

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

**Minutes of a meeting of the
Pastoral Relations Commission
Tuesday, March 30, 2021**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, March 30, 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 in Holy Week, 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 Beth Moore/Liz Mackenzie
that the minutes of the February 23, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

It was noted that the omnibus contained several errors. These were pointed out and corrected for the omnibus below.

MOTION by Donna Bowman-Woodall / Paul Stott
that the Pastoral Relations Commission take the following actions, as amended:

a) **Calls**

... concurs with the request of **Countryside Pastoral Charge (Thorton)** and approves the change in terms to the call of **Sung-Ran Kim**, ordained minister, beginning March 23, 2021, part time based on 25 hours per week with the following terms for Category C and Cost of Living Group Assignment 4: Salary \$62,537 (pro-rated \$39,085.63) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$921.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

... concurs with the request of **Gravenhurst: Trinity Pastoral Charge (Gravenhurst)** and approves the call to **Carol-Ann Chapman**, ordained minister, beginning July 1, 2021, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 3: : Salary \$56,271 salary in addition to the minimum at \$8,529 for a total salary of \$65,250, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **King City Pastoral Charge (King City)** and approves the call to **Kun Young (Andrew) Lee**, ordained minister, beginning January 13, 2021, part time based on 16 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70, 632 (pro-rated \$28,252.80) per annum, basic telephone \$800 (pro-rated to \$320) per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$589.60) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **New Hope Pastoral Charge (Kettleby)** and approves the appointment of **Kun Young (Andrew) Lee**, ordained minister, beginning January 13, 2021 to June 30, 2021, part time based on 8 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$14,126.40) per annum, basic telephone \$800 pro-rated to \$160 per annum, Continuing Education and Learning Amount \$1474 (pro-rated

\$294.80) 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 **Markham: St. Andrew's Pastoral Charge (Markham)** and appoints **Shannon Mang**, ordained interim minister, beginning March 15, 2021 to August 17, 2021, part time based on 30 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$54,265.50) per annum, salary in addition to the minimum at 10% which equals \$7,232.50 (pro-rated \$5426.55) for a total salary of \$79,579.50 (pro-rated \$59,692.05), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 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 **Victoria Square Pastoral Charge (Toronto)** and appoints **Basil Coward**, ordained minister, beginning February 22, 2021 to May 22, 2021, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$18,088.50) per annum), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) 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) **License to Administer Sacraments**

... concurs with the request of **Queensville Holland Landing Pastoral Charge (Caledon)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Deborah Celsie**, candidate for ordained ministry, during her time of appointment at Queensville Holland Landing Pastoral Charge.

d) **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 **Anne Dionisio**, ordained minister at **Jubilee Pastoral Charge (Toronto)** effective June 30, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Carol-Ann Chapman**, ordained minister at **Nobleton Schomberg Pastoral Charge (King City)** effective June 30, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Douglas McLeod**, ordained minister at **Parkdale Pastoral Charge** (Toronto) effective December 31, 2021 and give thanks for his ministry.

Discussion of omnibus:

Questions were raised about the collaborative agreement arrangement for Rev. Andrew Lee and how two of the three pastoral charges can be calling him, and one appointing him. Staff explained that one of the pastoral charges, New Hope United Church, is not yet ready to enter into a call. The other two pastoral charges are ready to call. The plan is for New Hope to evaluate their situation in six months and possibly then move to a call for that portion.

Concerns were also raised about Basil Coward's appointment of only ten hours per week. Staff explained this is COVID related.

MOTION

CARRIED

Report from staff

Staff reported on the joy, health and excellence work for ministry personnel including the recent "clergy day away" held on March 23 and 24 in the mornings. There are also some mental health workshops coming up in April that are almost fully subscribed.

a) Liaisons

The following liaisons have been appointed by staff:

Amy Lee appointed to Willowdale – Emmanuel pastoral charge to arrange a covenanting service for Rev. YoonOk Shin Kang.

Staff noted that we have recruited some new liaisons to take the place of some who have ended their commitment to that work. We want to maintain a cadre of about 20 liaisons. Some new training will take place this coming June for the new liaisons, and also after the equity project in February 2022 for all liaisons (focusing on equity issues).

b) Pastoral Charge Supervisors

Meriel Simpson appointed to St. Paul's Pastoral Charge (Scarborough) while St. Paul's searches for an appointed/called minister.

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 LGBTQi community. What is the experience of racialized, BIPOC, differently abled and LGBTQi ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Update from Equity Advisory Committee and/or Staff Support APPENDIX A

The committee has met several times with the researcher. She has identified different groups for interviewing and focus groups and the data has started to come in. The researcher is moving the project along well.

