

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

**Minutes of a meeting of the  
Pastoral Relations Commission  
Tuesday, June 15, 2021**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, June 15, 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**

Andy Comar welcomed everyone, with a special welcome to Marcie Gibson, our researcher. Andy lit the Christ candle and acknowledged the indigenous territory we find ourselves on. He acknowledged the equity issues in the news over the past several weeks, led the opening prayer, and called the meeting to order.

**Agenda**

**MOTION** by Beth Moore / Donna Bowman-Woodall  
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 Paul Stott / Liz Mackenzie  
that the minutes of the May 11, 2021 meeting of the commission be approved.

**MOTION**

**CARRIED**

### **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?

### **Equity Research Report**

Todd McDonald introduced Marcie Gibson who has completed the equity project research. He expressed his appreciation for the excellent work that Marcie has done and noted that this work will have long term impacts on our pastoral relations work.

Marcie outlined the agenda for the morning and asked commission members to introduce themselves, to name their “Shining Water” and to express their hope/goal for the day.

Marcie then led the commission through the research, including the methodology, the priorities, the participants, and the demographics of the research.

Opening questions:

- Are there regional demographics of ministry personnel in the report?

There is a final version that has some demographic information, but not regional.

### Methodology:

It was approached as a participatory action research project. Participants’ voices were prioritized and their recommendations are noted in the report. Their experience and perspectives are given priority and this hopefully builds the ground for action going forward.

Interviews, focus groups and surveys were principal instruments used (all on line). Interviews were done with:

- i) ministers who were searching for a job in Shining Waters
- ii) ministers recently called or appointed to a position
- iii) ministers who had been in their current position for approximately one year

What was people's experience with the search process, the interview process, and the community of faith in the first year? What has the picture been like since Shining Waters region was created in 2019 – 2020?

Challenges in the research:

There were some questions about the identity of Marcie as researcher, and it led to some important conversations at the beginning of the research.

It was difficult to form focus groups, beyond the pastoral relations liaisons. Originally, it was hoped that there would be identity-based focus groups but time and other reasons did not allow for it. This meant more individual interviews, and perhaps lower number of overall participants in the research. But the quality of participants' contributions was high.

Survey responses were a little lower than was hoped for, particularly from search teams . It did not allow for statistical analysis from this particular group.

Participant demographics:

See p. 6 of final report for detailed analysis of the 49 participants.

Questions on Methodology?

- Were you satisfied as the researcher with the data, both in terms of quantity and quality?

It was not a quantitative study; that was not the intention of the study. The goal was to capture experience and the methodology served that goal well. The diversity of voices enriched the research. How the region responds to this research and study will determine future participation in this kind of equity research. Participants will be watching.

Findings from the report

There were three kinds of bias that people spoke about:

- i) direct bias – an individual comment or experience
- ii) systemic bias – not what people did, but the way that someone did something that led to intended or unintended consequences, not for a particular person, but for a group of people
- iii) structural bias – systemic biases related to policies, procedures, and regulations

The report was then grouped by different stages/subject matter.

### Questions or concerns arising from the report

- Report talks about homophobia but not transphobia – why?

It was not something that people spoke about, but it should be named exclusively.

- Was there a big surprise for Marcie as the researcher?

Not really. This isn't the first time Marcie has heard stories about experiences like this in the church. But it was surprising how articulate people were about their equity issues.

A comment was made about how the national church has created national pastoral relations policy without doing this kind of research. It raises questions about what the national church is paying attention to.

- A comment was made about the sense of *alienation* that ministry personnel had with the church as a whole. This was notable in reading the report.
- There is bias in the system from the get go in the position descriptions. We have liaisons helping to put those position descriptions together and yet this problem is very evident. Education, training and awareness in our communities of faith seems to be very lacking at a local level. It is mandatory for ministry personnel, but where is that piece for our communities of faith? This is a national church issue.

Marcie presented statistical data on salary, searches, etc. It is limited and so the question is how to go forward to do more of this type of analysis.

Question: Does The United Church of Canada (UCC) have wide demographic information on ministers?

Yes, but not sure if it is being analyzed.

A comment was made about the usefulness of having *previous* minister's salary and compensation to compare this with the new minister coming in.

- Those who identify as queer have made progress, but it does beg the question of whether queer ministers are self-selecting into affirming ministries.

That could be true for other demographics as well.

