

PERSONNEL SUPPORT AND EDUCATION COMMISSION

MINUTES OF A MEETING held April 4, 2017 at 1:00 p.m.
at Midhurst United Church, Midhurst, ON

ATTENDANCE: Thelma Arnott, Joy Crawford, Pat Edmonds, Nina Fulford (Chair), Donna Hazlett, Elaine Lush, Linda Mather, Jim McKean, Rick McKinley, Richard Moffat, Bruce Roffey (Secretary), Terry Thom, Bright Yun.

Staff: Jane Sullivan (until 2 p.m.), Todd McDonald (after 2 p.m.).

Regrets: Donna Bowman-Woodall, Andy Comar, Ted Daglish, Paul Dempsey, Leslie Sedore, Derek Shelly, Fran Watterworth, Sue Wood.

Constituting the meeting: Call to Order/ Declaration of Quorum / Opening Worship
Nina Fulford called the meeting to order at 1:15 p.m. and declared that a quorum was present.
Nina opened the meeting with prayer.

1. OPENING MOTIONS:

1.1 Approval of Agenda

MOTION: that the agenda for this meeting is accepted as circulated.

Moved by: Pat Edmonds

Seconded by: Richard Moffat

CARRIED

1.2 Approval of the roll of Personnel Support and Education Commission signified by signing the attendance list.

1.3 Approval of Prior Minutes

MOTION: that the Personnel Commission of Living Waters Presbytery approves the Minutes of the meeting held February 22, 2017 as circulated.

Moved by: Rick McKinley

Seconded by: Joy Crawford

CARRIED

2. PERSONNEL SUPPORT

2.1 Sandford-Zephyr UC – Request to Declare a Vacancy

MOTION: that the Personnel Support and Education Commission of Living Waters Presbytery has found the Sandford-Zephyr pastoral charge, documentation to be complete:

- Ministry Articulation Profile is in place

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- Ministry Position Description (TC425 PD) for a part-time ministry position is approved
 - Demographic, Financial and Community Profile (TC 425 DFC) is in place
 - The community of faith commits to using the pastoral charge payroll service and have an ADP code
- and declares the Sandford-Zephyr Pastoral Charge ministry position of a full-time Ordained Minister vacant effective June 1, 2017.

Moved by: Rick McKinley

Seconded by: Terry Thom

CARRIED

- 2.2 Trinity, Newmarket and Toronto United Church Council (TUCC) – Application to be approved as a Supervised Ministry Education Site

MOTION: that the Personnel Support and Education Commission of Living Waters Presbytery approves the Application by Trinity United Church, Newmarket, and the Toronto United Church Council, to be a learning site for supervised ministry education.

Moved by: Terry Thom

Seconded by: Linda Mather

CARRIED

MOTION: that the Personnel Support and Education Commission of Living Waters Presbytery approves the internship placement grant application from Trinity United Church, Newmarket, and Toronto United Church Council.

Moved by: Terry Thom

Seconded by: Linda Mather

CARRIED

- 2.3 Pastoral Charge Supervisor – Wesley UC, Wesley Corners

MOTION: that the Personnel Support and Education Commission of Living Waters Presbytery appoints Rick McKinley as Pastoral Charge Supervisor for Wesley United Church, Wesley Corners, effective June 1, 2017.

Moved by: Jim McKean

Seconded by: Richard Moffat

CARRIED

- 2.4 Evergreen Pastoral Charge – update
They are in the process of considering selling the Rosseau building.

- 2.5 Exit Interviews

- Debbie McMillan – Unity

Nina Fulford completed the exit interview with Debbie McMillan by phone on March 14. She also spoke with Laurie Stoll, chair of the leadership team. Nina reported on these two interviews.

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3. EDUCATION AND STUDENTS

3.1 Presbytery Student Interviews – April 21, 2017

The schedule has been sent to the participants. Joy Crawford said that she was interested but had not received the email. Paul Dempsey is not well and will not attend.

4. OTHER BUSINESS

4.1 Annual Assessment of Ministry Personnel – Report from Todd McDonald

See Appendix 1.

Todd also spoke about replacing traditional problem-solving method of strategic planning with appreciative enquiry, which looks for what is positive and going well and then builds on that. Problems then cease to be important and often vanish. Appreciative enquiry is a method of developing organic growth. Appreciative enquiry is a business concept, which has been appropriated by the church.

4.2 Team Ministry Training and Orientation – Todd McDonald

This is a work in progress. There are only a few team ministries in the presbytery, but work is being done in information-finding and the exploration of team ministry development.

4.3 Toronto Conference draft policy on Disengaging from Pastoral Relationships – Jane Sullivan

The draft policy was discussed. One concern was the role of the new incumbent in decision-making regarding the previous incumbent. Jane Sullivan took notes.

4.4 Support for ministry personnel

A number of ideas were discussed. There was a feeling that when an event is for social purposes only, ministers are reluctant to devote time. However, when the event has a specific purpose, ministers are more likely to attend. Socialization and mutual support is a by-product. The mid-winter discussions held by David Allen were seen as a positive and effective method of drawing ministers together. Choosing the right time of year when ministers are not very busy, such as between seasons, is important. It was suggested that Personnel Support and Education commission members be pro-active in urging clergy to attend such gatherings.

5. NEXT MEETING: To be arranged.

CLOSING

The agenda having been completed the meeting was closed. Nina Fulford closed the meeting with the Celtic Benediction.

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Appendix 1

Todd McDonald Presbytery report

Based on 2016 annual assessment of ministry personnel in Toronto Conference.

Preamble: There are three markers of congregational vitality¹;

- i. Maturation growth (Connection to God): growth of faith of individuals within a community of faith.
- ii. Organic growth (Connection to each other): growth of the congregation, either in their connection to each other; growth in number of those who are involved in the life of the congregations; stewardship; skills, gift and passions connected to ministry within.
- iii. Incarnational growth (Connection to the world): faith actualized in the community

Overall, I was impressed with the level of performance of our ministers. I read of much more appreciation than any other expression in this year's round of annual assessments. But if I was to identify the marker of vitality that is of most concern to the M&P committees and I would assume the pastoral charge our ministers are serving, it is organic growth. They are most concerned with organic growth.

I heard many times about stewardship. Congregations want to develop stronger stewardship profiles and are asking their ministers for help. This isn't only about money, though that is there. I have heard more about volunteer hours and developing lay leadership. (Pleased that Living Waters is now developing a leadership cohort for lay leaders).

¹ United Church of Christ, Center of Analysis, Research and Data.