

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

**Minutes of a meeting of the  
Pastoral Relations Commission  
Tuesday, September 28, 2021**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, September 28, 2021 by video conference. The meeting began at 9:00 a.m.

**Members Present**

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

**Regrets:** Todd McDonald

**Welcome, constituting the meeting and prayer**

Andrew Comar 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 Barbara Hendren/Beth Moore  
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 Liz Mackenzie/Beth Moore  
that the minutes of the August 31, 2021 meeting of the commission be approved.

**MOTION**

**CARRIED**

**Omnibus Motion**

**MOTION** by Paul Stott/Lawrence Nyarko  
that the Pastoral Relations Commission take the following actions:

a) **Appointments**

... concurs with the request of **Windermere Pastoral Charge (Toronto)** and appoints **Joseph Hopkins**, admissions minister, beginning October 1, 2021 to June 30, 2022, 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, salary in addition to the minimum at 6% which equals \$3927.66, for a total salary of \$69,388.66 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 appointment does require an act of covenant.

... concurs with the request of **Central, Weston Pastoral Charge (Toronto)** and appoints **Bradley Inglis**, ordained minister, beginning October 18, 2021 to October 17, 2022, full time based on 40 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$68,908, salary in addition to the minimum at 8.84% which equals \$6092, for a total salary of \$75,000 per annum, 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 **Markham: St. Andrew's Pastoral Charge (Markham)** and appoints **Shannon Mang**, ordained minister, beginning September 18, 2021 to March 17, 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) salary in addition to the minimum at 10% which equals \$7235.40 (pro-rated \$3617.70) for a total salary of \$79,589.40 (pro-rated \$39,794.70) per annum, 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 appointment does not require an act of covenant.

b) **Voluntary Associate Minister Positions**

... concurs with the request of **East End Pastoral Charge (Toronto)** and **Debra Schneider**, to enter a Voluntary Associate Minister relationship, beginning July 1, 2021.

... concurs with the request of **East End Pastoral Charge (Toronto)** and **Jane Brushey-Martin**, to enter a Voluntary Associate Minister relationship, beginning July 1, 2021.

... concurs with the request of **East End Pastoral Charge (Toronto)** and **Robert (Robin) Wardlaw**, to enter a Voluntary Associate Minister relationship, beginning July 1, 2021.

c) **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 **Andrew Stirling**, ordained minister at **Timothy Eaton Memorial Pastoral Charge (Toronto)** effective December 31, 2021 and gives thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Sae Yun Lee**, ordained minister at **North York Korean Pastoral Charge (Toronto)** effective December 31, 2021 and gives thanks for his ministry.

**MOTION**

**CARRIED**

**Report from staff**

**a) Liaisons**

The following liaisons have been appointed by staff:

Julie Brushey appointed as liaison to Lake of Bays Pastoral Charge (Dwight) for purposes of a search.

Kathryn Moase appointed as liaison to Timothy Eaton United Church (Toronto) for short-term supply and call.

**b) Pastoral Charge Supervisors**

There were no pastoral charge supervisors appointed by staff for this period.

**c) Other issues**

Staff are receiving an increasing number of concerns/requests from pastoral charges who are searching for short term appointments, and who cannot find applicants on ChurchHub. We have in the past relied heavily on our retired ministers to fill these appointments. Even with a significant number of ministers retiring, there are not enough willing to take appointments to meet this demand. This is going to be an increasing challenge. How might we respond?

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As we enter another busy fall period, and eighteen months into the pandemic now with the fourth wave, the resilience of our Communities of Faith (CoFs) and ministers is running very thin in some cases. There will likely be an increase in congregations closing permanently over the next 6 – 12 months as a result of pandemic stresses.

Questions and comments:

What about the regional council encouraging amalgamations? Dale noted that the region has been promoting Collaborative Ministry Agreements where pastoral charges are encouraged to think about sharing ministry personnel and other resources. This is short of an amalgamation but a creative way to deal with financial and other scarce resources.

We want healthy ministries coming out of this, not just ministries that are hanging on. How do we support our ministers and CoFs to be healthy?

We need to collect better information from our CoFs. We've been collecting the same data for a hundred years, and it is not helping us look into the future and be strategic.

We also don't do well supporting other models besides closing. Not necessarily amalgamation but possibly other models.

Dale will bring these comments to his CoF staff colleagues and to the Communities of Faith Commission.

### **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?

### **Sorting and Prioritizing Recommendations –**

The commission was sent a number of documents by staff ahead of this meeting. What are our next steps in preparing an action plan and following up to the Equity Report?

One suggestion is to hive off Office of Vocation areas of responsibility, and indicate that we are handing this work over to them, and encourage them to put together a plan for how they will address these. We need to be careful about how we couch the communications to OV staff. We want to give them the context of the recommendations and offer to work with

them. There was some discussion about who at General Council Office we should be in conversation with. Let's not limit it to one group of staff.

Has there been follow up conversation with OV staff on these recommendations? No, not yet.

Which recommendations might not be feasible or are lower priority? Should we focus on a lower number and develop a five year plan: recommendations for year 1, year 2, etc.?

There are some internal contradictions: e.g., #3 and #6. These need to be resolved.

Could we work in small groups of the Commission? Each group could take a cluster of recommendations. Possible tasks of the small groups:

- a) prioritize the recommendations: immediate, medium term (1 - 2 years), long term (3 -4 years).
- b) go through the columns of the chart that was sent out: who has authority, who will advocate – provide some answers to these
- c) determine if there are any recommendations that are not feasible at this time
- d) in order to act on the recommendations, what are the next steps that are required and by who?

Dale was asked to create three groups to do this. In creating the groups, consider a mix of lay and ministry personnel. Also have one person from the Equity Advisory Group in each group (Liz Mackenzie, Robin Pilkey, and Lawrence Nyarko).

### **Correspondence from the Candidacy Board**

The chair of the Candidacy Board for Shining Waters and Canadian Shield regions has sent a letter to our commission, asking that we “share with us if you have policies in place where it states the frequencies of pulpit supply at one location? If you do not have such policies in place, would you be willing to set up some perimeters for candidates’ pulpit supply at one location?”

Dale explained the context: the issue of pulpit supply comes up frequently among the regions and the policy is somewhat vague. At one point, the General Secretary was asked to provide an Opinion Letter to clarify pulpit supply, but the only real clarity that came forward was that pulpit supply is meant for “one – two Sundays”.

A question was asked: if someone is made a candidate, should they not be ready then to be in an appointment? Answer: No. The Candidacy Board determines when in a candidate’s pathway they are far enough along to take on the responsibility of an appointment.

How do you get on the pulpit supply list?

What is the policy around pulpit supply?

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Staff will come back with more information at the next meeting so that the commission can respond to the request of the letter.

### **Correspondence from the Nominations Committee**

The Nominations Committee of Shining Waters Regional Council is hosting a Town Hall information gathering on Wednesday, October 13th from 7 – 8 p.m. They would like to invite one or two members of the Pastoral Relations Commission to participate in the gathering. Each commission and committee will have a brief opportunity to share what their work is and then folks will be able to ask questions. They hope that this will facilitate discernment for anyone considering a role in the region. Who would like to represent our commission at this meeting?

Beth Moore and Liz Mackenzie volunteered.

### **Next Meeting**

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, October 26, 2021 at 9:00 a.m.

### **End of meeting**

There being no further business, Liz Mackenzie closed the meeting with a prayer from Joyce Rupp.

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Andrew Comar, Chair

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Dale Hildebrand, note taker