She has had a good response from the pastoral relations liaisons, who are an important link in the project.

The more she works, the more she sees the scope of the work expanding, which may be a challenge for timelines. By our April meeting, she should know if the timelines can be maintained.

Request from La Table des ministères en français APPENDIX B
Re: Licensing of French speaking LLWLs

On February 6, 2019, Shining Waters Regional Council entered into a covenant with La Table des ministères en français to work together to strengthen French ministries operating within the regional council boundaries.

In a letter dated January 21, 2021 (see Appendix B), La Table des ministères en français made the following request: We request that your Regional Council recognize the Education and Resources Committee of the French Ministries Table as the commission authorized to accredit and supervise French lay worship leaders in your region.

MOTION by Lawrence Nyarko / Robin Pilkey
that Shining Waters Regional Council recognize the Education and Resources Committee of the French Ministries Table be recognized as the commission authorized to accredit and supervise French licensed lay worship leaders (LLWL) in Shining Waters Regional Council; and

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that a bilingual LLWL from La Table may provide services in Shining Waters Region upon being approved by La Table as a LLWL and upon Shining Waters Regional Council being provided with that approval.

Discussion:

A report was requested from La Table for any LLWLs trained in Shining Waters Regional Council.

A question was raised about other linguistic groups in the regional council. Lawrence spoke about the experience of the Ghanaian church. They have lay preachers who have been trained in the Ghanaian Methodist Church. They only stay in their own congregation.

It was noted that we have quite a few Korean speaking churches and it would be interesting to see what need they have for Korean speaking LLWLs.

MOTION

CARRIED

Next meeting

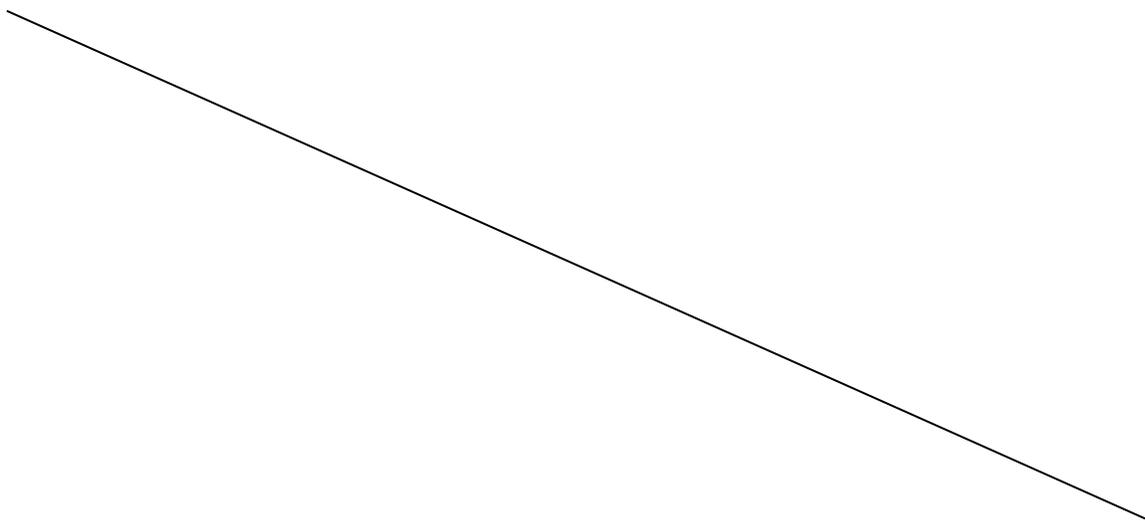
The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday April 27, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Todd McDonald, closed the meeting with a prayer.

Andrew Comar, Chair

Dale Hildebrand, note taker



APPENDIX A – Equity Goal Research Project Overview

Pastoral Relations Commission – Shining Waters Regional Council

2021 Equity Goal Research Project Overview

“to further resistance to all forms of oppression, welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized.”

Purpose

The Pastoral Relations Commission wants to know how its actions and policies create inequity, and how its actions and policies can increase equity. So, the goals of this project are:

- to look at the impact of current SWRC pastoral relations policies and procedures, and
- to determine whether or not these policies work towards ending inequity.

Method

Policies are best evaluated by listening and talking with those who use them and are primarily affected by them. This study will listen to the stories of different people's experiences in the pastoral relations process, at different stages. This will be done through interviews, small sharing groups, and surveys (see below). In addition, we will look at the Pastoral Relations Commission data about terms of call, search processes, and concerns or complaints they have heard in the past 18 months.

