

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

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**Place:** Zoom mtg 1:00 p.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

**Recording Secretary:** Sue Cowan

**Present:** Pat Tooley, Sue Cowan, Morar Murray-Hayes, Allison Playfair, Lennox Scarlett, Sue Stephen, Robin Wilkie, Diane Blanchard

**Regrets:** Callie Archer, Doug Caldwell, Pretima Kukadia-Kinting

**Absent:** Joanne Hedge (sabbatical), Barbara Duffin

**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:** Lennox Scarlett shared 1 Corinthians 12: 1-11 (The Message) and invited us to reflect upon the shrinking (not dying) Church in our region. We were asked to ponder what causes some church members to be disillusioned and leave? What makes church relevant for those who remain? Are we leaning on or into our own wisdom, rather than the power of God and the workings of the Spirit, present in the diversity of gifts in our midst? Amidst evolutions and revolutions in the Church, God has remained steadfast. God's love never ceases. "Great is your faithfulness, O God. Great is your faithfulness."

**Opening Motions:**

Approval of Agenda:

**MOTION** by Robin Wilkie / Susan Stephen that the agenda be accepted as circulated.

**MOTION**

**AGREED**

Approval of Previous Minutes:

**MOTION** by Robin Wilkie / Morar Murray-Hayes that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of April 28, 2021 as circulated.

**MOTION**

**CARRIED**

### **Business Arising**

1. Diane Blanchard provided an update about ecumenical shared ministry with Wesley United and Knox Presbyterian, Jarvis. All documentation is in order and the motion is now part of the Consent Docket (below).

### **New Business**

2. Resignation of Robin Wilkie from the HRC. Received and accepted, with thanks for his work, wisdom, and “a majority of his puns”.

It was also noted that the terms of Doug Caldwell, Sue Cowan, Joanne Hedge and Morar Murray Hayes are ending at the rise of the May 27 Regional Meeting. Those whose terms are ending were invited to complete an Expression of Interest to continue in this work. The HRC was also advised that new members may be elected at the regional meeting and we may need to negotiate the time of our monthly meeting.

3. Receive for information: letters from the Horseshoe Falls Executive notifying Fulton-Tapleystown and Ker of their return to satisfactory status following the Review of the pastoral charge conducted in December, 2018. Received with thanks for the work that has been done by many.
4. Update LLWL Resource Team: Lennox Scarlett

The LLWL Resource Team continues to meet, receive Expressions of Interest, conduct interviews, make contacts with LLWLs from across the region, and support the nurturing and licensing of these lay leaders.

**MOTION** by Lennox Scarlett / Morar Murray-Hayes that the Human Resources Commission of Horseshoe Falls Regional Council recommend: Scott Martin (from Shining Waters Region), Harold Walton (from Western Ontario Waterways), Susan Webb (new LLWL) and Sandra Sinden, as Licensed Lay Worship Leaders.

#### **MOTION**

#### **CARRIED**

Expressions of Interest were received from Christine Early, Derek Herriot, Glad Klassen and Heather King, to explore and discern a call to share gifts as LLWLs.

Support has been requested by LLWLs to access on-going continuing education, how to set up LLWL clusters, collegial support, ways to share resources amongst the LLWLs and how to creatively and effectively minister to children.

The LLWL Resource Team continues to work with and for the LLWLs in our region.

5. Exit Interviews: of Gavin Williams from Sheffield-Rockton; Janet Kennedy  
Allison Playfair & Susan Stephens have agreed to interview Gavin Williams.  
Morar Murray-Hayes and Pat Tolley have agreed to interview Janet Kennedy.

Diane Blanchard will extend the invitation to both Gavin and Janet to have an exit interview.

6. Consent Docket:

**Request for Change of Pastoral Relations:**

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of **Janet Kennedy, OM**, for a change of pastoral relations from the Tapleystown-Fulton Pastoral Charge, effective 21.08.14 to accept a call to Burkholder, Hamilton.

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of **Judy Barker, OM**, for a change of pastoral relations from the Sprucedale Youth Centre Chaplaincy retroactive to 19.12.31.

**Approval of Open Positions:**

“That, having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve **Wesley-Knox, Jarvis** for a fulltime, ecumenical ministry, shared with Garnet United Church and the Nanticoke Pastoral Charge.”

That, having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve a position for **Neal Memorial, St. Williams, and Vittoria** Churches, part-time, 30 hours/week to be posted on Churchhub.

That, having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve a position for **Ryerson, Hamilton**, fulltime, 40 hours/week to be posted on Churchhub.