### Recommendations:

- Some recommendations may be based on early experiences of ChurchHub, which has improved in the past year. We need to discern what is still valid and of concern.
- Congregational awareness and search committee awareness: this is important, but there is also the reality that search teams are difficult to recruit for. Knowing the reality of congregations, how are we going to educate congregations around racial justice?

- The issues raised around liaisons would require a different structure of liaisons. Liaisons don't come into the process very early and we may need to intervene at an earlier stage with search committees.
- Is it possible to return to a more robust relationship with liaisons? It seems that this could be a regional decision. For example, to have the liaison participate in actual interviews.

It might be someone other than the liaisons who might do this accompanying.

- The recommendations are the strength of the report. There are many, and it may seem overwhelming. We need to liaise with the national church as there is overlap in many areas. One concern is we have fewer volunteers being asked to do more and more (one of the catalysts of the national restructuring of the church's courts).
- The UCC often makes policies but the challenge is to implement. We are not doing it. For example, we claim to be an "intercultural church" but nothing is happening at a congregational level. We have to match resources with intention. We make good policies at a national and regional level, but the action is at the congregational level.
- It is in the selection of *whom to interview* that bias can often creep in, in addition to the interviews themselves. Could we be more involved at that stage?
- There is low-hanging fruit in the recommendations. Others we can't do on our own as a commission—e.g., ChurchHub issues.
- A way forward: could staff help the commission by mapping the recommendations: who can do what, what goes where, what is priority?
- Releasing the report? There is material for the Communities of Faith Commission (CFC) and other bodies. The commissions and the Executive should have it. It is dangerous to release a report with recommendations without some indication about what is going to be done. That can devalue the report. We should not share it widely until we have some sense of where we are going with the recommendations. Let's make sure that the report Marcie released this morning is the one that is shared, not the earlier one. Also participants would like to see the report. Is that permissible?
- Could we release to the CFC and the Executive for information as a draft report, noting that we will be adding our response? And to our General Council Office (GCO) guests this afternoon? Other commissions? There is concern around confidentiality and our own internal understanding around that, versus what others may perceive. It was noted that in the consent form, participants knew this would be a public document.

Once we release it to our commissions, it is out there. So we need to be clear that we have only seen it briefly, will study it further, and welcome feedback from other groups. The commission will be meeting in the fall of 2021 to take next steps. Instead of "draft," add a cover letter with the comments above. This was agreed to by the commission.

- Is the Advisory Committee's mandate complete? The commission still needs to decide. The September meeting could include some assigning of tasks for the fall meeting. (the Commission originally thought this work could begin in August but many Commission members, including chair Andy Comar will be on vacation in August)

- Commission members expressed appreciation to Marcie for her excellent work. Andy noted that we are on “step one of a thousand steps” and so we need to see this as a long-term project, but one that we make steady progress on. He thanked Marcie and the Advisory Committee (Robin, Liz, Lawrence, and James) for their work and noted that this important work will guide our work starting after today.

## **Omnibus Motion**

**MOTION** by Paul Stott / Beth Moore

that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Bloor Street Pastoral Charge (Toronto)** and approves the call to **Russell Daye**, ordained minister, beginning September 7, 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, salary in addition to the minimum at 65.85 % which equals \$47,646, for a total salary of \$120,000, basic telephone \$2400 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 **New Hope Pastoral Charge (Concorde)** and approves the call to **Kun Young (Andrew) Lee**, ordained minister, beginning July 1, 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 \$14126.40) per annum, basic telephone \$800 per annum (pro-rated \$160), 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 call does not require an act of covenant.

... concurs with the request of **Seguin Pioneer Pastoral Charge (Seguin)** and approves the call to **Kevin Logie**, ordained minister, beginning July 1, 2021, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63,613 (pro-rated \$15,903.25) 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 call does not require an act of covenant.

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and approves the call to **Jason Meyers**, ordained minister, beginning September 1, 2021, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$65,461 per annum, salary in addition to the minimum at 35% which equals \$22,911.35, for a total salary of

\$88,372.35, 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 not require an act of covenant.

... concurs with the request of **Malton: Trinity Pastoral Charge (Toronto)** and approves the call to **Maryanne Thomson**, ordained minister, beginning July 4, 2021, 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, 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 call does require an act of covenant.