Areas of the Study

Ministry personnel - Interviews and focus groups (if participants feel comfortable & there are enough);

- those who are searching for a new pastoral relationship,
- those who have recently or provisionally been called/appointed,
- those who are in the first 10-14 months of a new pastoral relationship

Applicants – an online survey of ministers who have applied for positions in SWRC but not been chosen.

Regional Council accompaniers - Interviews and/or focus groups with those from SWRC who have accompanied communities of faith during a search process in the past 18 months.

SWRC Communities of Faith – an online survey of search committees in the past 18 months.

SWRC-PRC data – looking for patterns in the information that the region has about terms of call, search processes, and concerns/complaints.

Timeline of Research

February 1-15 – Orienting the Researcher

February 15-28 – Designing the Research Tools and Inviting Participants

March – Facilitating Interviews, Focus Groups, and Surveys

April – Continuing Research and looking at Regional data

May 1-15 - Analyzing Data

May 15-31 – Synthesizing Data & Report Writing

June 1-15 – Presentations

Key Questions for Research

- How do ministers experience the support, effectiveness and perceived equity of the pastoral relations process; from the regional council, from communities of faith? And if not, how so?
- What has been ministers' experience of being appointed/called or turned down in the search process (how often, reasons given, etc.)?
- How do ministers experience the process of deciding the terms of an appointment/call? And has this experience been different in the last 18 months than before?
- For ministers in Communities of Faith, how does (un)conscious racist/sexist/heterosexist/ ableist bias make it harder for ministers' "health, joy and excellence in ministry"?
- What are the particular experiences of racialized, BIPOC, differently-abled, and LGBTQ+ ministers after one year in their pastoral relationship? And how does (un)conscious racist/sexist/ableist bias affect this?
- What do Regional Council accompaniers notice in the search process, related to equity issues / groups? What PRC policies are accompaniers using to prevent or address equity problems?
- What do Communities of Faith search committees notice about their own bias, their own equity work, the Region's policies and purpose?

Pastoral Relations Commission – Shining Waters Regional Council
2021 Equity Goal Research Project Overview

"to further resistance to all forms of oppression, welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized."

The Team

Advisory Group (from the Pastoral Relations Commission):

- Robin Pilkey
- Rev. Lawrence Nyarko
- Rev. Elizabeth Mackenzie
- Rev. James Ravenscroft

Regional Staff Support:

- Todd McDonald
- Donna Rutz

Our Hope

That this research will help shape changes in policy and practice, towards greater equity in pastoral relations.

Your voice matters.

Your stories matter.

Your opinions matter.

You can be part of making this change in SWRC & the UCC.

About the Researcher

My name is Marcie Gibson (she/her). I am a diaconal minister, living in Hamilton, with a passion for justice and equity in the church and beyond. I am currently in part-time congregational supply ministry and on Program Staff with the Centre for Christian Studies. I also teach the UCC Polity and Administration at UTC, with ordination students and those in the Admissions process. I have UCC pastoral relations experience; with the Great Lakes Waterways Presbytery & the All Native Circle Conference's Councils on Learning, chairing the Ministry Personnel and Staff Committee of Waterloo Presbytery, as a Commissioner to GC43, and currently serving on the Office of Vocation Response Committee.

I entered ministry after being a social worker and community organizer in Montréal. My work included participatory action research and community needs assessments; supporting grassroots, student, and non-profit groups to develop campaigns, projects, advocacy, environmental and social justice-oriented change. I grew up in the Anglican church (in Toronto) and transferred into the United Church in my early 20's while in Montréal. I am white, Canadian-born, recognizing the privilege that affords me in this social context and in the church. I have experience in neuro-divergent communities and am a queer parent in an interfaith family.



SHINING WATERS
REGIONAL COUNCIL
The United Church of Canada



APPENDIX B – Letter from La Table des ministères en français



La Table des ministères en français
L'Église Unie du Canada
3250, rue Bloor Ouest, bureau 200
Toronto (Ontario) M8X 2Y4

January 29, 2021

Peter Hartmans
Shining Waters Regional Council

Dear Colleagues of Regional Councils in covenant with the French Ministries Table,

RE: RECOGNITION OF FRANCOPHONE CERTIFIED LAY WORSHIP LEADERS

In the time that has passed since we entered into covenant with you, we have become aware of the need to add an important component to French leadership: support for lay worship leaders.

The lay leadership program was held for a second time, in accordance with requirements of The United Church of Canada, from 2018 to 2020 under the leadership of the Director of French Leadership Development at United Theological College.

