

**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), Cathy Dilts (L), Barbara Duffin (L), Joanne Hedge (OM), Sandra Litt (L), Morar Murray-Hayes (OM), Allison Playfair (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, Doug Caldwell, Barb Duffin, Joanne Hedge, Ted Smith, Susan Stephen, Morar Murray-Hayes- joined shortly after 2:00pm, Michael Veall – joined shortly after 2:00 pm
- Regrets:** Cathy Dilts, Sandra Litt, Micol Cottrell, Pretima Kukadia
- Absent:** Allison Playfair,

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 Barbara Duffin: shared a prayer. To be a light ...

Opening Motions

Approval of Agenda:

MOTION by Joanne Hedge / Barbara Duffin that the agenda be accepted as circulated.

MOTION

CARRIED

Approval of Previous Minutes:

MOTION by Barbara Duffin / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council approve the minutes of May 24, 2023 as amended.

MOTION

CARRIED

New Business

1. Working Group Report – Barb Duffin

The Working Group met with Chair of Congregational Support Commission, Adrienne Robertson. Both are in agreement to form a group with members from both commissions. Planning to meet in July. The Working Group consists of Doug Caldwell, Barb Duffin, Morar Murray-Hayes, Allison Playfair, Sue Stephens.

2. Pastoral Relations Minister Report – Micol Cottrell

No Report. Micol is on vacation.

2. Executive Report – Pat Tooley

The Tri-Regional Evaluation held a meeting to share some findings and recommendations. Lennox Scarlett will write a report to share these findings with commissions, then Executive Summaries will go to greater regional councils to be shared with all.

3. LLWL Resource Team Report – Cathy Dilts

No report.

4. Liaison Training Report – Doug Caldwell

More than 40 people attended the Liaison Training meeting. Liaisons are now expected to be a resource to write profiles. We will need more information and training. Our response and permission are also required. There is confusion about the responsibilities of both commissions, and also of Pastoral Charge Supervisors and Liaisons. There are not enough people volunteering to complete the work.

MOTION by Joanne Hedge / Ted Smith that the Human Resources Commission of Horseshoe Falls Regional Council go *in camera* for a discussion period.

MOTION

CARRIED

MOTION by Barbara Duffin / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council continue back in the meeting.

MOTION

CARRIED

5. Consent Docket

Request for Change of Pastoral Relations

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of a change of pastoral relationship (to end the call) from Janet Kennedy, OM, with Burkholder United Church effective September 18, 2023 in order to take a position as a chaplain at a Senior's Residence.

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of a change of pastoral relationship (to end a short-term supply appointment) from

Nora Fueten, OM-R, with St. George United Church, effective June 30, 2023, and that the requirement for notice be waived.

Approval of Open Positions

That, having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve the position for a Short-term Supply Minister, part-time, 24 hours/week, for Fonthill United Church.

Approval of Appointments

That the Human Resources Commission of Horseshoe Falls Regional Council concur with the request of Fonthill Pastoral Charge to appoint, for short-term supply, Gordon Crossfield, OM-R, part-time, 24 hours/week, from 2023-09-01 to 2024-02-29 according to the terms agreed to in ChurchHub on 2023-06-20.

That the Human Resources Commission of Horseshoe Falls Regional Council concur with the request of Greystone Pastoral Charge, to appoint Edward Power, OM-R, part-time 20 hours/week, from 2023-09-01 to 2024-08-31, according to the terms agreed to in ChurchHub on 2023-05-24, *pending the acceptance of the record of appointment by Edward Power.*

Note: Approval of this appointment is pending adjustment to the minimal phone, communication amount – this amount is not to be pro-rated.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Central Pastoral Charge, Port Colborne, to appoint Heather Filson, DLM, part-time 31 hours/week, from 2023-06-01 to 2024-06-01 according to the terms agreed to in ChurchHub on 2023-06-07, pending the acceptance of the record of appointment by Heather Filson.

Note: Approval of this appointment is pending adjustment to the minimal phone, communication amount – this amount is not to be pro-rated.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Fenwick Pastoral Charge to appoint Garry Van Bruchem, OM-R, part-time 24 hours/week, from 2023-09-01 until 2028-08-31 according to the terms agreed upon in ChurchHub on 2023-06-07.

That the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of Georgetown, St. John's-Glen Williams Pastoral Charge, to appoint Sue Cowan, DLM, part-time 20 hours/week from 2023-07-01 to 2023-12-31 according to the terms agreed to in ChurchHub on 2023-06-14.

Receive for Information

That the Human Resources Commission of Horseshoe Falls Regional Council receive for information the sabbatical dates (second half) for Ted Vance, OM from 2023-06-26 to 2023-09-11, which includes 1 week of study leave.

Note: Ted Vance chose to split the sabbatical into two parts.

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

Approval of Consent Docket

MOTION by Doug Caldwell / Ted Smith that the Human Resources Commission of Horseshoe Falls Regional Council approve the consent docket as amended.

MOTION

CARRIED

6. Motion Removed from Consent Docket

MOTION that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of the Wellington Square Pastoral Charge, Burlington, to call Nicholas Coates, OM, full-time, effective 2023-08-08 according to the terms agreed to in ChurchHub on 2023-06-16.

Note: Approval of this appointment is pending the return of the Pastoral Relations minister, for clarification of a previously accepted position.

MOTION

TABLED TO NEXT MEETING

7. Motion Removed from Consent Docket

MOTION by Joanne Hedge / Susan Stephen that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of the South Norfolk Pastoral Charge, Courtland, to re-appoint William (Ted) Smith, DLM, full-time from 2023-07-01 to 2026-06-30 according to the terms agreed to in ChurchHub on 2023-06-15.

MOTION

CARRIED

Ted Smith abstained.

8. Motion Outside of Consent Docket

MOTION by Susan Stephen / Joanne Hedge that the Human Resources Commission of Horseshoe Falls Regional Council accede to the request of the Grace United Church, Burlington, to appoint Jennifer Henry, OM, as a Voluntary Associate Minister effective 2023-06-01.

MOTION

CARRIED

9. Exit Interviews – Barb Duffin

Exit Interviews will be arranged to be held with two Working Group members and the interviewee.

Grant Williams – This interview was done with Barb, Lynne Allin and Micol Cottrell. Grant was not making enough money in ministry to support his family, took on an additional construction job and transitioned out of full-time ministry until he was doing full-time construction and part-time supply ministry.

Sheila Murray – This interview was done with Barb, Sue Stephen and Allison Playfair. Sheila is ready to retire from St. John’s after experiencing post-pandemic exhaustion. Overall had a good experience in team ministry with 8 churches, along with some ongoing challenges.

Cheryl-Ann Stadelbauer-Sampa joined the meeting at 2:10 pm.

An interview could be requested of Kathryn Vance who was at Grace United Church of Port Dover – Woodhouse Pastoral Charge.

10. Other Discussion

Morar is wondering why the LLWL program with the national church has been put on hold when there is great need of LLWLs. There will be more clarity on this after the General Council meets in October.

Kathy Philips, who is on sabbatical, her sister died. Support could be offered.

Next Meeting: Wednesday, July 26, 2023 at 1:00 pm by Zoom – tbd

Worship/Closing Prayers: Joanne Hedge

Adjournment:

MOTION that the Human Resources Commission of Horseshoe Falls Regional Council having concluded its business, be adjourned at 2:23 pm.

MOTION

CARRIED