

DIVISION OF HUMAN RESOURCES

This past year has been a challenging and yet rewarding year as we embraced doing the work of the church amid a pandemic. The Division of Human Resources is comprised of five teams: Licensing Team, Ministerial, Human and Pastoral Relations Team, Retiree Support Team, Nominations Team, and Chaplaincy Team. All teams meet on a regular basis and bring recommendations to the Division. While Teams and the Division are able to act on certain recommendations, others are brought to the Regional Executive for final approval.

Licensing Team (Convenor: Bruce Rideout)

The terms of reference for the Licensing Team are to receive, review and recommend appropriate action on requests for designation and licensing outside the Candidacy Pathway. To complete these actions, the team also develops and implements policies around ministries not covered by the Governance Manual or national church policies.

Our team oversees Licensed Lay Worship Leaders (LLWL) and Sacraments Elders. Anyone licensed in these capacities has to reapply annually for renewal of their licences, and the policies governing their education and admission into that form of ministry are available through the region's web site. We also oversee the granting of sacraments licences to designated lay ministers and student ministers appointed as ministerial staff to pastoral charges in our region.

We currently have 4 Sacraments Elders and 2 Licensed Lay Worship Leaders in the region, with several other people at various stages of their educational process for LLWL who will then be interviewed prior to licensing. We are continually reviewing regional policies on these forms of ministerial support and, hopefully, overcoming problems as they arise. All policies should be available on the regional web site.

Ministerial, Human and Pastoral Relations Team (Convenor: Ian March-MacCuish)

This team fulfills the following mandate:

- To provide guidance and oversight to the region and pastoral charges with respect to human relations, employment practices, and pastoral relations.
 - All Appointment and Call Forms come through this team to the Division of Human Resources.
 - As Convenor I would like to thank members of our team for your work and commitment: Oliver Dingwell, Derek White, Iris Partridge, Dean Sellars, Bob Bennett, and Heather Sandford (Staff Support).

Retiree Support Team (Convenor: Kathy Brett)

This team fulfills the following mandate:

- To provide guidance and oversight and support to the retirees of the First Dawn Eastern Edge Region.

To start this process and achieve success we feel we need to focus on the following areas:

1. Open the lines of communication between Region and the Retirees:

Initial calls will be made to each Retiree/Spouse to introduce our team, its mandate and how we hope to be of service to them. We'll also explore any ideas or feedback they might be willing to share to help further establish successful communications.

2. Establish a regular program of communication with each individual so we can become familiar with each other:

Communication by phone will happen regularly but we will also set up an email program so when the need arises a comfort and trust level will have been established.

3. Confirm our availability and support with matters relating to Pension, Benefits and Administration issues or concerns:

We will be clear we may not have all the answers but we will help get the information needed.

4. Assist Retirees to maintain communication with each other:

We will set up and provide (with their prior approval) a list of all Retirees geographically so they can communicate with each other and “keep in touch”. This can be achieved in several ways and we will look at setting up email information for the group as well.

5. Ensure Retirees are receiving pastoral care from their home congregations

Please note: We still require additional volunteers and a secretary to effectively manage the objective.

Nominations Team (Convenor: Bruce Rideout)

This team fulfills the following mandate:

- To provide leadership, guidance, terms of reference and recruitment for all Divisions and Teams with the First Dawn Eastern Edge Region.
 - All Expressions of Interest are to be submitted to this team.

Please note: A copy of the most current Nominations Report is included in the docket.

Chaplaincy Team (Convenor: Peggy Johnson)

This team fulfills the following mandate:

- To provide guidance and oversight for the work of chaplains in the First Dawn Eastern Edge Region.
- The team continues to work to provide chaplaincy service to St. John’s acute care hospitals and Her Majesty’s Penitentiary, the Miller Centre. We are also working to provide chaplaincy services for Gander, Grand Falls-Windsor and Corner Brook.
- We wish to express our thanks to our chaplains in each of the sites we offer pastoral support.
- A big thank you to Rev. Dave Guzzwell for filling-in when needed in the St. John’s area.
- Also, a thank you to the chaplaincy team for their continued dedication for pastoral care in our province.

Note: Many of our teams are in dire need of people who are willing to serve. If we are to be effective in doing God’s work, we need volunteers. Please share your gifts and talents to the work of the church by filling out an Expression of Interest Form. Together, we can accomplish great things.

Note of Thanks: A big thank you for those who so freely give of their time, talents, skill, and knowledge to this work of our church. Blessings.

Paul Vardy
Chair