

Human Resources Commission
Horseshoe Falls Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming

Minutes : June 26, 2024 2:00 PM

Roster: Morar Murray-Hayes (OM), Alison Playfair (OM), Susan Stephen (L), Ted Smith (OM), Sandra Litt (L); Michael Veall (L), Heather Weaver-Orosz (OM), Richard Bott (OM)

On Leave: Joanne Hedge (OM)

Staff Support: Pretima Kukadia-Kinting, Administrative Assistant - currently on leave
Krista Ford, Administrative Support
Rev. Micol Cottrell, Minister, Pastoral Relations
Kevin Steeper, Pastoral Support Minister

Corresponding Member:

Regrets: Ted Smith, Barb Duffin

Welcome and Constitute Meeting: Micol Cottrell

Opening Motions:

Approval of Agenda

MOTION by Alison Playfair / Sandra Litt that the agenda be accepted as circulated.

CARRIED

Approval of Previous Minutes:

Business Arising

1. **Email motions for HF HR Commission**

Sent Thursday May 23rd with response by the evening of Tuesday May 28th. Approved.

Request for a Change in Pastoral Relationship:

That the Human Resources Commission of Horseshoe Falls Regional Council approve the request of Debora McGill, OM, for a change of pastoral relationship from St. Stephens on the Hill, Pastoral Charge, Mississauga, effective 2024-05-31 for the purpose of retirement. We give thanks for Debora's ministry amongst us.

CARRIED

Approval of Appointments:

That the Human Resources Commission of Horseshoe Falls Regional Council concur with the request of Fairview United Church, Brantford to re-appoint for short-term supply Catherine Kay, Ordained Supply, PT, 10 hrs/week from 2024-03-27 to 2024-09-27 according to the terms agreed to in ChurchHub on 2024-04-30.

CARRIED

Approval of Calls:

That the Human Resources Commission of Horseshoe Falls Regional Council concur with the request of Beamsville: Trinity Pastoral Charge, to call M. Jane Capstick, OM, FT from 2024-07-01 according to the terms agreed to in ChurchHub on 2024-05-17.

CARRIED

New Business:

1. Nomination of Chair

Sue Stephen and Richard Bott to act as co-chairs of the commission.

MOTION by Morar Murray- Hayes / Alison Playfair that the Human Resources Commission of Horseshoe Falls Regional Council appoint Sue Stephen and Richard Bott as co-chairs of the commission.

CARRIED

2. Nomination of Representative to Executive

Richard Bott will be the representative to Executive for the commission.

MOTION by Sue Stephen / Heather Weaver – Orosz that the Human Resources Commission of Horseshoe Falls Regional Council appoint Richard Bott as representative to the Executive for the commission.

CARRIED

3. Consent Docket

MOTION by Sue Stephen / Alison Playfair that the Human Resources Commission of Horseshoe Falls Regional Council approves the items in the consent docket as amended. Trinity United in Oakville has been pulled pending further work.

CARRIED

4. Items outside of Consent Docket

Approval of Open Positions:

MOTION by Sue Stephens/Michael Veall, that, having reviewed the position description, the Human Resources Commission of Horseshoe Falls Regional Council approve the position for a Short-Term Supply Minister, PT, 20 hrs/week, for St. Stephen's on the Hill Pastoral Charge, Mississauga. Morar abstained.

CARRIED

5. Kevin Steeper presentation

Kevin spoke about some programs he is working on that may require support of the commission.

First is an educational webinar for paid account ministry personnel that are retiring or newly retired. This working would be with Sheila McGreggor. She has done extensive work about the 2nd half of life. The focus would be specifically on the spiritual and psychological side of retirement. This program will not be in conflict with programs offered by the national Church that focus more on financial aspects.

It is expected to be an in person workshop likely at five oaks or another similar location that would be central to the 3 regions for people to attend. Looking at doing it early in 2025. There is no budget at this point.

Micol commented that the commission has a budget of 10,000 for events but its not being used much – only LLWL day away and fresh start programs. So there is funding available and it would be split with the other regions as well.

Sue inquired if this workshop has come as the request of folks approaching retirement or if it is just something that Kevin felt would be of benefit, Kevin mentioned it's a bit of both, some people have spoken about it but Sheila approached Kevin to discuss the possibility of doing something like this.

The other program is around the subject of spiritual discernment to help colleges discern where God is speaking to them and calling them at junctures in their lives. The idea is to offer a process to use to engage in discernment. Kevin has some experience with the Ignatian style of discernment that he is hoping to draw on. As more ministry personnel are facing a reduction of hours this would be an important resource to have available. It would be a tri region event as well and open to both online or in person.

6. Liaisons:

- There is a High Need for someone as a Liaison for Burkholder, they want to have a congregational meeting on July 7th or 14th. Alison said she would consider it.
- Wesley, Stoney Creek
- Colborne village – need extra support for process
- Applewood – for medical coverage
- Oakville-Trinity – Sue suggested Barb Duffin
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Liaison training will be discussed at the next meeting

7. Retirees

None to note at this time. Hoping to have a Fall gathering regarding benefits.

8. Pastoral Relations Minister Report – Micol Cottrel

Micol will be on holidays for the month of July, there is no scheduled meeting while Micol is away. In the event of something urgent Mark Laird, Executive Minister is available to step in. There will be an online liason gathering and trainings in the Fall. Lynne will be present to talk about community of faith profiles. Having additional resources available will help free up some of Micols time.

There will be a search team training video from Micol posted on the website with in the next few days.

There is work being done to create resources for negotiations which would be helpful to congregations and ministers to help them with navigating situations where negotiations are required.

Micol, Lynn and John had a discussion around internal minister network, developing resources for leadership skills program, transition leadership for ministry personnel and congregations.

There was discussion regarding requiring communities of faith to explore collaborative ministry before submitting a part-time position description. It is something to explore further and Micol will look into it for further discussion at a future meeting.

Sue mentioned that it might be helpful to have Tanya to speak to when the commission can know details about situation or when we just have to go in faith. Due to the nature of some situations there may be additional details outside of what the commission receives that they are not privy too. It might be helpful to have a better understanding between congregational support and this commission as well.

Richard also reminded the committee that we don't have to accept something that was submitted, we don't always have to take action, we can table it or ask for more information.

Item for future meeting

- planning out the year, review commission member terms, Tri-regional review

June 26th, 2024

HF- HRC24-30

Next Meeting: July – at discretion of the chair. Otherwise email motions in early August once Micol is back.

August meeting – no set

Worship by: _____