

**THE UNITED CHURCH OF CANADA
SHINING WATERS REGIONAL COUNCIL**

**Minutes of a meeting of the
Pastoral Relations Commission
Tuesday, June 2, 2020**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, June 2, 2020 by video conference. The meeting began at 9:30 a.m.

Members Present

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Robin Pilkey (lay); Paul Stott (lay); James Ravenscroft (ordered); William Haughton (ordered)

Absent: Bright Yun (ordered);

Welcome, constituting the meeting and prayer

The first part of the meeting was held jointly with the Communities of Faith Commission (CFC). Christine Smaller, chair of the CFC welcomed all to the meeting and thanked both commissions for their work over the past year.

Liz Mackenzie led both commissions in an opening worship.

After a time of discussion with the CFC (an update on how our Communities of Faith and ministry personnel are doing during the pandemic; assessing the financial sustainability of Communities of Faith), the commission moved into its own meeting.

Agenda

MOTION by Robin Pilkey/Paul Stott
that the agenda consist of items that had been circulated to the commission in
advance of this meeting be approved.

MOTION

CARRIED

Minutes of May 12, 2020 Meeting

It was noted that James Ravenscroft was at the meeting and should be added to the list of attendees.

MOTION by Barbara Hendren/Liz Mackenzie
that the minutes of the May 12, 2020 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Beth Moore/James Ravenscroft
that the Pastoral Relations Commission take the following actions:

a) **Call**

... concurs with the request of **Runnymede Pastoral Charge (Toronto)** and approves the call to **Edward (Ted) Grady**, ordained minister, beginning September 1, 2020, full time based on 40 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$69,112 per annum, salary in addition to the minimum at 24.44% which equals \$16,888, for a total salary of \$86,000, basic telephone \$1000 per annum, Continuing Education and Learning Amount \$1442 per annum and all other terms according to *The Manual I.2.*, and that in accordance with *The Manual I.1.9* this appointment does require an act of covenant.

b) **Appointments**

... concurs with the request of **Rosedale Pastoral Charge (Toronto)** and re-appoints **Roberta Howey**, ordained minister, beginning July 1, 2020 to July 31, 2020, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$64,052 per annum salary in addition to the minimum at 9.29% which equals \$5948, for a total salary of \$70,000, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1442 per annum and all other terms according to *The Manual I.2.*, and that in accordance with *The Manual I.1.9* this re-appointment does require an act of covenant.

... concurs with the request of **Coldwater Eady Pastoral Charge (Coldwater)** and re-appoints **Kathleen Mowat**, retired ordained minister, beginning July 1, 2020 to June 30, 2021, part time based on 27 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$ 62,244 (pro-rated \$4,2014.70) per annum salary in addition to the minimum at 1.85%

which equals \$1151.51(pro-rated \$778.03), for a total salary of \$63395.51 (pro-rated \$ 42792.73), basic telephone \$600 per annum, Continuing Education and Learning Amount \$1442 (pro-rated \$973.35) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Emsdale Pastoral Charge (Huntsville)** and re-appoints **David Woodall**, retired ordained minister, beginning July 1, 2020 to June 30, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 2: Salary \$58,887 (pro-rated \$29,444) per annum salary, basic telephone \$720 per annum, Continuing Education and Learning Amount \$1442 (pro-rated \$721) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does not require an act of covenant.

c) Request for Change of Pastoral Relationship

... in accordance with *The Manual* I.3.1.4(b) accepts the request for a change in pastoral relations of **John-Thomas (Tom) MacNeil**, ordained minister at **Toronto Chinese Pastoral Charge (Toronto)** effective August 16, 2020 and give thanks for his ministry.

... in accordance with *The Manual* I.3.1.4(b) accepts the request for a change in pastoral relations of **Jane Brushey-Martin**, ordained minister at **East End Regional Ministry (Toronto)** effective June 30, 2020 and give thanks for her ministry.

...concurs with the request of **Bradford Pastoral Charge** to end the pastoral relationship with **Eiko Hosaka**, ordained minister (Call, 30 hours/week) effective 90 days from the date of this meeting, August 31, 2020, and gives thanks for her ministry.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

June 2, 2020 - 4

Kathleen Taylor appointed to Lake of Bays United Church, Dwight, ON for a search for a new minister.

Paul Stott appointed to Humbercrest United Church (Toronto) for a short term appointment search.

Dale Hildebrand appointed to Cummer Avenue United Church (Toronto) for a short term appointment search to cover the sabbatical of Cheryl-Lynn MacPherson.

b) United Church Supervisors

The following United Church Supervisors have been appointed by staff:

Martha ter Kuile appointed to Bathurst United Church (Toronto) as they are currently without a called or appointed ministry personnel.