... concurs with the request of **Midhurst Pastoral Charge (Midhurst)** and approves the call to **Judith Visser**, 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 4: Salary \$67,705 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.

b) **Appointments**

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and appoints **Mark Aitchison**, retired ordained minister, beginning June 1, 2021 to September 30, 2021, part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$45,221.25) per annum, salary in addition to the minimum at 50% which equals \$36,177 (pro-rated \$22,610.63), for a total salary of \$108,531.01 (pro-rated \$67,831.88), 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 appointment does not require an act of covenant.

... concurs with the change in terms request of **Metropolitan Pastoral Charge (Toronto)** and re-appoints **Karen Bowles**, ordained minister, beginning April 1, 2021 to May 31, 2021, full time based on 40 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632, per annum salary in addition to the minimum at 25.14% which equals \$17,757.08, for a total salary of \$88,389.08, 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 re-appointment does not require an act of covenant.

... concurs with the request of **Toronto Chinese Pastoral Charge (Toronto)** and re-appoints **Christopher Cheung**, retired ordained minister, beginning June 1, 2021 to June 30, 2022, 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 re-appointment does not require an act of covenant.

... concurs with the request of **Victoria Square Pastoral Charge (Toronto)** and re-appoints **Basil Coward**, ordained minister, beginning May 23, 2021 to August 21, 2021, part time based on 25 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.

... concurs with the request of **Humbercrest Pastoral Charge (Toronto)** and re-appoints **Nancy Hardy**, retired ordained minister, beginning September 5, 2021 to June 26, 2022, 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 salary in addition to the minimum at 2.76% which equals \$2000 (pro-rated \$500), for a total salary of \$74,354 (pro-rated \$18,588.50), 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.

... concurs with the request of change in terms of existing appointment of **Saint Luke's Pastoral Charge (Toronto)** and re-appoints **James Keenan**, retired intentional interim ordained minister, beginning September 1, 2021 to August 31, 2022, 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, salary in addition to the minimum at 10% which equals \$7,235.40, for a total salary of \$79,589.40, 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 re-appointment does not require an act of covenant.

... concurs with the request of **Bracebridge Pastoral Charge (Bracebridge)** and re-appoints **Nancy Knox**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63,613 per annum, salary in addition to the minimum at 22.35% which equals \$14,220, for a total salary of \$77,833 , 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 re-appointment does not require an act of covenant.

... concurs with the request of **Fairbank Pastoral Charge (Toronto)** and re-appoints **Steven Loweth**, designated lay minister, beginning September 1, 2021 to August 31, 2023, part time based on 30 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$64,172 (pro-rated \$48,129) per annum, basic telephone \$800 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 not require an act of covenant.

... concurs with the request of **West Hill Pastoral Charge (Toronto)** and re-appoints **Sarah Miller**, ordained minister, beginning May 1, 2021 to December 31, 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 \$27132.75) 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 \$800 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 **Coldwater Eady Pastoral Charge (Coldwater)** and re-appoints **Kathleen Mowat**, retired ordained minister, beginning July 1, 2021 to December 31, 2021, part time based on 27 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63613 (pro-rated \$42938.78) per annum salary in addition to the minimum at 1.85% which equals \$1176.84 (pro-rated \$795.70), for a total salary of \$64,789.84 (pro-rated \$43734.48), basic telephone \$804 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1013.16) 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 of change in terms of existing appointment of **Metropolitan Pastoral Charge (Toronto)** and re-appoints **Jason Meyers**, ordained minister, beginning June 1, 2021 to August 31, 2021, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$65,461 per annum, salary in addition to the minimum at 35% which equals \$22,911.35, for a total salary of \$88,372.35, 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 re-appointment does not require an act of covenant.

... concurs with the request in change of terms of **Glebe Road Pastoral Charge (Toronto)** and appoints **Cynthia O'Connell**, candidate, beginning August 9, 2021 to August 8, 2022, full time based on 40 hours per week with the following terms for Candidate Category Step 2, 3 plus years and Cost of Living Group Assignment 5: Salary \$62,048 per annum, salary in addition to the minimum at 13% which equals \$8065, 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 appointment does require an act of covenant.

... concurs with the request of **Eglinton St. George's Pastoral Charge (Toronto)** and re-appoints **Donald Parsons**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, 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 \$27132.75) 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 **Bond Head Newton Robinson Pastoral Charge (Bond Head)** and appoints **Patti Rodgers**, designated lay minister, beginning July 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$65,843 per annum, salary in addition to the minimum at 2.56% which equals \$1685.58, for a total salary of \$67528.58, basic telephone \$900 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 require an act of covenant.