That, having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve a supply position, fulltime, for **Canfield and Oneida Pastoral Charges** to provide coverage for medical leave of Jennifer Bawden with the notice period being 30 days.

**Appointment of Liaisons:**

Cayuga –

Tapleystown & Fulton –

Jarvis: Wesley – meeting to call, Diane will represent HRC

Fairview, Brantford – not urgent

Rockton-Sheffield –Allison Playfair

St John, Hamilton – for the covenanting service hoping for afternoon of September 12, 2021, Pat Tooley

**Renewal of Appointments:**

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Marshall Memorial, Ancaster for the appointment of **Kevin Taylor, OM**,

fulltime, 40 hours/week from 21.07.01 to 21.12.31 according to the terms agreed to in Churchhub on 21.04.29.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of St. Stephen-on-the-Hill, Mississauga for the appointment of **Jennifer Auty, DLM** applicant, part-time 11 hours/week from 21.07.01 to 22.06.30 according to the terms agreed to in Churchhub on 21.05.21. This is with the understanding that Jennifer works 10 of 12 months at 13.5 hours/week so is entitled to 5/6 of vacation and continuing education allowance for the year, not including July or August.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Delta, Hamilton for the appointment of **Garry van Bruchem, OM-R**, part-time, 24 hours/week from 21.08.01 to 22.01.31 according to the terms agreed to in Churchhub on 21.05.26.

#### **Approval of New Appointments:**

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of St. Paul's, Dundas for the SME appointment of **John Adeyemi, candidate**, fulltime, 40 hours/week from 21.06.15 to 23.06.16 according to the terms agreed to in Churchhub on 21.05.19.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of St. Andrew's, Niagara Falls for the appointment of **Jung-Hyun Shin, OM-R**, 8 hours/week as minister of pastoral care from 21.06.01 to 21.09.30 according to the terms of the record of appointment in Churchhub agreed to 21.05.26.

#### **Request for License for Sacraments:**

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of **Linden Park Community United Church, Hamilton**, that **Barbara Creelman, DLM**, be licensed for the sacraments during her ministry there.

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

**MOTION**

**CARRIED**

#### 7. Late Record of Appointment:

**MOTION** by Morar Murray-Hayes / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Jerseyville United Church for the call of **Alison Miculan, OM**, part-time, 20 hours/week from 21.07.01 according to the terms of call agreed to in Churchhub on 21.05.26.

**MOTION**

**CARRIED**

## 8. Possible Intentional Interim Ministry at Sheridan, Mississauga

Morar Murray-Hayes provided helpful context, and it was agreed there are possibilities and creative options to be in ministry with neighbouring communities of faith.

**MOTION** that having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve a position for an Intentional Interim Minister, part-time, 20 hours/week for Sheridan, Mississauga with the following goals:

- a. **Foundational Transition:** provide support to the congregation as we enter into a transitional point in our history: from a recently split congregation resulting in the requirement of a new minister. Fortunately, all that have stayed are deeply connected. We seek guidance in moving forward.
- b. **Worship Innovation:** help to identify the dynamics in our community of faith that are working and those that need improving to meet the changing times: e.g.: embracing young families, the LGBTQPLUS community, making use of social media and technology, new and fun ways to worship.
- c. **Growing Community:** help to identify ways we can grow our community of faith.
- d. **Community Outreach:** help to identify ways to engage with our local community and beyond using ideas from a prior workshop as a base along with new ideas.

**MOTION**

**CARRIED**

9. Amendment of the United Fresh Start proposal for 2021/2022 brought by Diane Blanchard, with the understanding this will be reviewed annually so reasonable compensation is made with those creating United Fresh Start modules (work, time and gifts are valued).

**MOTION** by Allison Playfair / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council that the honorarium amount listed in the United Fresh Start proposal approved on 2020.04.28 be amended as follows:

1. Honorarium of \$400 for each small group facilitator for eight gatherings of approximately two hours each.
2. An honorarium of \$100 be added to prepare and record a module, at a cost of \$400 - \$600 for 4 to 6 modules. Facilitation of an online module would be compensated at \$221 (rate of supply in 2021).

**MOTION**

**CARRIED**

May 26, 2021

HRC 21-26

**Next Meeting:** June 23, 2021 at 1:00 p.m. by Zoom

**Worship by:** undetermined

**MOTION** by Robin Wilkie that the Human Resources Commission of Horseshoe Falls Regional Council meeting be terminated.

**MOTION**

**CARRIED**