Nina Fulford appointed United Church supervisor to the Lake of Bays United Church, to start September 1, 2020.

Regional Council Care for Retired Ministers

Rev. Nancy Hardy joined the meeting as a guest. Nancy has been organizing some programming for retired ministers (she indicated that she prefers the term “pensioners” since many retired ministers are still doing lots of work in the church). She reviewed some of the programming that has been done, first in the former Southeast Presbytery area, and now more broadly in Toronto. She indicated that other ministers from outside of the Greater Toronto Area would also be welcome but acknowledged that due to travel it might not be practical for them.

Donna Bowman-Woodall shared her own experience of coming into the region from another one, and the difficulties that entailed.

The commission was left with a number of questions:

- a) how do we track and care for retired ministers coming into Shining Waters from other regions?
- b) what is the commission’s responsibility when it comes to providing resources and programming for retired ministers?

These questions will be taken up at a future meeting.

Nancy was thanked for her contribution to the conversation and left the meeting.

Team orientations

Guests Jill Strapp and Linda Butler (Toronto United Church Council, TUCC) joined the meeting.

Dale explained that for several years, starting in Toronto Conference, a team orientation is provided to any new formation of a new ministry team (when a team changes, or a new team is formed). It also includes consultation with the Ministry & Personnel Committee. This is paid for by the Regional Council. TUCC was awarded the contract to conduct this training.

Jill and Linda provided an overview of the training that is provided. Linda shared some of her experience in team ministry with Warren McDougall at Bloor St UC. Warren and Linda worked together for 23 years. They came to the end of their ministry and decided they wanted to share their experience of team ministry. Therefore when TUCC approached them to do the team orientation, they were excited to do it.

The process they use involves these main components:

- a) Contact individual ministers to explain their purpose and what is in store.
- b) Do a day long workshop with the team.
 - Personality types are discussed. What do they know about themselves?
 - List and appreciated their individual gifts
 - Discuss job descriptions
 - Discuss how the teams are structured
 - Talk about conflict, communication, and triangulation.
 - “Me” becoming “we.” What does it mean to share the spotlight? How are we accountable to each other?
- c) Check in with them 6 months later.

The commission was given an opportunity to ask questions of Jill and Linda.

Have the orientations been successful? Anecdotally yes. They have been well received. Todd indicated that in his upcoming sabbatical in 2021 he plans to do some qualitative research on team orientations, team ministry, and the effectiveness of the training we are providing.

Is M&P supported through this and involved? Yes, they do work with the M&P committees.

How can this work continue during Covid 19? The individual part could be done, but the day long piece with the team would be more difficult to do; TUCC will have to consider a pivot in providing the training during the pandemic.

Gratitude was expressed for this program. It was noted that there are a lot of joys to team ministry as well.

Joy, Health and Excellence Program – Todd McDonald

This is a mandated program from General Council Office for all Regional Councils. In Shining Waters region, we have an Advisory group which met three times in the past year. In that time we have established a program with a logo. The program is called “Flourish”. The pandemic has thrown a wrench into the plans, so we have to adjust now.

Of the three values, health and joy are clear. But the value of excellence has been something that is less clear. What does “excellence” for ministers mean? What does it mean to members of the commission?

The following feedback was gathered:

- It is a learning opportunity for ministers. Could be small group work. Come together in community with someone who is recognized and renowned for their expertise. Both soft and hard skills.
- skills development as well as having outside speakers. Is the word itself a stumbling block? Is what I’m doing not good enough?
- “excellence” could connote judgement. God doesn’t call us to be excellent, God calls us to be faithful. “Resilience” could be another word to use.
- some read it as increased “professionalization” of ministry. Are we losing some of the church language around “covenanting”?
- capture the sense to “grow” as ministers might be better. We don’t want to be judged as to whether we are good or bad at our jobs. But good to introduce accountability in our jobs.
- adaptability and flexibility are also things ministers are needing during this time.
- excellence and faithfulness go together. It is also about ethical practices of ministry
- excellence suggests absolutism. Excellence is very contextual in terms of effectiveness in ministry.
- “best practices” is a term that can be used as well.

Policy reviews

Supply Appointments and Appointments Policy

Todd explained the changes that have been made to the policy (commission members were given a copy of the revised policy in advance).

A question was raised about retired supply: can they be appointed for 3 year chunks or in total for 3 years?

They can be appointed for up to three years and then they could be reappointed (but only as a result of a search).

Section 5 and 6 under point 1:

Why is a Supervised Ministry Education (SME) appointment only for a year?

It's a check in time after a year, and then the congregation can make a decision if the SME time can continue. A SME renewal appointment can be longer than a year.

For AST appointments, summer distance learning, could it be for 2 years?