... concurs with the request of **Wesley Mimico Pastoral Charge (Toronto)** and re-appoints **Joan Smith**, 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 E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$35,316) per annum salary in addition to the minimum at 7.88% which equals \$5565.80 (pro-rated \$2784), for a total salary of \$76,197.80 (pro-rated \$38,100), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$740) 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 **Lemonville Pastoral Charge (Stouffville)** and re-appoints **Nancy Umphrey**, candidate, beginning July 1, 2021 to June 30, 2023, part time based on 30 hours per week with the following terms for Candidate Category Step 2, 3 years and Cost of Living Group Assignment 5: Salary \$62048 (pro-rated

\$46536) per annum, basic telephone \$800 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 not require an act of covenant.

... concurs with the request of **Burton Avenue Pastoral Charge (Barrie)** and re-appoints **Andrea Wheaton**, designated lay minister, beginning July 1, 2021 to June 30, 2024, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$66,194 per annum, salary in addition to the minimum at 8.47% which equals \$5606.63, for a total salary of \$71800.63, basic telephone \$1200 per annum, Continuing Education and Learning Amount \$2000 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.

Comments:

There is a huge diversity in salaries which also has ramifications in terms of the disparity between salaries. For example, it also affects people's pensions.

Commission members expressed anger and frustration with this disparity. The national compensation system is not working. The Cost of Living categories are not adequate, as is evident from salaries that are being paid in areas where the cost of housing is very high.

It was noted that the issue of maximum salary cap has been raised at General Council some time ago. This commission could raise it again.

If we were able to put together salary comparisons data and made it available to ministers, this might help address the situation in terms of providing data for negotiations.

Paul Stott noted that he has studied the history of salary policies over the life of the denomination and this is not a new issue.

Why is Toronto not in Cost of Living group 6?

Also there used to be some presbytery policies mandating parity within a pastoral charge where there was team ministry.

Andy noted that we don't have the power to change salaries at this point, but we have our equity report and other past policies to address these issues in the future. We have to work within the policies we have in place for now, and look at what policies we can create at a regional level, and also advocate at a national level.

c) **License to Administer Sacraments**

... concurs with the request of **Glebe Road Pastoral Charge (Toronto)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Cynthia O'Connell**, candidate for ordained ministry, during her time of appointment at Glebe Road Pastoral Charge.

... concurs with the request of **Bond Head Newton Robinson Pastoral Charge (Bond Head)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Patti Rodgers**, designated lay minister, during her time of appointment at Bond Head Pastoral Charge.

d) **Voluntary Associate Ministry Position**

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and **Alana Martin**, to enter into a Voluntary Associate Minister relationship, beginning June 15, 2021.

e) **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 **Karen Dale**, commissioned diaconal minister at **Beach Pastoral Charge (Toronto)** effective December 31, 2021 and gives thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Alexa Gilmour**, ordained minister at **Windermere Pastoral Charge (Toronto)** effective September 30, 2021 and gives thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Won Hur**, ordained minister at **Ebenezer Pastoral Charge (Markham)** effective August 31, 2021 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 **Heather Stevenson**, ordained minister at **Cheltenham Pastoral Charge (Caledon)** effective August 31, 2021 and give thanks for her ministry.

**MOTION**

**CARRIED**

**MOTION** by Donna Bowman-Woodall / Liz Mackenzie  
that the Pastoral Relations Commission bring a proposal regarding salary equity to  
the next General Council meeting that would include addressing percentages over  
minimum and salary parity within a pastoral charge.

**MOTION**

**CARRIED**

## **Report from staff**

### **a) Liaisons**

The following liaisons have been appointed by staff:

Donna Bowman-Woodall appointed to Central Pastoral Charge (Toronto) for search for a called or appointed minister.

Gail Hamblin appointed to Alderwood Pastoral Charge (Toronto) for search for a called or appointed minister.

Amy Lee appointed to Parkdale Pastoral Charge (Toronto) for search for a called or appointed minister.

Henry Poutiainen appointed to Richmond Hill Pastoral Charge for search for a short term appointed and then a called or appointed minister.

Catherine Hions appointed to Ebenezer Pastoral Charge (Toronto) for search for a short term appointed and then called or appointed minister.

Dan Benson appointed to Beach Pastoral Charge (Toronto) for search for a called or appointed minister.

