

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), Michael Veall (L)

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

Present: Pat Tooley, Barb Duffin, Joanne Hedge, Morar Murray-Hayes (by phone on vacation), Allison Playfair, Lennox Scarlett, Ted Smith, Susan Stephen, Micol Cottrell, Pretima Kukadia

Regrets: Doug Caldwell, Sandra Litt, Michael Veall

Absent:

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. A time to be creative, cooperative, collaborative and courageous.

Opening Motions

Approval of Corresponding Member:

MOTION by Joanne Hedge / Lennox Scarlett that the Human Resources Commission of Horseshoe Falls Regional Council have Bill Allen, of the Tri-Regional Evaluation Team, join this meeting.

MOTION

CARRIED

Approval of Agenda:

MOTION by Susan Stephen / Barbara Duffin that the agenda be accepted as amended.

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Barbara Duffin / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of January 25, 2023 as amended.

MOTION

CARRIED

Unfinished Business

1. Tri-Regional Evaluation: Bill Allen

Q: *Supports, Connects, Empowers Communities of Faith, how do we fulfill this?*

We are finding it difficult to fulfill the connecting and empowering. SS: Congregations wanted to be autonomous (from presbytery days) but when they need support they can't find it. At various meetings we find a lack of participation. Liaisons find that CoFs want a turn-around in a short period of time. If CoFs don't reach out soon enough what can be done? Not meeting in-person as before is difficult. People don't know how to access resources and you can't make people learn. They don't need to be complaining if they were a little more proactive themselves. BD: CoFs wanted autonomy, pendulum went too far, abdication is not autonomy. LS: Absence of connection. There was a lot of back and forth. This seems strange for me to hear. Seems to be an absence of regional council representation especially at covenanting services, regional council is not even acknowledged, where there should be a celebration. There could be fine tuning. JH: HF does a reasonable job of communicating, in newsletters, it is up to us to get that news out, to develop that relationship. We need to bring our CoFs into active connection with the regional councils. How do staff get anything done working for three regional councils? Missing is community. Now our neighbourhood is much bigger. The geographical area is much larger. It is a different neighbourhood. PT: I read in our newsletter that a minister was having her last Sunday service, and there was no reference to regional council, we are often left out in CoF communication. Maybe I could keep an eye on things and send out emails with congratulations, thank yous, etc. People don't read communications. SS: Our church covenanted with the regional council and then our minister. Covenanting with congregations will happen at the regional council meeting for all CoFs.

Q: Is it clear who we are accountable to?

PT: Yes. BD: I don't know. PT: The Regional Council is who we are accountable to, not Executive. BA: The regional body meets twice a year. PT: We do monthly reporting. If we need guidance, we go to Pastoral Relations Minister, then Executive Minister who takes it to Executive. BA: In practicality, it is the Executive. BD: I would have said CoFs. BA: Ultimately.

Q: As a commission we make final decisions, if we have difficulty making decisions, how do we deal with that?

JH: We have had to defer, for a period of time. We ask for more information. BD: We utilize staff for questions a lot. JH: The information is out there and we might have to request it.

Q: In Search Process, what would we recommend to improve this?

BD: Every situation is unique and different, remoteness, housing, etc. Feel we have over-corrected. PT: Due to Covid, there are Zoom meetings, and in-person meets are not happening hampering connecting at beginning of search process. Liaisons need to be involved earlier, not at end of process. Teams don't think they need to call us there is a gap there.

Q: There are online resources, workshops, is there a way to improve resources?

BD: Resources are good, but CoFs often need them interpreted, don't know how to apply it to their situation. BA: I went online, where would I start? Resources organized by structure, not process, by commission, not how CoF would use them. MC: This needs fine-tuning. There is some overlap between CSC and HRC. We have organized by liaison needs, but it could be organized by search process needs instead.

Q: How do we manage recruitment, availability of liaisons?

PT: We don't have enough personnel and don't have success finding more. BD: Don't know what my role is. A liaison is what the CoF wants it to be? It does not feel rewarding. I'm not really helping them. Feel like a resource ... if they call on me, it is not a connection. TS: In liaison work is a sense of lament of the previous system. It was more hands-on. If I invest more, they feel helped. I was on the transition commission, we thought there might be gaps where some fall through, I am glad of the review process. Huge shortage of people volunteering, who have gifts, energy and passion, and compassion.