AST doesn't want more than two appointments for their students, who are required to have five years of field experience in appointments.

Proposed that for point 6, a multiyear appointment up to three years can be requested for a student who has been in an appointment for at least two years.

A general question was raised about appointment renewals: whose responsibility is it to question reappointments?

Staff provide a rationale in the omnibus drafts and it is up to the commission to ask questions and ultimately approve or not approve a reappointment.

MOTION by Liz Mackenzie/Barbara Hendren

That the revised Supply Appointments and Appointments policy be approved as amended and reviewed in 2023.

MOTION

CARRIED

(see appendix A for revised policy)

Next meetings

The meeting schedule of the commission for 2020/21 was distributed to the commission. As is the usual pattern, the commission meets on the last Tuesday of the month, with a couple of exceptions for December (Christmas holidays) and May (ordination appointments).

(see appendix B for schedule of meetings)

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, August 25, 2020 at 9:30 a.m.

End of meeting

Andy Comar led the commission in a closing prayer.

Andy Comar, Chair

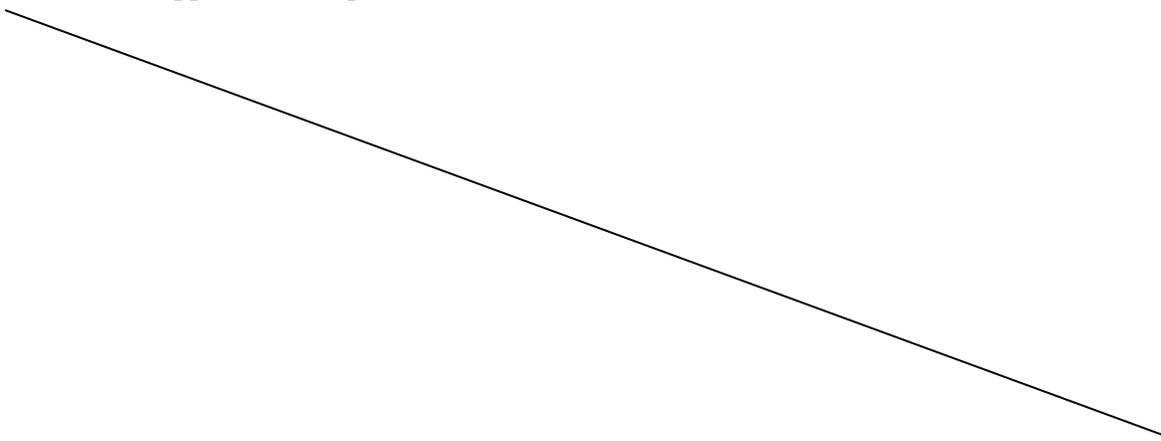
Dale Hildebrand, note taker

Appendix A

PASTORAL RELATIONS COMMISSION: SUPPLY APPOINTMENTS AND APPOINTMENTS POLICY

The purpose of this policy is to guide decision-making by the Pastoral Relations Commission when considering a request for an appointment.

Date approved: June 2, 2020	Review date by Pastoral Relations Commission: 2023
-----------------------------	--

- i. The Pastoral Relations Commission will consider a request for the following appointments:
 - i. Designated Lay Minister: up to three year appointment.
 - ii. Interim Minister: up to three year appointment.
 - iii. Admittand: up to three year appointment (needed for immigration).
 - iv. Retired Supply: up to three years if filling a vacancy.
 - v. Designated Lay Ministers-Applicant: DLM-A are students who are required to be in an appointment (at least half time) in order to complete their educational program. The educational program is for at least three years. A multi-year appointment could be requested for a DLM-A, who has been in an appointment for at least a year (up to two years).
 - vi. Summer Distance Learning Student Supply: The Atlantic School of Theology currently offers a distance learning MDiv that requires a student to be in a student/intern supply appointment for five years. A multi-year appointment (up to three years) can be requested for an Intern Supply minister who is part of the Summer Distance Learning and has been in an appointment for two years.
 - vii. The Candidacy Pathway program requires a candidate to fulfill a supervised ministry education (SME) for two years. An appointment may be requested for up to two years.
 - ii. All other appointments will be considered supply appointments and be approved for up to 12 months.
- 

Appendix B

**Shining Waters Pastoral Relations Commission
Meeting schedule 2020/21**

All meetings at 9:30 a.m. unless otherwise noted

August 25, 2020

September 29, 2020

October 27, 2020

November 24, 2020

December 15, 2020 (*Moved up due to Christmas holiday)

January 26, 2021

February 23, 2021

March 30, 2021

April 27, 2021

May 11, 2021 (*moved up from normal last Tuesday of month to accommodate ordination candidates)

June 15, 2021 (in person all day meeting)