Normally, responsibility for evaluating and recognizing candidates for this program lies with the Regional Council. However, in the context of Ministries in French:

- Individuals wishing to become lay worship leaders come from different regions of Canada and hope to have the opportunity to work anywhere in the Ministries in French network;
- They are trained to understand well the cultural contexts of Ministries in French and to work primarily within those contexts;
- They need to be interviewed in French by people with a good understanding of their specific cultural contexts;
- They require support in the exercise of their ministry, specifically in the form of tools and resources in French as well as continuing education relevant to their context.

For all these reasons, we are proposing that the French Ministries Table, through its Education and Resources Committee, evaluate and supervise lay leaders who have successfully completed the program. The Table would accredit lay worship leaders working primarily in French, while keeping the Committee of each leader's Regional Council of origin informed and working collaboratively with that Committee.

Lay worship leaders working in a bilingual context could maintain relations with the committees of both their Regional Council and the Table. They would choose to be officially affiliated with one of those bodies for accreditation and supervision purposes.

There is a precedent for this arrangement: in 2014, presbyteries of two conferences (Montreal & Ottawa and Maritime) agreed to transfer their education and accreditation mandate for lay worship leaders to their respective conferences. For the reasons explained above, the French Ministries Table of M&O Conference supervised the accreditation of the first cohort of French lay worship leaders.

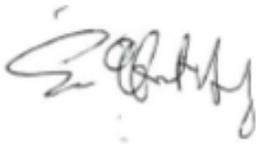
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The Ministries in French network is small but has a presence right across the country. Since the start of the pandemic, leadership exchanges and collaboration among the various regions have increased significantly. The French Ministries Table would be in the best position to train, evaluate and supervise French lay worship leaders.

We request that your Regional Council recognize the Education and Resources Committee of the French Ministries Table as the commission authorized to accredit and supervise French lay worship leaders in your region.

Thank you for your assistance and for considering this request. If you have any questions, please feel free to send me an email at ehebert@egliseunie.ca or call me at 819-593-7479 (cellphone).

