

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

**Minutes of a meeting of the
Pastoral Relations Commission
Tuesday, February 27, 2024**

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, February 27, 2024 by Zoom video conference. The meeting began at 9:00 a.m.

Present:

Andrew Comar (ordered); Todd McDonald (staff); Barbara Hendren (lay); William Haughton (ordered); Sung-Ran Kim (ordered); Deirdre Lawrence (lay); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); Liz Mackenzie (ordered); Kim Uyede-Kai (staff)

Regrets: Donna Bowman Woodall (ordered); Paul Stott (lay);

Guests: Rob Smith, Calin Lau, Dale Hildebrand

Welcome, constituting the meeting and prayer

Andrew Comar, acting chair, declared there was a quorum and called the meeting to order in the name of Jesus Christ. Andrew welcomed everyone, acknowledged the indigenous territory that they found themselves, read 'Searching' from the Iona community in Scotland. Andy then led the opening prayer by reading a prayer from week one of the Lenten study book, Act Fast.

Agenda

MOTION by Robin Pilkey / Beth Moore SW PRC 2024-02-27-01
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 Barbara Hendren / Deirdre Lawrence SW PRC 2024-02-27-02
that the minutes of the January 30, 2024 meeting of the commission be approved.

MOTION

CARRIED

Review of Eric Law's R.E.S.P.E.C.T. Guide

APPENDIX A

The Commission reviewed Eric Law's R.E.S.P.E.C.T. guide to healthy communication that was first introduced to the Commission in October 2022. Todd briefly went over the various aspects of the guidelines and then focused on being sensitive to difference in communication styles. Todd noted that communication styles are rooted in culture. He added that tone and volume of speech have cultural differences, as does eye contact, the use of silences and emotional expressiveness. He added that not one is right or wrong, and to be sensitive to the difference in communication styles that are within our circle.

Introductions

Andy invited the commission members to introduce themselves and what church they come from or serve. The Commission welcomed Robert Smith, the new Pastoral Relations Minister covering communities of faith south of Highway 407 and west of Yonge Street. Rob introduced himself and noted that he is also the Pastoral Relations Minister for Canadian Shield Regional Council.

The Commission welcomed Calin Lau, the new Growth Animator. Calin spoke about his new role and vision for his ministry within Shining Waters and Canadian Shield Regional Councils. Calin noted that his role is very collaborative and breaks into two parts; one is to support existing communities of faith, and the other to see new emerging communities of faith. Todd noted that Calin had been very active as a member of the Communities of Faith Commission and has a good knowledge of our communities of faith in Shining Waters.

Discussion about Omnibus Motion

There was some discussion around how the use of a manse affects the salary amount indicated in a call or appointment. Todd noted that there are two salary schedules for ministry personnel, one with and one without a manse. Those without a manse are receiving what used to be called a housing allowance. Those with a manse have this housing component removed from the salary amount, and so the salary looks significantly less than what it would be in most situations we see.

There was a question around who does the oversight for a mission, such as the Filipino Christian Fellowship Mission (FCF). Kim responded that missions are a community of faith of Shining Waters Regional Council. In the case of FCF, Joel Aguirre is a minister of The United Church of Canada so they do not require a pastoral charge supervisor.

There was a question about the long length of notice given by some ministry personnel when they request a change in relationship. Is it really necessary when 90 day-notice is all that is required? Todd said that there is a minimum requirement of 90 days-notice but there is no maximum notice period, so they can give as much notice as they want. Retiring

ministers seem to want to give lots of notice so their community of faith have time to do their search before they leave.

