

**Human Resources Commission
Horseshoe Falls Regional Council
OF THE UNITED CHURCH OF CANADA**

Supports, Connects, Empowers Communities of Faith

Place: Bethel Stone United Church at 1:00 p.m.

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

Staff Support: Rev. Micol Cottrell, Pastoral Relations Minister mcottrell@united-church.ca, Pretima Kukadia, Admin, Communication & Records pkukadia@united-church.ca

Present: Doug Caldwell (by Zoom), Barbara Duffin, Morar Murray-Hayes (by Zoom), Allison Playfair, Lennox Scarlett, Ted Smith, Susan Stephen, Micol Cottrell, Pretima Kukadia-Kinting

Regrets: Sandra Litt, Pat Tooley is at Executive Meeting

Absent: Joanne Hedge, Peg Turner

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

Acknowledging the Land: Territorial lands were acknowledged on behalf of the Human Resource Committee: We are gathered this afternoon 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: A prayer was shared by Barb Duffin.

Opening Motions:

Approval of Agenda:

MOTION that the agenda be accepted as circulated.

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Susan Stephen / Allison Playfair that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of August 24, 2022 as circulated.

MOTION

CARRIED

Business Arising

1. Survey: Ministry in a New Community of Faith

Barb is concerned about the survey, a tool that we have and could send out for the pilot project run. She will head up the pilot project. Morar is on-board to assist with the surveys. If there is conflict or complex issues cited, then will bring these to Micol's attention. If trends come up, are there workshops, resources that we can direct to? The pilot is to be to up to 50 people in new calls of 6 months or less, and 6 months or more, especially to those positions that went from seeking full-time to now part-time.

2. Email Poll of August 31, 2022 to be recorded in the minutes.

MOTION by Allison Playfair / Pat Tooley that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Greystone Pastoral Charge for the appointment of Edward Power, OM-R, part-time, 15 hours/week from 22.09.01 to 23.08.31 according to the terms of the Record of Appointment agreed to in Churchhub on 22.08.31.

MOTION

CARRIED

3. Email Poll of September 9, 2022 to be recorded in the minutes.

MOTION by Pat Tooley / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council provide up to \$100 for the event "Worship Leaders for Indigenous Communities (Ontario and Quebec)."

MOTION

CARRIED

New Business

1. Pastoral Relations Minister Report – Micol Cottrell

This time of year is very busy for pastoral relations work and meetings starting up again in the fall. There is anxiety about re-opening post-Covid. In our commission work we often only see the 10% of communities that are having difficulties. We don't see the other ones that are working smoothly and successfully.

This is the third Executive & Commissions Orientation Meeting since regional councils started in 2019.

The LLWLs held a networking/resourcing meeting and it went very well.

We need to determine, "What now? What is our work going on from here?"

There is a need for more trained liaisons, and liaisons need ongoing support, a place and time to share their learnings and wisdom, upcoming trends. I would like to ask a commission member to take up organizing and naming of liaisons to positions. This would relieve myself to see to other urgent pastoral relations matters. The liaison position is changing as more communities go through difficulties in finding permanent long-term ministers in the search process. Search Team Training will continue and we need to make

sure they are connected to a liaison even before their first meeting – to get set up correctly. And other communities are well-experienced and need very little support.

Q: Can we clarify, “What are the responsibilities in the search process, from when a pastoral relationship ends to when a new minister is in place, between the Covenant Commission and the Human Resources Commission?” Is there something on one-page? A video or PowerPoint is almost complete.

Q: Due to our vast geography how much of liaison work has to be done in-person vs online?

A: The GC has set a goal to reduce our ecological footprint.

Exit Interviews: We have a good template set up for this, a. The commission sends an email to the minister if they would like an interview, from the Covenant Commission and ours. We can make use of this information, anonymously, to assist the search team in their selection. Is provided to the liaison. Between the HRC and the CC we are here to support the minister and the congregation.

The COL housing portion is currently under review.

4. United Fresh Start Update – Micol Cottrell

A list of those with UFS training is being updated and will soon be available.

5. Executive Report – Pat Tooley

No report.

6. LLWL Resource Team Report – Lennox Scarlett

The workshop we held for LLWLs earlier in September went very well, with discussions, motivations, online music, mental health issues, boundaries, etc. A practical exercise involved putting together an Advent worship in small groups.

