

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

**Minutes of a meeting of the  
Pastoral Relations Commission  
Tuesday, May 11, 2021**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, May 11, 2021 by video conference. The meeting began at 9:00 a.m.

**Members Present**

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); 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:** Donna Bowman-Woodall (ordered)

**Welcome, constituting the meeting and prayer**

Andrew Comar, chair, welcomed everyone, lit the Christ candle, and acknowledged the indigenous territory we find ourselves on. Before he led the opening prayer, condolences were extended to James Ravenscroft on the loss of his father. The meeting was called to order.

**Agenda**

An item was added after the omnibus regarding the change in pastoral relationship for James Ravenscroft.

**MOTION** by Robin Pilkey / Liz Mackenzie  
that the agenda consisting of items that had been circulated to the commission in advance of this meeting, plus the addition above, be approved.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Paul Stott / Beth Moore  
that the minutes of the April 27, 2021 meeting of the commission be approved.

**MOTION**

**CARRIED**

## **Ordinand/Commissionand/Admittands Requirements Motion**

**MOTION** by James Ravenscroft / Lawrence Nyarko  
that the Pastoral Relations Commission approve the following ordinands/  
commissionands/admittands as having met the appointment/call/employment  
requirements for ordination/commissioning/admission at the May 30, 2021 Shining  
Waters Celebration of Ministry service:

**Bri-anne Swan** - to be commissioned into her current employment position as  
Minister for Social & Ecological Justice and Communications, Shining Waters  
Regional Council

**Alana Martin** - to be commissioned into her current employment position as  
Minister to GO Project, Shining Waters Regional Council

**Julia YunJung Kim**- to be admitted into her current appointment (January 1 –  
December 31, 2021) as minister at Downsview Pastoral Charge

**Carmen Llanos** – to be admitted into her current appointment (June 3, 2020 –  
May 31, 2021) as minister at Birchcliff Bluffs Pastoral Charge

**Kevin Moore** – to be ordained into his current employment position as Mission  
Developer, Shining Waters Regional Council

It was noted that Cynthia O’Connell has asked to defer her ordination to next year.  
The commission did pass a motion at the last meeting that approved her provisional  
call, conditional upon ordination, to Glebe Road United Church for August 8, 2021.  
As the condition will not be fulfilled prior to August 8, 2021, the provisional call  
will not go ahead. Instead, the community of faith will be asked to fill out an  
appointment form.

**MOTION**

**CARRIED**

## **Omnibus Motion**

**MOTION** by Beth Moore / Lawrence Nyarko  
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Parkwoods Pastoral Charge (Toronto)** and  
approves the call to **Won Hur**, ordained minister, beginning September 1,  
2021, full time based on 40 hours per week with the following terms for  
Category F and Cost of Living Group Assignment 5 : Salary \$72,354 per  
annum, 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

Concern was raised about the lack of salary over minimum for a call within the city of Toronto. Is there anything the commission can do? Questions were raised about the role of staff and the liaisons in terms of helping in the negotiation process. Staff indicated that currently they work within the policy that is given. If we want to pass new policies regarding these issues, then the commission can do that as long as regional policies do not contravene national pastoral relations policy. The commission will return to this concern after the equity project report is submitted.

b) **Appointments**

... concurs with the request of **Humbervale Pastoral Charge (Toronto)** and approves the re-appointment of **Cynthia Randall**, retired ordained minister, beginning July 1, 2021 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 5 : Salary \$72,354 (pro-rated \$36,177) per annum, salary in addition to the minimum at 8.9 % which equals \$6438 (pro-rated \$3219) for a total salary of \$78,792 (pro-rated \$39,396), basic telephone \$800 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 re-appointment does not require an act of covenant

Questions were raised about a minister who is retired returning/continuing with their pastoral charge. Should the community of faith be required to do a full profile when their minister retires? This is a question for discussion with the Communities of Faith Commission. Also, concern was expressed about whether this situation is an obstacle for newer ministers acquiring calls. The commission will return to this issue after the equity project report is submitted.

**MOTION**

**CARRIED  
(1 opposed)**

c) **Change in pastoral relationship**

James Ravenscroft recused himself from the meeting for this agenda item.

**MOTION** by Robin Pilkey / Lawrence Nyarko

... that in accordance with The Manual I.3.1.4(b) the commission accepts the request for a change in pastoral relations of James Ravenscroft, ordained

minister at Richmond Hill United Church effective July 31, 2021 and give thanks for his ministry.

**MOTION**

**CARRIED**

Beth Moore excused herself from the meeting for the next agenda item.

**MOTION by Paul Stott / Liz Mackenzie**

... that the commission concurs with the request of **Birchcliff Bluffs Pastoral Charge (Toronto)** and approves the re-appointment of **Carmen Llanos**, ordained minister, beginning June 1, 2021 to February 28, 2022, part time based on 16 hours per week with the following terms for Category C and Cost of Living Group Assignment 5 : Salary \$67,185 (pro-rated \$26,874) per annum, basic telephone \$800 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 re-appointment does require an act of covenant.

**MOTION**

**CARRIED**

### **Report from staff**

The commission's mandate includes the joy, health, and excellence of ministry personnel. As the pandemic carries on with the third wave, it becomes more challenging for ministers to keep up their resilience. Some are wearing thin. Staff continue to support ministry personnel on an individual and collective level, the latter through gatherings like our monthly check-ins.

It was also noted that the special pastoral relations bylaw which allows governing bodies to make some decisions that are normally made through congregational meetings has been extended to December 31, 2021 by the General Council Executive.

Staff are conducting a "M&P 101" training on May 19 with 88 registered.

#### **a) Liaisons**

The following liaisons have been appointed by staff:

Greg Daly appointed to Jubilee Pastoral Charge (Toronto) for search for a called minister.

Henry Poutiainen appointed Richmond Hill Pastoral Charge (Richmond Hill) for purpose of a search for new minister.

Paul Stott appointed to North Bramalea Pastoral Charge (Brampton) for purpose of search for a new minister (this will be a second ministry position to be in team with Jamie Holtom)

**b) Pastoral Charge Supervisors**

None appointed for this period.

**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?

**Advisory committee report (Robin Pilkey):**

Marcie Gibson, the consultant, continues to interview people and run focus groups. Good data is coming in.

The report will be ready for June 15. The recommendation is that the PRC meet first on June 15 to discuss the report, and then meet with the Community of Faith Commission in the afternoon.

**Next meeting**

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, June 15, 2021 beginning at 9:00 a.m. The commission will meet in the morning, take a break for lunch, and reconvene with the Communities of Faith Commission from 1 - 3 p.m.

**End of meeting**

There being no further business, Will Haughton closed the meeting with a prayer.

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Andrew Comar, Chair

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Dale Hildebrand, note taker