Q: Any final comments?

BD: One of the hardest things is the new structure in a time when the world fell apart. Many things still can be done. Are we asking these questions of the right people? Maybe the structure itself is too rigid. BA: The process should not become the product.

Bill Allen: Thank you for sharing your time and comments. Feel free to email me at bill.allen@wragroup.ca.

SS: Are there more vacancies now than before? MC: The fall of 2022 was a very busy time. It seems to go in waves over time. The pandemic has affected this. Things are not back to normal. Anxiety is heightened. More searching, less ministers available.

2. Tri-Regional Evaluation: Bill Allen – Morar's Notes

Our focus as HRC is ***Supports, Connects, Empowers Communities of Faith*** and we work with ministry personnel so they can be the most effective. When regional council was first created, we were to fulfil the episcopal purpose of the church, but we do not fulfil these roles, the majority of time is spent maintaining the processes and polity. I don't see any of this making it easier for lay leaders. Employing these practices, it is near impossible to

mentor ministry personnel in their first years. Half leave in the first year or two, for different reasons, living arrangements, etc. Nationally, things that were on the edge are being drawn into the center. Retirees for one. It is process-led. There does not seem to be proactivity. Accountability seems to be the main thing. Retirees have been dropped entirely, nationally and regionally. Retirees are entirely disconnected and alienated. They want to be part of the wider church, and we rely on retirees to fill many roles. Are we fulfilling our mission? Not healthily. We need to do more to let all ministers know that they are supported, loved and cared for.

Bill Allen: Have heard from other two regional councils about being reactive. BD: Agree with Morar. There is a lot of business. Very little time to be proactive. There are not enough resources and staff time to put toward proactive measures. Are we not doing a good job communicating? People in our congregations don't know what is happening in our regional council. BA: The tri-regional evaluation is looking at efficiency and effectiveness. MMH: Staff, liaisons and others are working harder, more faithfully than ever, yet not having an impact that is creative. How do we change the ethos of congregational life?

New Business

1. Pastoral Relations Minister Report – Micol Cottrell

I will be making written reports available as well as presenting at the meeting. We are amidst the tri-regional report process. Admin staff are also on-hand for the tri-regional evaluation. Pretima brings her gifts, automating registrations, lists of new ministers, etc. M&P Training video from January is posted on the website. Many types of resources are now becoming available. There are in-person trainings, as well as recorded trainings and website materials. Liaison trainings and check-ins will become regular. If people on the commission want to help out with planning, you are invited. Ministry & Personnel Trainings are also being scheduled regularly.

CSC Ministers are setting up Pastoral Charge Supervisors. The HRC still want to get liaisons in earlier in the process. Have had good conversations with CSC John and Lynne about liaisons. CoFs may want more autonomy, but with support. We can help shift this toward liaisons providing more resourcing, cheerleading, supporting. We have two commissions doing two parts of the search process. CoFs have PCS and we have liaisons personnel. Churches are reaching out for help. Some churches need more of our presence and some are self-sufficient. Eventually, would like to have a person on this commission to look after liaisons and their availability. Have someone in ARW HRC doing this, it will be interesting to see how this will work.

Many more requests for pulpit supply.

2. Executive Report – Pat Tooley

Congregational Support Commission Highlights

A covenanting service between the HFRC and communities of faith will be held at the June 2023 meeting with yearly covenants moving forward rather than individual services. A grant of \$500 for ongoing work of the United Church Ministry Network at <https://UCMN.ca>. Executive Minister, Cheryl-Anne Stadelbauer-Sampa, CSC Chair, Adrienne Robertson, CSC Minister, Lynne Allin, are appointed as Trustees for Peoples Memorial Church in Ridgeway. Their membership and finances are declining; \$10,000 has been loaned to them and a decision regarding their future will be made by the end of April 2023.

Discipleship & Justine Highlights

Diane Viney is stepping down as Chair and Sula Anne Kosacky will assume the role effective immediately. Irene Ty has been appointed to the D&J Commission.

