

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

Place: Zoom mtg 10:00 a.m.

Roster: Pat Tooley (L, Chair), Callie Archer (L), Doug Caldwell (L), Sue Cowan (DLM), Barbara Duffin (L), Joanne Hedge (OM), Morar Murray-Hayes (OM), Allison Playfair (OM), Lennox Scarlett (OM), Susan Stephen (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: Pat Tooley, Doug Caldwell, Sue Cowan, Barbara Duffin, Joanne Hedge, Morar Murray-Hayes, Allison Playfair (joined us near end of meeting), Sue Stephen, Pretima Kukadia-Kinting, Diane Blanchard

Regrets: Callie Archer, Allison Playfair, Lennox Scarlett, Robin Wilkie

Absent:

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: Barbara Duffin provided worship, inspired by readings from *The Journey* by Billy Graham, the words of Richard Rohr and her Centering Prayer and Mindfulness practices. "Nothing is ever in vain."

Opening Motions:

Approval of Agenda:

MOTION by Sue Cowan / Doug Caldwell that the agenda be accepted as amended.

MOTION

AGREED

Approval of Previous Minutes:

MOTION by Susan Stephen / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of February 24, 2021 as circulated.

MOTION

CARRIED

Business Arising

1. **MOTION** by Doug Caldwell/Joanne Hedge To lift from the table the motion concerning Diane Walker, St. Andrew's, Niagara Falls – request for change of pastoral relations, from February 24, 2021 meeting.

MOTION

CARRIED

MOTION by Morar Murray-Hayes / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Diane Walker, OM, for a change of pastoral relations from St. Andrew's United Church, Niagara Falls, to be effective May 31, 2021 in order to retire.

MOTION

CARRIED

New Business

2. Conversation Topics re: Position Descriptions:

- "Ordered ministry" excludes DLMS – write as 'ministry personnel', keep as broad as possible, all personnel given permission by the church.
- Use of a car (ableism) – How do search teams become aware that they can't discriminate based on not having access to a vehicle or to drive. Word as 'able to get around by use of a car' or 'rural charge, no public transportation'. More than words, this is an attitude change. Liaisons could help with educating search teams as they meet with them at start of search training.
- Part-time positions – If this is all a congregation can afford, then what? If they have part-time supply can the supply hold worship every Sunday? There needs to be flexibility around what the part-time work includes – all worship, pastoral care, meetings, etc. can be done on a part-time basis, especially virtual worship which is time intensive. A note about providing supply ministers on a number of Sundays.

The Human Resources Commission of Horseshoe Falls Regional Council agreed that Diane Blanchard may contact congregations posting part-time positions with recommendations on flexibility regarding minister's duties as well as request positions be for all "ministry personnel" and use of car issue as discussed.

St Andrew's, Hamilton: "feeling of a good fit with St Andrew's". This congregation needs clarity on what it is they are looking for. Many strong 'feeling' words, but not concise. Diane Blanchard will contact them around this clarity.

Trinity, Thorold: car; part-time expectations– need amendments. Diane will contact them re changes.

Delta ½ time: implications for number of Sundays of leading worship

3. 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 Charles Hogg, OM, from Palermo United Church, Oakville, effective 20.12.31 for the purpose of retirement.

Approval of Open Positions:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Mt. Pleasant United Church to post an SME position, part-time, 20 hours/week, for a candidate.

Appointment of Liaisons:

Copetown – Allison Playfair (change to terms of appointment, call)

Approval of new appointments:

That the Human Resources Commission of Horseshoe Falls Regional Council recognize Barbara Creelman as a Designated Lay Minister with the Horseshoe Falls Regional Council.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Linden Park, Hamilton for the appointment of Barbara Creelman, DLM, part-time, 32 hours/week from 21.07.01 to 24.12.31 according to the terms of the record of appointment agreed to in Churchhub on 21.03.09.

VAM Applications:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the appointment of Margot Feyerer, OM-R, as VAM at West Plains United Church, Burlington from 21.04.01 to 26.04.01 or until there is a new incumbent, with the approval of the governing body and minister, Phillip Gardner.

MOTION by Sue Cowan / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as circulated.

MOTION

CARRIED

4. Motions not on the docket:

MOTION by Morar Murray-Hayes / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of East Plains, Burlington for the extended appointment of Barbara Fullerton, IIM, part-time, 30 hours/week from 21.07.01 to 22.06.30 according to the terms of the record of appointment agreed to in ChurchHub on 21.03.24.

MOTION

CARRIED

MOTION by Sue Cowan / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council approve the request of St. Paul's United Church, Dundas to post an SME position, part-time, 30 hours/week to fulltime, 40 hours/week, for a candidate.

MOTION

CARRIED

MOTION by Doug Caldwell / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Delta United Church to post a position, part-time, with the addition of 20 hours/week, with the addition of hours along with percentages.

MOTION

CARRIED

MOTION by Susan Stephen / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council approve the position description from Thorold United Church, for a ministry position at 20 hours per week, pending contact by Diane Blanchard to make some amendments.

MOTION

CARRIED

5. Report from Executive: Pat Tooley

Collaborations with Brock University. Racial Justice Trainings upcoming, recommend all Commission members, LLWL Resource Team and liaisons to take this training to fulfill our commitment as a Racially Just church.

6. Report from LLWL Resource Team: Lennox Scarlett

No report from Lennox, but things are moving along with the committee's work.

7. Report from United Fresh Start: Diane Blanchard

Online modules are getting participants, individually and with congregation groups. Planning a check-in soon with small group facilitators.

8. Employment Questions for Information: document for information.

9. M&P Committee Training Update: Getting great numbers registered. Ministers welcome to join the trainings. If you have suggestions of more specific workshop topics for M&P committees, please let Diane know.

Next Meeting: April 28, 2021 at 1:00 p.m. by Zoom

Worship by: Joanne Hedge

Agreed to adjourn at 11:40 p.m.