

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, Sandra Litt, Morar Murray-Hayes, Allison Playfair, Lennox Scarlett, Susan Stephen, Micol Cottrell, Pretima Kukadia

Regrets: Barb Duffin, Ted Smith

Absent: Joanne Hedge, 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: Allison Playfair shared a prayer. From Matthew "Keep awake, watch, notice ... you know not when the Beloved will appear ..." Where in our lives have we been asleep to God's work, and how can we stay awake?" Recall a time when you have opened your eyes and experienced God's joy." "Salvation is nearer to us than when we became believers."

Opening Motions

Approval of Agenda:

MOTION that the agenda be accepted as amended.

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Allison Playfair / Doug Caldwell that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of September 28, 2022 and October 26, 2022 as amended.

MOTION

CARRIED

Business Arising

1. **Email Poll** of November 10, 2022 to be recorded in the minutes.

MOTION by Sandra Litt / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council having reviewed the position description for child, youth, and young family minister, approve the request of St. Paul's, Dundas, to add this position to their Pastoral Care position (previously approved) and increase the hours accordingly, pending approval of the covenant commission to increase the hours.

MOTION

CARRIED

New Business

1. **Pastoral Relations Minister Report** – Micol Cottrell

Was at the Pastoral Relations Ministers in-person gathering in Montreal last week. Discussed policies and learnings. We meet every second month online. Presentation from Janet Gear working with admissions. There are 82 admissions waiting to find a church here in Canada and to continue in the process. Many are not getting any interviews even though skilled and ready. May be issues of racism, especially for non-Europeans. Lack of cross-cultural awareness. Some expectations may be different and create barriers. Admitting new admissions are on hold for now. Will look at a matching process for a proactive process and information sessions to assist CoFs. Will share this with liaisons.

The admission process is concerning. Is there an issue at the entry point? CoFs say there are not enough ministry available to fill vacancies. There are 82 admissions waiting. More education, information needed. The national office has an immigration lawyer.

Janet Gear has a new book ***Undivided Love: Navigating Landscapes of Living Faith***.

We can better equip our Liaisons. Some have no connection to CoF until late in process. Liaisons can assist position description, with percentages/hours. Need to refresh the training from 3 years ago. New year/spring will be training liaisons as a priority. Make them aware of resources, create regular check-ins, to share wisdom and learnings, keep up with skills and avoid isolation. Three-legged approach: training, put all resources on website for accessibility, check-ins. (This will help in cutting down on my inquiries to allow me to focus on other PR work, urgent matters.) Also, as a Liaison resource: to know when to turn to Covenant Commission, Kindred Works and EDGE. Encourage new people to train as Liaisons.

New member to join our commission soon, Michael Veall.

Ministry & Personnel Committee trainings and check-ins also to start up in the new year.

2. Executive Report – Lennox Scarlet for Pat Tooley

A very short Executive. Mission and Discipleship asking for prayers as decisions are made on Mission Support Grants. Halton and Niagara Presbytery Extension Council were agreed to as Incorporated Ministries of The United Church of Canada.

3. LLWL Resource Team Report – Lennox Scarlett

We held a meeting last week. Two new LLWLs to-be in process: Mary Parsons, new LLWL, to be licensed for 1-year after interview, and Jean Wilson, needing some documentation.

4. Consent Docket**Approval of Open Positions**

That the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for a minister, full-time, for Norval United Church, Georgetown, *pending correction of 'ordained minister' instead of 'Order of Ministry' and percentages or hours of time added to tasks.*

That the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for a short-term supply minister, part-time 20 hours/week for Case United Church, Mount Hope.

Appointment of Liaisons

St. Andrew's United Church, Brantford – Sue Stephen

Renewal of Appointment

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Erindale United Church, Mississauga, to reappoint R. Warren McDougall, OM-R, full-time, from 2022-10-01 to 2023-06-30, according to the terms agreed to in Churchhub on 2022-11-10.

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

Approval of Consent Docket

MOTION by Morar Murray-Hayes / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as amended.

MOTION

CARRIED

5. Trinity United Church, Beamsville

Will be looking at presenting a position for posting for an Intentional Interim Minister. Should they apply percentages and hours for the job description tasks? IIM work is unique and can't be determined this way ahead of time.

6. Affirm Action Plan

The Affirm Action was a presentation at the September Orientation meeting. We are asked to name a priority for our commission and put it into action. We will look at this in our next meeting, probably in January. Documents will be put into Dropbox.

7. Retired and Pensioned Ministers

What is the regional council or human resources commission doing to support pensioners and retirees? Can we identify who they are? And recruit some for liaison work with their experiences? Kevin Steeper had mentioned clusters of retirees, but they did not continue past the pandemic. We will invite Kevin Steeper to converse with our commission.

8. Ministry in a New Call Survey

Micol will forward the list of new pastoral relationships in the last 18 months to 2 years with their contact emails and will forward this to Barb and Morar.

Next Meeting: Wednesday, December 21, 2022 by Email Poll sent on December 19, 2022

Worship/Closing Prayers: Name.

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.