

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

**Minutes of a meeting of the
Pastoral Relations Commission
Tuesday, January 26, 2021**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, January 26, 2021 by video conference. The meeting began at 9:00 a.m.

Members Present

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

Regrets: None

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Barbara Hendren/Paul Stott
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Lawrence Nyarko/Donna Bowman-Woodall
that the minutes of the December 15, 2020 meeting of the commission be approved.

MOTION

CARRIED

Telephone Allowance

MOTION by Robin Pilkey/James Ravenscroft

That the telephone allowance for ministry personnel appointed or called in Shining Waters Region be set at a minimum of \$800 for 2021, regardless of full or part time appointments, that this amount be the total when a minister is in more than one appointment or call, and that this amount be reviewed annually by the Commission.

MOTION

CARRIED

Concern was expressed about other communication costs such as internet. Currently, pastoral relations policy speaks only to the cost of a telephone. Other costs can be taken up nationally.

Is the passing of this policy retroactive? It is not, but staff were asked to send out a letter to all pastoral charges encouraging them to raise the amount if it is lower than \$800 per year.

Omnibus Motion

MOTION by Lawrence Nyarko/ James Ravenscroft

that the Pastoral Relations Commission take the following actions:

a) **Appointments**

... concurs with the request of **Eglinton St. George's Pastoral Charge (Toronto)** and re-appoints **Donald Parsons**, retired ordained minister, beginning August 8, 2020 to June 30, 2021, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$27,132.75) per annum, salary in addition to the minimum at 20% which equals \$14,470.80 (pro-rated \$5426.55) for a total salary of \$86,824.80 (pro-rated \$32,559.30), basic telephone \$1200 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$552.75) 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 **Humbercrest Pastoral Charge (Toronto)** and appoints **Nancy Hardy**, retired ordained supply minister, beginning January 3, 2021 to June 27, 2021, part time based on 6 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$10,853.10) per annum, salary in addition to the minimum at 18.43% which equals \$13,334.84 (pro-rated \$2000) for a total salary of \$85,688.84 (pro-rated \$12,853.10), basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$221.10) 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 not require an act of covenant.

... concurs with the request of **Queensville Holland Landing Pastoral Charge (East Gwillimbury)** and appoints **Deborah Celsie**, candidate short term supply, beginning January 18, 2021 to July 17, 2021, part time based on 20 hours per week with the following terms for Candidate Step 2 and Cost of Living Group Assignment 5: Salary \$62,048 (pro-rated \$31,024) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) 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.

... concurs with the request of **St. Paul's Pastoral Charge (Brampton)** and appoints **Helena Medeiros**, retired ordained supply minister, beginning January 11, 2021 to June 30, 2021, part time based on 30 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$52,974) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1105.50) 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 not require an act of covenant.

... concurs with the request of **West Hill Pastoral Charge (Toronto)** and appoints **Sarah Miller**, ordained short term supply minister, beginning January 13, 2021 to April 30, 2021, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$27,132.75) per annum, salary in addition to the minimum at 20% which equals \$14,470.80 (pro-rated \$5426.44) for a total salary of \$86,824.80 (pro-rated \$32,559.19), basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$552.75) 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 not require an act of covenant.

b) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Helena Medeiros, ordained minister at Humber Valley Pastoral Charge effective January 10, 2021 and give thanks for her ministry.

MOTION

CARRIED

Report from staff

a) **Liaisons**

The following liaisons have been appointed by staff:

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Lynella Reid James appointed to St. Andrew's Pastoral Charge (Markham) for a search for a new minister.

Dale Hildebrand appointed to West Hill Pastoral Charge (Toronto) for a search for an appointed minister.

Mhairi Godley appointed to Filipino Christian Fellowship Mission (Toronto) to help them transition minister's appointment to a call.

Greg Daly appointed to St. Paul's Scarborough Pastoral Charge (Toronto) for a search for a new minister.

Paul Stott appointed to Emmanuel Pastoral Charge (Brampton) for their covenanting service.

Paul Stott appointed to Downsview Pastoral Charge (Toronto) for their covenanting service.

b) Pastoral Charge Supervisors

The following Pastoral Charge Supervisors have been appointed by staff:

Rick McKinley appointed to Bond Head Newton Robinson Pastoral Charge, January 4, 2021.

Leigh Olsen appointed to St. Andrew's Pastoral Charge (Markham), January 5, 2021.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQⁱ community. What is the experience of racialized, BIPOC, differently abled and LGTBQⁱ ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Recommendation from Equity Advisory Group

Liz Mackenzie from the Advisory Group conveyed the recommendation of the group for our researcher. Members of the Advisory Group shared their perceptions of the strengths of this particular choice.

MOTION BY Liz Mackenzie/Beth Moore

That the Commission engage Marcie Gibson to be the consultant for our Equity Goal Research Project.

MOTION

CARRIED

Equity Training with guest Rev. Cindy Bourgeois

Cindy shared some of her experience in finding work as a transgender person and talked about the need for changes in structure and policy to provide special assistance for people who have historically been marginalized.

In the discussion after her presentation, the following points/suggestions were made:

- Equity resources are needed in order to make this happen.
- Equity training for congregations is needed.
- Liaisons can play a role here. Can ministers from groups that face discrimination and bias have access to the liaisons? They should be encouraged to provide more persuasion and influence.
- Education is important, but what is critical is advocacy and structural change.
- Our Methodist heritage can be helpful here in terms of providing direction to communities of faith from the wider denomination.

Representatives to Shining Waters Planning and Priorities meeting on February 10

Andy received an invitation as Commission Chair to attend but as it is his last year, and also not able to attend on February 10, 2021, he invited two representatives from this Commission to attend. This is to shape an overall vision for the regional council.

Donna and Beth volunteered to represent the commission. What should they bring from the commission? The equity goal is a major part of our work now.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on February 23, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Dale Hildebrand, closed the meeting with a prayer.

Andrew Comar, Chair

Dale Hildebrand, note taker