

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

Supports, Connects, Empowers Communities of Faith

Place: Zoom meeting 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: Pat Tooley, Doug Caldwell, Barb Duffin – only able to join between appointments, Joanne Hedge, Sandra Litt, Morar Murray-Hayes, Allison Playfair, Lennox Scarlett, Ted Smith, Susan Stephen, Micol Cottrell, Pretima Kukadia

Regrets:

Absent: Peg Turner

Welcome and Constitute Meeting: The meeting was constituted and opened by Pat Tooley.

Acknowledging the Land: Territorial lands were acknowledged on behalf of the Human Resources Commission by Pat Tooley: 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: Ted Smith shared a prayer.

Opening Motions:

Approval of Agenda:

MOTION by Doug Caldwell / Joanne Hedge that the agenda be accepted as amended.

MOTION

CARRIED

Approval of Previous Minutes:

The minutes were unavailable and will be shared at the November meeting.

Business Arising

New Business

1. Pastoral Relations Minister Report – Micol Cottrell

Micol has had two weeks to recharge since starting this position.

We had our HFRC Fall Gathering and this week is ARWRC's.

We have a large number of vacant churches. 30 to 40 percent. Many more emails come in since the same time last year. Many are in search. We are in a season like no other, more churches searching for longer periods of time.

There is decision fatigue left over from the pandemic, making decisions repeatedly.

We are fine-tuning liaison work and what it entails. When a change of pastoral relationship occurs, this may be the time to have a liaison start. Answers may come sooner from liaisons than from pastoral relations minister who may be tending to urgent issues. We will set up 3 or 4 yearly times for liaisons to gather, starting in the new year. I will copy liaisons on emails with CoFs to promote that relationship.

Congregational Support Ministers, Lynne and John and I are looking at the GC proposal for Designated Congregational Ministers to be able to work in CoFs without ministry in place and holding oversight through our commission. Lowville United Church, Burlington, may be the test project for this model.

PC Supervisors may work with congregational ministers and vice versa.

1. United Fresh Start Update – Micol Cottrell

No update.

2. Executive Report – Pat Tooley

An Expression of Interest was received from Mark Veall and was approved for this commission. Pretima will contact him and get him set up with the basic information.

Five Oaks Christian Workers Centre and Tomken Grove Non-Profit Homes Incorporated are becoming Incorporated Ministries of The United Church of Canada. The Mission and Discipleship Commission will have \$140,000 available for Mission Support Grants in 2023. Position descriptions will be developed for the .5 Minister, Social Justice position. I will work with Debra McGill and the Executive Minister on the interview team.

We will discuss with Kindred Works their use of the Hamilton office.

Dates for Racial Justice are February 7 and March 7, 2023. HFRC's share of the cost will be \$2500.

November 25 and 26 is the Tri Executive Meeting. Pat is unable to make the next two executive meetings. Lennox offered to go to these and will report back to us.

3. LLWL Resource Team Report – Lennox Scarlett

No report.

4. Consent Docket**Request for Change of Pastoral Relations**

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Sheila Murray, OM, for a change of pastoral relations from St. John's United Church, Oakville, effective 2023.08.31 for the purpose of retirement.

Approval of Open Positions

That the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for a Minister, three-quarter to full-time for Faith United Church, Hamilton.

Note: This is an updated position description reflecting the change of name from Ryerson to Faith United. They have also changed their time from Full time to $\frac{3}{4}$ to full time with an understanding that the position description would need to be worked on with M&P if it is less than full time to address what will not be expected to be done as part of the position.

Approval of New Appointments

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Trillium Pastoral Charge, St. Catharines, to appoint Valerie Pitt, DM-R, part-time, 14 hours/week, for the position of Pastoral Care Minister, from 2022-10-01 to 2022-12-31, according to the terms agreed to in Churchhub on 2022-10-14, *pending removal of mileage rate under "other details" as the rate has increased and is part of the standard terms.*

Approval of Calls

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Port Nelson Pastoral Charge, Burlington, to call Louise Hart, OM, full-time, from 2023-01-10 according to the terms agreed to in Churchhub on 2022-10-24.

Note: This is a shared ministry agreement with Lowville United Church and creates a full-time position. The call is through Port Nelson.

Request for License to Administer the Sacraments

That the Human Resources Commission of Horseshoe Falls Regional Council grant a license to Jess Swance, Candidate, within her pastoral relationship with Delta United Church, Hamilton.

Request for Categorization of Position

That having reviewed the position description for "Children's Ministries Co-ordinator" for Westminster United Church, Mississauga, the Human Resources Commission of Horseshoe Falls Regional Council categorize this position as a Congregational Designated Ministry *pending the addition of the following information:*

Accountability, Supervision, and Oversight

- Congregational designated ministers are appointed by and accountable to the governing body of the community of faith. A congregational designated minister may only be appointed to a community of faith being served by a member of the order of ministry or a designated lay minister.
- The regional council is the primary court of discipline for a congregational designated minister. For the purpose of oversight and discipline, the policies and procedures for lay members are adapted as necessary (The Manual, J.8.).

That having reviewed the position description for work with Children, Youth and Young Families for St. Paul's United Church, Dundas, the Human Resources Commission of Horseshoe Falls Regional Council categorize this position as a Congregational Designated Ministry *pending the addition of the following information:*

Accountability, Supervision, and Oversight

- Congregational designated ministers are appointed by and accountable to the governing body of the community of faith. A congregational designated minister may only be appointed to a community of faith being served by a member of the order of ministry or a designated lay minister.
- The regional council is the primary court of discipline for a congregational designated minister. For the purpose of oversight and discipline, the policies and procedures for lay members are adapted as necessary (The Manual, J.8.).

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

Approval of Consent Docket

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

MOTION

CARRIED

5. Motions Outside of Consent Docket

MOTION by Susan Stephen / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Delhi Pastoral Charge to appoint Helen Prior, OM, part-time, 30 hours/week, from 2022-11-01 to 2023-06-30, for Intentional Interim Ministry according to the terms agreed to in Churchhub on 2022-10-26.

MOTION

CARRIED

MOTION by Name / Name that the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for minister, part-time, 20 hours/week, for Case Pastoral Charge, Mount Hope, and ask that it be posted on Churchhub.

MOTION

Choose an item.

6. Appointment of Liaisons

St. Paul's United Church, Dundas – Pat Gilmore

St. John's United Church, Oakville – Doug Caldwell

MOTION by Allison Playfair / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council make these liaison appointments.

MOTION

CARRIED

7. For the next meeting

What is the regional council or human resources commission doing to support pensioners and retirees?

Next Meeting: Wednesday, November 23, 2022 at 1:00 pm by Zoom

Worship/Closing Prayers: Allison Playfair.

Adjournment:

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

MOTION

CARRIED

Meeting adjourned at 2:30 p.m.