to December 31, 2020. The commission needs to be informed as to what decisions were made and how they consulted the congregation.
6. Consent docket:

Request for Change of Pastoral Relations:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Allan Warren, OM, for a change of pastoral relations from Appleby United, Burlington effective January 31, 2021 for the purpose of retirement.

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Jeff Werner, OM, for a change of pastoral relations from Cawthra Park United, Mississauga effective December 31, 2020 in order to take a new position as an IIM at Wasaga Beach United Church in Western Ontario Waterways.

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Lloyd Paul, OM, for a change of pastoral relations from St. George United Church, St. George effective December 31, 2020 for the purpose of retirement.

Approval of Open Positions:

That, having reviewed the position description for a part-time, 20 hour/week ministry personnel, the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Harmony, Brantford to make the position available on ChurchHub. (question of SME still to be discussed by Tanya Cameron, OV minister, and Diane Blanchard, liaison and council)

That, having reviewed the position description for a full-time ministry personnel, the Human Resources Commission of Horseshoe Falls Regional council approve the request of Christ First, Mississauga to make the position available on ChurchHub.

That, having reviewed the position description for a supply minister, part time, 30 hours, the Human Resources Commission of Horseshoe Falls Regional council approve the request of Eden United, Mississauga to make the position available on ChurchHub.

That, having reviewed the position description for a supply minister, part time, 10 hours, the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Sheridan, Mississauga to make the position available on ChurchHub.

Appointment of Liaisons:

Linden Park Community United Church, Hamilton –

Port Nelson, Burlington – Janet Kilgannon

St Paul's, Dundas – Pat Gilmore

Grace, Burlington – 2nd person for the Transition Team (Charlie Hogg has resigned) – Marilyn Parsons

Resignation of Christina Paradela from work with Hamilton Japanese –

Barton Stone-Mt. Hope – Janet Kilgannon

Renewal of appointments:

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Barton Stone – Mount Hope Pastoral Charge, Hamilton for the third supply appointment of M. Gayle MacDonald, OM-R, part time, from 20.09.01 to 21.03.01 according to the terms of the record of appointment (paper) signed 20.09.01. (Note – length of appointment changed to 6 months. Con-ed should be \$1442)

Approval of new appointments:

That the Human Resources Commission of Horseshoe Falls Regional council accede to the request of Trinity United, Beamsville for the supply appointment of Judith Bowman, part-time, 20 hours/week from 20.11.02 to 21.01.31 according to the terms of the record of appointment agreed to in Churchhub on 20.09.11 for the purpose of sabbatical leave coverage.

Approval of VAM applications:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the VAM agreement between Nora Feuten, OM-R, the governing body of Burford United Church and the incumbent minister, Cathy Dilts, OM, from September, 2020 to September, 2025 or until there is a change of incumbent.

That the Human Resources Commission of Horseshoe Falls Regional Council approve the VAM agreement between Deb Kigar DM-R, the governing body of Westdale United, Hamilton and the incumbent minister, Andrew Crowell, OM, from September 2020 to September 2025 or until there is a change of incumbent.

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

MOTION

CARRIED

7. **MOTION** by Doug Caldwell / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council accept to appoint Pat Tooley as liaison to St. Andrew's United Church, Niagara Falls.

MOTION

CARRIED

8. For Information: Letter from St. Andrew's United Church, Niagara Falls: concerns about conflict in the pastoral charge, deciding among finances and ministry, as stated in letter.
9. For Information: Sabbatical leave plan from Anita Spilling: Diane will get in touch with Anita to confirm her sabbatical dates.

Other Business:

Next Meeting: October 28, 2020 at 1:00 p.m. by Zoom

Worship by: Joanne Hedge

Closing prayer was offered by Sue Cowan.

Agreed to adjourn at 02:10 p.m.