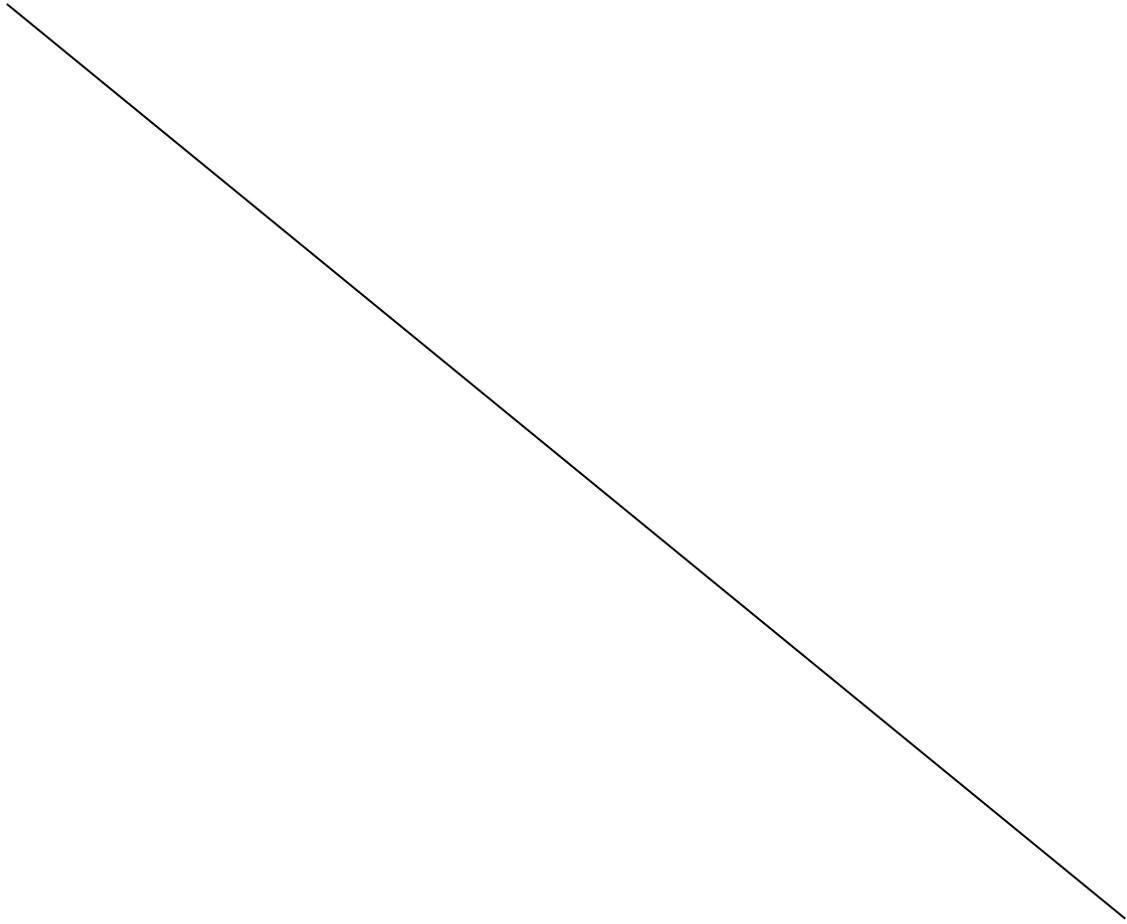
Yours in Christ,



Éric Hébert-Daly, Responsable
Ministries in French,
The United Church of Canada



Nicole Beaudry, Chairperson
French Ministries Table





La Table des ministères en français
L'Église Unie du Canada
3250, rue Bloor Ouest, bureau 200
Toronto (Ontario) M8X 2Y4

Le 29 janvier 2021

Peter Hartmans
Conseil régional Shining Waters

Chers et chères collègues des conseils régionaux qui ont des alliances avec la Table des ministères en français,

OBJET : RECONNAISSANCE DES CÉLÉBRANTS LAÏQUES FRANCOPHONES

Depuis le temps de la création d'alliances entre nous, nous avons constaté qu'il faudrait ajouter un élément important du leadership en français : l'accompagnement des célébrants et célébrantes laïques.

Le programme pour célébrants et célébrantes laïques a été offert selon les exigences de l'Église Unie du Canada pour une deuxième fois, de 2018 à 2020, en français, par la directrice de la formation en français au Séminaire Uni.

Normalement, la responsabilité d'évaluer et de reconnaître les candidats et les candidates d'un tel programme revient au conseil régional. Dans le contexte des ministères en français,

- les personnes voulant devenir célébrants ou célébrantes laïques proviennent de différentes régions du Canada et veulent œuvrer dans tout le réseau des ministères en français;
- elles sont formées pour bien connaître les contextes culturels des ministères en français et pour œuvrer principalement dans ces milieux;
- elles ont besoin de passer des entrevues en français menées par des personnes qui connaissent bien leurs contextes culturels particuliers;
- elles ont besoin de bénéficier d'un appui pour exercer leur ministère, notamment d'outils et de ressources en français, ainsi que de la formation continue relative à leur contexte.

Pour toutes ces raisons, nous suggérons que la Table des ministères en français, par la voie de son Comité de formation et de ressources, évalue et supervise les participants et les participantes qui ont réussi le programme. La Table accrédirait les célébrants et les célébrantes laïques qui œuvrent majoritairement en français, tout en informant le comité du conseil régional d'origine de la personne concernée et en collaborant avec cette instance.

Les célébrants et célébrantes laïques qui œuvrent dans des contextes bilingues peuvent entretenir des liens avec le comité du conseil régional et avec le comité de la Table. Ils choisiraient l'instance avec laquelle ils voudraient être officiellement affiliés pour ce qui est de leur accréditation et de leur supervision.

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Cette formule comporte un précédent, puisqu'en 2014, les consistoires de deux synodes (Montréal & Ottawa, ainsi que les Maritimes) ont accepté de transférer leur mandat de formation et d'accréditation des célébrantes et des célébrants laïques à leur synode. La Table des ministères en français du Synode M&O a supervisé l'accréditation des premiers célébrants et premières célébrantes laïques francophon pour les mêmes raisons qu'énoncées ci-haut.

Le réseau des ministères en français est petit, mais il couvre tout le Canada. Or, depuis le début de la pandémie, les échanges de leadership et les collaborations entre les différentes régions sont beaucoup plus nombreux. La Table des ministères en français serait la mieux placée pour former, évaluer et superviser ces leaders francophones.

Nous demandons que votre conseil régional reconnaisse le Comité de formation et des ressources de la Table des ministères en français en tant que commission pour l'accréditation et le suivi des célébrants laïques francophones de votre région.

Merci de votre aide et de votre réflexion à ce sujet. Si vous avez des questions, n'hésitez pas à me joindre à l'adresse ehbert@egliseunie.ca ou sur mon portable au 819-593-7479.

Solidairement dans le Christ,



Éric Hébert-Daly, responsable
Ministères en français, Église Unie du Canada



Nicole Beaudry, présidente
La Table des ministères en français

