

**Human Resources Commission
Horseshoe Falls Regional Council**

OF THE UNITED CHURCH OF CANADA

Supports, Connects, Empowers Communities of Faith

Minutes of meeting of September 22, 2021

***NB: The original draft minutes were corrupted. These minutes are recreated from the Zoom recording and Commission Members.**

Place: Zoom meeting 1:00 p.m.

Roster: Pat Tooley (L, Chair), Callie Archer (L), Doug Caldwell (L), Barbara Duffin (L), Joanne Hedge (OM), Morar Murray-Hayes (OM), Allison Playfair (OM), Lennox Scarlett (OM), Ted Smith (DLM), Susan Stephen (L), Peg Turner (OM)

Staff Support: Rev. Micol Cottrell, Acting Minister, Pastoral Relations MCottrell@united-church.ca, Linda Gray, Contract Admin Assistant

Present: Pat Tooley, Doug Caldwell, Barbara Duffin, Joanne Hedge, Morar Murray-Hayes, Allison Playfair, Lennox Scarlett, Susan Stephen, Peg Turner, Micol Cottrell, Linda Gray.

Regrets: Ted Smith

Absent: Callie Archer

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: We are gathered this morning to worship on the traditional land of the Mississauga's of the New Credit, covered by the Upper Canada Treaties (St. Paul's Oakville covered under Treaty 9). We recognize and deeply appreciate their historic connection to this ground we worship on. We also recognize the contributions of the Metis, Inuit, and other Indigenous peoples have made to our country. As settlers, this recognition must be clearly connected to our commitment to make the promise and the challenge of the Truth and Reconciliation real in the community in which we live and worship. We are grateful to the Creator for this time and this place.

Opening Worship: Worship was provided by Pat Tooley. Pat shared from Proverbs 119:35-46.

Opening Motions:

Corresponding Members:

It was **MOVED** by Lennox Scarlett / Allison Playfair that Linda Gray be named as a corresponding member of Horseshoe Falls Human Resources Commission for the duration of her appointment.

MOTION

CARRIED

Approval of Agenda:

It was **MOVED** by Joanne Hedge / Lennox Scarlett that the agenda be accepted as circulated

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Susan Stephen / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of August 25, 2021 as amended

MOTION

CARRIED

Business Arising None

New Business

1. Update LLWL Resource Team: Lennox Scarlett

The team continues to work with those that are working as LLWL's. Interviews have taken place over the last few months and Lennox brought this motion to the Commission.

MOTION Lennox Scarlett/Joanne Hedge that the Horseshoe Falls Human Resources Commission accept Becky Trembley, Joyce Vince Stalber, Edie Zuke, Richard Sands as licensed lay worship leaders and that they recommended for recognition at the Regional Meeting.

MOTION

CARRIED

Lennox continued his report. Walter Reid has agreed to be on the Resource Team and attended their most recent meeting. Happy that he has agreed to join the team.

The team is planning a Continuing Education workshop on November 6, 2021 at Marshall's Memorial United Church. Those who have been working as LLWL's and those that have expressed interest in various areas are going to meet together. Areas planning to cover are creative writing which Michael Brooks is leading, Ministry with

Children, creative time with children led by Caroline Smith, best practices in ministry panel discussion with colleagues sharing.

Next Regional Council Meeting Lennox asked if Pat could ask for space at the Executive for all of the LLWL's to be recognized at the meeting as part of the Horseshoe Falls boundaries. Team has asked for bios and photos to welcome and officially recognize them. Lennox clarified that the team is asking for additional time from the Regional Council Meeting, approximately 15 to 20 minutes presentation.

Pat Tooley asked about the list of supply people available. Micol Cottrell clarified that it is available from the Pastoral Relations Minister. Commission Members suggested that there be information on the website and in the newsletter so Communities of Faith know to be in contact with the Pastoral Relations Minister to obtain the list of supply people.

A question was asked about pulpit supply payment. Micol clarified that when lay worship leaders are recognized they are to be paid the pulpit supply rate. This is a policy of the Regional Council. The Resource Team may want to encourage Communities of Faith to review their practices with Lay Leaders that are not recognized. The Resource Team may want to have a conversation about this. Another issue that may arise is the practice of the lay people working on the digitizing of the service for livestreaming.

Micol Cottrell clarified that the Human Resources Commission need to elect Walter Reid as a member of the Resource Team.

MOTION by Lennox Scarlett/Morar Murray-Hayes that the Human Resources Commission appoint Walter Reid as a member of the Lay Licensed Worship Leader Resource Team for the next three years.

MOTION

CARRIED.

Pat complemented Lennox and the team on the incredible work they are doing. Thank you, thank you to your committee. Lennox will pass that along to the team.

2. Update from United Fresh Start: Micol Cottrell

Micol thanked Morar and the group for the conversation last month and he shared that the United Fresh Start peer groups have been formed and will be underway soon. The last newsletter had information about the group for Ministry Personnel and their congregations about a session on Transitions in October. Link to register is in the newsletter or Micol can supply the information.

3. Executive Connections: Pat Tooley

The Executive has met a few times over the summer. Executive is encouraging all Commission Members to attend Racial Justice Training. An email invitation was sent out for the sessions coming up September 29th, one in October and two in November.

The Regional Council Fall Meeting is being held on the weekend of October 15th. Planning Committee is working on it. The main parts of the meeting will be accountability reports, financials, naming of auditors, next year's budget. The Executive is continuing to look at the comments that came from the discussion groups at the spring meetings. Who the stakeholders are and how we can resolve issues of people not feeling connected to the church, missing Presbyteries and is an ongoing concern. Cheryl-Ann Stadelbauer-Sampa's report was in the last newsletter and addressed this from the spring meeting.

Meeting next this afternoon at 4:00 p.m.

4. LLWL question

Lennox asked for clarification on next steps about their discussion with regards to supply payment.

5. Consent Docket:

Approval of Open Positions:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for Ordained Minister or Supervised Ministerial Education, PT, 20 hrs/week for Trinity United Church, Thorold.

That the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for a Supply Minister, PT, 20 hours for Greystone United Church.

Appointment of Liaisons:

Streetsville - Jeff Werner

Request for license to administer the sacraments:

That the Human Resources Commission of Horseshoe Falls Regional Council grant a Licences to Administer the Sacraments to Diane Viney, DLM, Canfield and Oneida communities of faith, according to the terms listed in the Licence To Administer the Sacraments policy.

Micol answered questions and provided clarification on some of the items.

MOTION by Morar Murray-Hayes / Allison Playfair that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as circulated.

MOTION

CARRIED

6. Exit Interview reports:
 - a. Jessica McCrae, Streetsville
 - b. Ed Turner, Waterford

MOTION by Allison Playfair / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council go in camera.

MOTION

CARRIED

Recording was stopped.

MOTION by Lennox Scarlett / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council go on the record.

MOTION

CARRIED

Recording was started.

It was AGREED Streetsville should be encouraged to explore Intentional Interim Ministry and when a new pastoral relationship is formed that M&P training take place.

It was AGREED that Waterford be supported in seeking new ministry personnel and supply ministry and when a new pastoral relationship is formed that M&P training take place.

Pat thanked everyone for all their hard work.

7. Fall Regional Gathering Commission time planning: Pat Tooley
Pat informed the Commission that there would be more information after the Executive meeting and will come to Commission members via email.

Next Meeting: October 27, 2021 at 1:00 p.m. by Zoom

Worship by: Ted Smith

Chair, Pat Tooley having confirmed that having reached the end of agenda she closed the meeting and all said good bye.