United Church Women Highlights

The UCW are starting to work on plans for the World Day of Prayer as well as plans for a spring event at Five Oaks.

Executive Highlights

Approved the Board of Directors for the Hamilton Presbytery Mission Council of the UCC.

Approved Wesley Urban Ministry (WUM) request to enter into a lease agreement with The Resolve Group for 467 Main St. W. Hamilton: The proposal suggests creating a corporation (Wesley Building Corp.) that would manage the \$500,000 annual funding from the federal govt. The present structure has the government providing funding to WUM who then pay rent to the hotel. The new structure will have that money directed to the Wesley Building Group who, in turn, will pay rent to the landlord. Any building surplus would go to WUM to support operations.

Approved sending a letter to the United Church Outdoor Ministries (UCOM) on behalf of the HFRC expressing concern that provincial and United Church compliance requirements are not being met for Leadership and Development, Ryerson and Silver Lake Camps. Cave Springs Camp is separately incorporated and responsible for its operations and are in compliance. The letter requests a response for the HFRC February meeting as well as a timeline for compliance by May 31, 2023 and monthly updates on by-law revisions, plans for meetings of the Directors of UCOM and plans for the annual meeting.

Agreed that a theme speaker from closer to home who can speak to the issues and mood of the regional council and what we might hope to do in the next year or two would have value.

Agreed to a tri-regional gathering in the spring of 2024.

3. LLWL Resource Team Report – Lennox Scarlett

As I will become President at the Spring Meeting, this is my final time in the role as a commission member of the HRC. I have asked Cathy Dilts to take this role on. I will continue on the LLWL Resource Team until June.

Pat Tooley: Thank you, Lennox, on all that you have done.

4. Consent Docket

Regionally-Recognized Ministry/Request for Change of Pastoral Relations

That the Human Resources Commission of Horseshoe Falls Regional Council having received a request from Jenn Hind, OM, for a change of pastoral relations (ending the pastoral relationship) with Emmanuel United Church, Waterloo, ending effective 2023-01-29 in order to take a position at Stedman Community Hospice/St. Joseph’s Lifecare Centre as Spirituality, Grief & Bereavement Practitioner, having had 90-days notice requirement waived by the governing body at Emmanuel United Church, Waterloo.

Note: This position became available quickly and Emmanuel United Church governing body voted to waive the 90-day notice.

Approval of Calls

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Faith United Church (formerly Ryerson), Hamilton to call Gert Van Rensburg, OM, full-time, from 2023-09-05, according to the terms agreed to in ChurchHub on 2023-02-14.

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

Approval of Consent Docket

MOTION by Joanne Hedge / Allison Playfair 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 / Ted Smith that the Human Resources Commission of Horseshoe Falls Regional Council approve the position description for a Minister, full-time, for St. John’s Pastoral Charge, Oakville and ask that it be posted on Churchhub.

MOTION

CARRIED

MOTION by Joanne Hedge / Allison Playfair that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Jane Capstick, OM, for a change of pastoral relationship (ending of the pastoral relationship) from Silver Spire United Church, St. Catharines, effective April 30, 2023, pending the agreement by the governing body to waive the 90-day notice requirement.

Note: This is also pending the posting on Churchhub of the record of appointment by Trinity United Church, Beamsville, of the 18-month appointment, May 1, 2023 to October 31, 2024.

MOTION

CARRIED

6. Ministry Survey: Barb Duffin

In terms of the survey to communities of faith, I am meeting with Pretima tomorrow to discuss the implementation. I have drafted an email inviting participation. The plan is for the invitation to go out to all communities of faith in HFRC. I am trying to be aware of timing so that this survey does not go out too close to the regional council evaluation surveys. But I don't want to delay either. I have also chatted with Kevin Steeper re the survey and with his input I have created a blurb for the newsletter to go out in the March newsletter with the survey link. I will update HRC at the March meeting.

Next Meeting: Wednesday, March 29, 2023 at 1:00 pm by Zoom

Worship/Closing Prayers: Doug Caldwell

Adjournment:

MOTION that the Human Resources Commission of Horseshoe Falls Regional Council having concluded its business, be adjourned at 3:20 pm.

MOTION

CARRIED