

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 DBlanchar@united-church.ca

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

Regrets: Callie Archer, Robin Wilkie, Morar Murray-Hayes

Absent: Matthew Root

Welcome and Constitute Meeting: The meeting was constituted and opened by Allison Playfair.

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

Opening Worship: Joanne Hedge led worship with a prayer: Jim Taylor's paraphrase of Psalm 139. We lay ourselves bare when we gather. God sees us most clearly, ***Transparent to God.***

Opening Motions:

Approval of Agenda:

MOTION that the agenda be accepted as circulated.

MOTION

AGREED

Approval of Previous Minutes:

MOTION by Sue Cowan / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of September 23, 2020 as circulated.

MOTION

CARRIED

Business Arising

1. Congregational meeting of Grace, Burlington to consider requesting the extension of the Intentional Interim Ministry appointment of Helen Prior OM, for an additional year.

Diane attended. The motion was approved. Helen and the regional reps are agreeable to being invited to attend our meeting in November. Chair could invite. Any materials we need for this meeting? Helen will forward a report prior to November meeting. Any conflicts with commission members attending? No.

New Business

2. New Chairperson – Pat Tooley willing to be chair of this commission. Thank you to Allison for the work that she has done for this commission, along with assistance of Sue Stephen – thank you to both of you.
3. Employment during COVID reopenings: As long as Public Health protocols are being met, called ministers who do not have an agreed upon health exemption abide by that.
4. Vineland – Letter sent by Diane this morning, waiting for response.
5. Mountainview – IIM at 30 hrs was approved by the HR Commission without realizing their council hadn't agreed to it. They have now. Finances involved with property issue. Have permission from the Covenant Commission to use reserves for IIM for 30 hrs for one year. Received another position request from them, but why? Wanting a supply position (can only be 3 Sundays in a row if an LLWL).

Suggestion from Diane: we not approve supply position today as only the IIM position has been approved for funding.

6. Jerseyville – candidacy board indicates that C. MacKenzie must end by March 1, 2021 as she will no longer be eligible for appointment. Motion: That Jerseyville United Church be informed that C. MacKenzie can be appointed no longer than February 28, 2021.

MOTION by Doug Caldwell / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council inform Jerseyville that C. MacKenzie cannot be employed at Jerseyville United Church longer than February 28, 2021.

MOTION

CARRIED

7. Review of the new United Church policy: Harassment, Discrimination and Violence in the Workplace: if communities of faith don't have a policy in place, this one takes effect.
8. Report from LLWL resource team – initial meeting October 26; Recommend that Scott Martin, an LLWL who has been with Shining Waters and who lives in Georgetown, be added to our list of LLWLs with his accountability continuing with Shining Waters.

Lennox Scarlett has expressed an interest to join HF HRC and is willing to be on LLWL Resource Team as a representative of our Commission.

MOTION by Joanne Hedge / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council Recommend that Scott Martin, an LLWL who has been

with Shining Waters and who lives in Georgetown, be added to our list of LLWLs with his accountability continuing with Shining Waters.

MOTION**CARRIED**

9. For Your Information: Expressions of Interest to serve on the HRC have been received by the regional council
10. Consent docket:

Request for Change of Pastoral Relations:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request for a change of pastoral relations from Shelley Smith, DM, from Delta United Church, Hamilton, effective 21.01.11 to accept a call to Belwood-Metz Pastoral Charge, Western Ontario Waterways Regional Council.

Approval of Open Positions:

That the Human Resources Commission of Horseshoe Falls Regional Council, having reviewed the position description for a .5 position at Burkholder United Church, Hamilton, approve the permanent 1/2-time position for posting on Churchhub.

That the Human Resources Commission of Horseshoe Falls Regional Council, having reviewed the position description for minister of word, sacrament and pastoral care, fulltime, at Barton Stone-Mt Hope, approve it being posted on Churchhub.

That the Human Resources Commission of Horseshoe Falls Regional Council, having reviewed the supply position description for Appleby United, Burlington, affirm its posting on Churchhub.

That the Human Resources Commission of Horseshoe Falls Regional Council, having reviewed the position description for a pastoral care minister, half-time at Port Nelson, approve it being posted on ChurchHub.

That the Human Resources Commission of Horseshoe Falls Regional Council, having reviewed the supply position description for Sheridan agree to an increase to from ¼ time to ½ time.

That the Human Resources Commission of Horseshoe Falls Regional Council, having reviewed the part-time, 20 hours/week, supply position for 21.01.01 to 21.04.30 at Jordan Station United Church, affirm its posting on Churchhub.

Appointment of Liaisons:

Appleby United, Burlington: Pat Gilmore

Delta United, Hamilton

Linden Park Community United Church, Hamilton: Stephen Huntley

Vineland – Doug Caldwell continuing

Port Nelson, Burlington – Janet Kilgannon

Renewal of appointments:

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Jerseyville United Church for the appointment of Caitlin MacKenzie, candidate, part-time, 20 hours/week from 20.07.08 to 20.12.31 according to the terms of the record of appointment agreed to in Churchhub on 2020.09.23.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of York Pastoral Charge for the appointment of W. Doug Mitchell, OM-R, 14 hours/week from 20.07.01 to 21.06.30 according to the terms of the record of appointment agreed to in Churchhub on 20.10.02.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Trinity, Thorold for the appointment of James McKnight, OM-R, 15 hours/week from 20.07.01 to 21.06.30 according to the terms of the record of appointment agreed to in Churchhub on 20.10.23.

Approval of new appointments:

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Emmanuel United Church for the supply appointment of Thomas Shin, OM, fulltime, 40 hours/week from 21.01.01 to 21.07.01 according to the terms of the record of appointment agreed to in Churchhub on 2020.10.11.

Approval of Call:

That the Human Resources Commission of Horseshoe Falls Regional council accede to the request of St John's, Georgetown, for the change of the terms of call to Norm Hennig-Pereira, OM, 20 hours/week from 20.11.19 as agreed to in Churchhub on 20.10.

Approval of VAM applications:

That the Human Resources Commission of Horseshoe Falls Regional Council endorse the application of Joyce Pearce, OM-R, to be a Voluntary Associate Minister at Walton Memorial United Church, Oakville with the agreement of the governing body and minister, Jim Gill, OM, beginning 20.10.01.

Request for License to Administer the Sacraments

That the Human Resources Commission accede to the request of Wesley United, Welland for a license to administer the sacraments for Christina Paradela, DM, for the duration of her Intentional Interim Ministry there.

Receive for information:

That the Human Resources Commission receive for information the sabbatical leave plan of Joanne Hedge granted by Applewood United Church for June 15 to September 13, 2021 and alert the Covenant Commission for the need of a pastoral charge supervisor for this period.

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

MOTION

CARRIED

Other Business:

Next Meeting: November 25, 2020 at 1:00 p.m. by Zoom

Worship by: Allison Playfair

Closing prayer was offered by Diane Blanchard.

Agreed to adjourn at 02:10 p.m.