Jim Clubine appointed to Stouffville United Church for search for called or appointed minister

### **b) Pastoral Charge Supervisors**

The following pastoral charge supervisors have been appointed by staff:

Lisa Naumann appointed to Nobleton-Schomberg Pastoral Charge as of July 1, 2021

Amy Lee appointed to Meadowvale Korean Pastoral Charge as of July 1, 2021

Ted Reeve appointed to Westmount Pastoral Charge (Orillia) as of July 1, 2021

Cynthia O'Connell appointed to Glebe Rd Pastoral Charge (Toronto) as of August 8, 2021.

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### **Afternoon Session**

The commission broke for lunch and reconvened at 1 p.m. for the public portion of its meeting. Members of the Communities of Faith Commission (CFC), the Executive Committee, General Council Office staff, and others joined the meeting.

Harry Ramsaran led the group in a land acknowledgement and Jody Maltby led in an opening prayer.

Robin Pilkey introduced the researcher, Marcie Gibson.

Marcie provided a summary of the Equity Research Project.

At 2 p.m., the Pastoral Relations Commission reconvened with members of the Community of Faith Commission to discuss joint business.

### **Mapping project and Community Living Faith Stories**

CFC is working with EDGE to create a live web-based map as a kind of environmental scan to capture our own living faith story for the CFC to create our vision for the future. Susie Henderson, shared some of the steps and timeline for this project.

Demographic data will be gathered and work with the Inter-Cultural Commission to see how we would shape our living faith story.

Susie also shared a web based-layered map that provides information about our region, such as population, pastoral charges, communities of faith, and so forth (see link below).

<https://edgeucc.maps.arcgis.com/apps/instant/interactivelegend/index.html?appid=83d422301ac34870b3332b8d08211d4>

At each CFC meeting, the commission looks at parts of the data to see what it tells us about our region and the shape of the region as a whole.

Who will have access to this map and data, and how much?

It is still a work in progress, but the hope is that people will add data to it. The intention is to have CFC use this to work on their missions, values, etc.

It was noted that it could link into the equity research project in terms of providing more information to ministers applying for jobs in Shining Waters.

The map will be publicly available by the fall.

## **Process for Community of Faith when a minister retires and continues employment after official retirement**

Questions were raised regarding situations when a minister retires and then goes back into the same pastoral charge: should the pastoral charge then be required to update or do their living faith story?

CFC has started to talk about living faith stories outside of the context of a change in pastoral relationships. We know that all communities are supposed to do a living faith story, but we also know that most don't do it until their minister changes.

No decision was made regarding the situation when a minister retires and then returns to the same pastoral charge.

## **Pandemic Update**

Grants offered GCO emergency pandemic loans: 20 – 25 communities of faith from Shining Waters applied.

One pastoral charge has closed, one minister has lost their job, although both situations were already not stable prior to the pandemic.

Ministry personnel are definitely tired. Also lay leadership has been diminishing and that may add a burden to ministers. Governance is getting thin in some communities of faith. Staff are planning to talk about addressing the governance and lay leadership challenges that have emerged from the pandemic.

How will we come back to church after the pandemic has ended? We will come back to a different church.

We need to “experiment and learn”, in the words of one of our church elders. It's an opportunity to do things in a different way. On line services have been able to reach further than in person services.

Like many aspects of the pandemic, it has highlighted the inequities between pastoral charges. Some have tech support, money, and other resources to pivot and use the opportunities presented by the pandemic.

Staff will continue to monitor the regional council's communities of faith and ministry personnel and provide pandemic support as we are able.

**Next Meetings**

**APPENDIX A**

The meeting schedule of the commission for 2021/22 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 a for schedule of meetings)

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, August 31, 2020 at 9:00 a.m. This meeting will mainly deal with the omnibus. In September, the commission will focus on prioritizing recommendations from the equity report. The October meeting will be dealing with an action plan.

**End of meeting**

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

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Andrew Comar, Chair

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Dale Hildebrand, note taker

APPENDIX A

**Shining Waters Pastoral Relations Commission**

**Meeting schedule 2021/2022**

**All meetings are Tuesdays at 9:00 a.m. on Zoom unless otherwise noted**

August 31, 2021

September 28, 2021

October 26, 2021

November 30, 2021

December 14, 2021

January 25, 2022

February 22, 2022

March 29, 2022

April 26, 2022

May 10, 2022 (\*moved up from normal last

Tuesday of month to accommodate

ordination candidates)

June 14, 2022 (in person all day meeting)