Omnibus Motion

MOTION by Lawrence Nyarko / William Haughton SW PRC 2024-02-27-03
that the Pastoral Relations Commission take the following actions:

a) **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 **Deborah Hart**, ordained minister at **Deer Park Pastoral Charge (Toronto)** effective December 31, 2024 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 **Parkwood Pastoral Charge (Toronto)** effective May 6, 2024 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 **James Keenan**, ordained minister at **Saint Luke's Pastoral Charge (Toronto)** effective May 31, 2024 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 **Brian McIntosh**, ordained minister at **Bloordale Pastoral Charge (Toronto)** effective June 30, 2024 and gives thanks for his ministry.

b) **Calls**

... concurs with the request of **College Street Pastoral Charge (Toronto)** and approves the call to **Jeffrey Dale**, ordained minister, beginning May 1, 2024, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5, and use of manse: Salary \$42,635 per annum, salary in addition to the minimum at 87.64% which equals \$37,365, for a total salary of \$80,000 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1640 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.

c) **Appointments**

... concurs with the request of **Filipino Christian Fellowship Mission (Toronto)** and approves the reappointment of **Joel Saavedra Aguirre**, ordained minister, from January 1, 2024 to December 31, 2024, part time based on 30 hours per week with the following terms for Category E and Cost of Living Group Assignment 5:

Salary \$73,644 (pro-rated \$58,938) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1640 (pro-rated \$1230) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

... concurs with the request of **Kingston Road Pastoral Charge (Toronto)** and approves the reappointment of **Debra Schneider**, retired ordained minister, from February 1, 2024 to April 29, 2024, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$80,562 per annum, basic telephone \$1080 per annum, Continuing Education and Learning Amount \$1640 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

MOTION

CARRIED

Report from Staff

Staff reported in on work they are doing:

a) Liaisons

The following liaisons were appointed by staff:

Fraser Williamson appointed to Unity Pastoral Charge (Vasey) for a search for new minister.

Ron Ewart appointed to Palgrave Pastoral Charge because Palgrave United is initiating the ending of a pastoral relationship.

Barbara Hendren appointed to Thornhill Pastoral Charge for a provisional call for the exiting position which was filled with a SME Candidate.

Lynella Reid-James appointed to Northlea Pastoral Charge to revise the current minister's terms of call (at minister's request) and create a second position for a half time.

Mhairi Godley appointed to Parkwoods Pastoral Charge appointed for a search for a new minister.

Sadekie Lyttle-Forbes appointed to Unionville: Central Pastoral Charge, appointed for a search for a new minister.

b) Pastoral Charge Supervisors

No pastoral charge supervisors were appointed by staff.

c) Flourish Updates

The Flourish Advisory Group will next meet on March 21, 2024.

Equity Project Goal and Plan Rubric updates

The Equity Task Group will report at the March meeting.

Good Bye

The Commission welcomed Dale Hildebrand, who joined the meeting at 9:40 a.m. Dale will retire at the end of February 2024. Andy Comar, acting chair, thanked Dale for his ministry and wished him many blessings for his future retirement. Many commission members shared fond memories and farewells. Dale thanked everyone and then left the meeting.

A gift card of \$100 for a dinner out will be sent to Dale from the Pastoral Relations Commission in appreciation.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, March 26, 2024, at 9:00 a.m.

End of Meeting

There being no further business, Will Haughton closed the meeting with a Lenten prayer from Voices United.

Andrew Comar
Acting Chair

Donna Rutz
Note taker

February 27, 2024 - 6

APPENDIX A – Eric Law’s R.E.S.P.E.C.T. Guide

Eric Law’s Respectful Communication Guidelines

R = take RESPONSIBILITY for what you say and feel without blaming others.

E = use EMPATHETIC listening.

S = be SENSITIVE to differences in communication styles.

P = PONDER what you hear and feel before you speak.

E = EXAMINE your own assumptions and perceptions.

C = keep CONFIDENTIALITY (Share CONSTRUCTIVELY to uphold the wellbeing of the COMMUNITY)

T = TRUST ambiguity because we are NOT here to debate who is right or wrong.

From The Bush Was Blazing But Not Consumed by Eric H.F. Law, Chalice Press, 1996