There was a question from a congregation of an LLWL and re-licensing. An LLWL is doing weekly worship. This congregation needs support for a solution going into the future. A suggestion could be connecting to RURAL CONNECT for worship. This still leaves them without pastoral care and other needs.

NOTE: Chair, Pat Tooley and President, Robert Lawson joined our commission.

7. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Sherry Fugard, OM, to change the end date of the change of pastoral relations from Southminster United Church, Niagara Falls, to 2022-11-11.

Approval of Appointments

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Fairview Pastoral Charge, Brantford, to appoint Catherine Kay, OM, part-time, 20 hours/week, for short-term supply ministry, from 2022-09-27 to 2023-03-26 according to the terms agreed to in ChurchHub on 2022-09-26.

Note: Fairview United Church is in a shared ministry agreement with Knox United Church, Ayr (WOW RC). The full-time supply position is being filled by two 20 hr/week positions.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Georgetown, Glen Williams: St. John’s Pastoral Charge, to renew the appointment of Susan Cowan, DLM, for short-term supply ministry, part-time, 20 hrs/week, from 2022-10-01 to 2023-06-30 according to the terms agreed to in ChurchHub on 2022-09-19.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Wesley Pastoral Charge, to renew the appointment of Christina Paradela, DM, full-time, from 2022-11-17 to 2023-04-30 according to the terms agreed to in ChurchHub on 2022-08-30.

Approval of Calls

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Westdale Pastoral Charge, to appoint Evan Smith, OM, full-time, from 2022-10-01 according to the terms agreed to in ChurchHub on 2022-09-16.

Request for License to Administer the Sacraments

That the Human Resources Commission of Horseshoe Falls Regional Council grant a sacrament license to Kim Belanger, DLM, serving at Wellington Square United Church, Burlington.

That the Human Resources Commission accede to grant a sacrament licence to Sue Cowan, DLM, serving at Georgetown, Glen Williams: St. John’s Pastoral Charge.

Receive for information - Sabbatical Leave

That the Human Resources Commission of Horseshoe Falls Regional Council receive for information the sabbatical leave of Warner Bloomfield from Grace Pastoral Charge, Dunnville, from 2023-06-01 to 2023-08-31.

----- End of Consent Docket -----

Approval of Consent Docket

MOTION by Allison Playfair / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as amended.

MOTION

CARRIED

8. Liaison Appointments

- St. Paul’s United Church, Dundas – Christina Paradela
- Bethel United Church, Port Colborne – Pat Tooley
- Case United Church, Mount Hope – Christina Paradela
- Delhi United Church – Ted Smith
- Munn’s United Church, Oakville – Sue Stevenson
- St. John’s Georgetown – Sue Stephen
- Trillium United Church, St. Catharines (assisting to create a candidate position for their CDM) –
- First United Church, Sherkston –
- Greystone United Church, Stoney Creek –

MOTION by Allison Playfair / Barbara Duffin that the Human Resources Commission of Horseshoe Falls Regional Council appoint Pat Tooley as a liaison to First United Church, Sherkston.

MOTION

CARRIED

MOTION by Susan Stephen / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council appoint Barb Duffin as a liaison to Erindale United Church, Mississauga.

MOTION

CARRIED

- 9. Chaplaincy Position**, Director of Spiritual Care at McMaster University
 Andy Crowell, OM, has been the chaplain for more than 8 years at McMaster. Can we, as a regional council ‘recognize’ this position, without having oversight, instead of as an outside contract position? There are several examples of regional council-recognized ministries placed in the Dropbox folder.

MOTION by Allison Playfair / Barbara Duffin that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Andy Crowell to recognize his ministry as Director Spiritual Care and Learning Centre at McMaster University as a regional council recognized ministry position.

MOTION

CARRIED

Next Meeting: Wednesday, October 26, 2022 at 1:00 pm by Zoom

Worship/Closing Prayers: Ted Smith.

Adjournment:

MOTION that the Human Resources Commission of Horseshoe Falls Regional Council having concluded its business, be adjourned.

MOTION

CARRIED

Meeting adjourned at 2:50 p.m.