

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

**Minutes of a meeting of the
Pastoral Relations Commission
Tuesday, April 27, 2021**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, April 27, 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, lit the Christ candle, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Paul Stott / Lawrence Nyarko
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 / Robin Pilkey
that the minutes of the March 30, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by James Ravenscroft / Barbara Hendren
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Glebe Road Pastoral Charge (Toronto)** and approves the provisional call to **Cynthia O'Connell**, candidate for ordained ministry, conditional on ordination prior to start date, beginning August 9, 2021, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5 : Salary \$63,739 salary in addition to the minimum at 10% which equals \$6374 for a total salary of \$70,113, 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.

b) **Appointments**

... concurs with the request of **St. Paul's Pastoral Charge (Brampton)** and approves the re-appointment of **Helena Medeiros**, ordained minister, beginning July 1, 2021 to December 31, 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 re-appointment does require an act of covenant.

c) **Voluntary Associate Minister Position**

... concurs with the request of **Nobleton Schomberg Pastoral Charge (Nobleton)** and **Evelyn McLachlan**, to enter a Voluntary Associate Minister relationship, beginning May 1, 2021.

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 **Elizabeth Cunningham**, ordained minister at **Stouffville Pastoral Charge (Stouffville)** 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 **Michael Kooiman**, ordained minister at **Central Pastoral Charge (Weston)** effective August 31, 2021 and give thanks for his ministry.

MOTION

CARRIED

The commission was given a heads up that there are about 25 appointments to be renewed for July 1, 2021 so the omnibuses for the next few meetings may be heavy.

It was noted that for these appointments, the Commission would like to know how long people have been in appointments and why they are being reappointed.

Report from staff

There will be a shared M&P 101 training with Canadian Shield region on May 19.

We have been recruiting new pastoral relations liaisons and have five new people:

Evelyn McLaughlin
Sadekie Little-Forbes
Dan Benson
Cindy Randall
Julie Brushey

We could use at least one more from central Toronto so if you know of someone who would be appropriate please let Todd or Dale know.

We approved a request from La Tabla to license and support French LLWLs.

As part of our Flourish program, we offered mental health first aid training in conjunction with the Canadian Mental Health Association. About 30 ministers will be trained.

Our June 15 meeting is one we traditionally share with the Communities of Faith Commission (CFC) and plan to do so again this year. The CFC has been interested in our equity work and would like to know about the report that is being done by Marcie Gibson. Concern was expressed about the PRC not having time to process the report before we share it with another Commission. At a minimum, the Advisory Committee would need to review it. The committee is meeting this Thursday to discuss this and will make a recommendation to our May meeting in terms of next steps.

The current plan is to have the morning of June 15 together with the CFC, break for lunch, and then come back for an hour or so to review the omnibus and any other PRC business.

April 27, 2021 - 4

a) Liaisons

The following liaisons have been appointed by staff:

Jim Clubine appointed to Uganda Martyrs Pastoral Charge (Toronto) for search for call.

Barb Hendren appointed to Nobleton Schomberg Pastoral Charge for search for call.

b) Pastoral Charge Supervisors

The following pastoral charge supervisors have been appointed by staff:

Steven Loweth appointed to Lansing Pastoral Charge (Toronto), currently without ministry personnel as they search for a called/appointed 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 LGTBQ_i community. What is the experience of racialized, BIPOC, differently abled and LGTBQ_i ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Equity Training

Commission member Lawrence Nyarko spoke about his experience as a racialized minister in the UCC and Shining Waters Regional Council.

Commission members were given an opportunity to ask questions and make comments. They expressed their distress regarding the painful experiences that they heard from Lawrence, but also deep appreciation to Lawrence for sharing his experiences.

It was noted that hearing first hand experience can have a significant impact in terms of learning about equity issues, and it was suggested that such experience would be very useful in video form for the training of pastoral relations liaisons and search committees. Todd reminded the committee that a special equity training will take place for the liaisons in early 2022.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, May 11, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Donna Bowman-Woodall closed the meeting with a prayer.

Andrew Comar, Chair

Dale Hildebrand, note taker

