

**First Dawn Eastern Edge Region  
Division of Human Resources  
June 2024 Annual Regional Meetings**

The Division of Human Resources consist of: Paul Vardy (Chair), Lorraine Elliott (secretary), Heather Sandford (Regional Minister), Oliver Dingwell, Jane Taylor, Bob Bennett, Valerie Kingsbury, Ian March-MacCuish, and Jocelyn Cook.

The Division of Human Resources is comprised of four teams: Licensing Team, Ministerial/Human and Pastoral Relations Team, Retiree Support 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 - especially those that pertain to policy or require further work by the Region.

**Licensing Team (Convenor: Jocelyn Cook)**

This Team consist of: Jocelyn Cook (convenor), Alfreda Martin, Donna Hann, James Evans.

The team met several times during the year for the purposes of:

1. Renewing Sacrament Elders 'Licenses
2. Interviewing new candidates for Licensed Lay Worship Leadership and to renew licenses for those LLWL's already practicing (licenses are renewed in June of each year).

The team usually meet by Zoom and the meetings have been pleasant with business accomplished. Occasionally, motions for licenses have been done by email, as well.

We currently have two (2) LLWLs serving in First Dawn Eastern Edge Region. We'd like to thank them for their service and leadership at this time.

We also have nine (9) Sacrament Elders within our Region.

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

This team consist of: Ian March-MacCuish (convenor), Derrick White, Oliver Dingwell, Iris Patridge, Bob Bennett, Dean Sellers, Heather Sandford.

Pastoral Relations continues to fulfill its mandate of support and guidance to communities of faith, ministry personnel and their relationship with each other.

We have been working on various workshops and trainings that will help communities of faith and those who volunteer with the region to journey alongside them. We have held a training for pastoral charge supervisors to make sure that they know what is expected of them. For those that are pastoral charge supervisors that missed the training or would like a refresher please contact Heather to set up another training time.

We also continue to train liaison who will work with our search committees to help them through the process of searching and selecting a new ministry personnel for their community of faith. This general training was done as a train the trainer event. More trainings for liaisons will be coming more frequently so we can tackle some of the more in-depth questions that seem to be coming up as liaisons journey with communities for faith.

We have several churches that are looking at collaborating with each other to create a full - time position for perspective ministry personnel. This takes time and energy to go through the steps to create this new shared position. Pastoral Relations team is in the process of developing a handbook with resources to help liaisons and communities of faith as they discern if this is an option for them.

We thank all of our pastoral charge supervisors and liaisons as they journey alongside of the communities of faith in this region. The work of the region could not happen without your generosity of time and talent. Thank you for those who have answered the call and have led meetings with communities of faith at various times. Thank you to the pastoral relations team for their continued dedication to the work that we are called to do.

### **Retiree Support Team**

This team consist of: Stephanie McClellan (convenor), Valerie Kingsbury (secretary).

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 to effectively manage the objective.

#### **Chaplaincy Team**

This team consist of: Heather Sandford (convenor), Gneid Lackey, Doreen Barbour (treasurer), Edison Wiltshire, Bonnie Adams.

July 1, 2023 brought joy to the chaplaincy team as we welcomed Rev. Stephanie Rose to part-time chaplaincy.

The Region has made the very difficult decision to move away from financially supporting paid accountable Chaplaincy. This means that as a denomination after June 30, 2025 we will no longer financially support chaplaincy. There is no doubt that our presence will be missed however spiritual care will still happen. The hospital has clinicians who offer spiritual care along with other services to the patients and staff at Eastern Health facilities.

We currently have 1.5 positions in Eastern Health that we cover at Health Science, Janeway, Miller Centre, St. Clare’s Mercy and Her Majesties Penitentiary.

Through the next year, we as a committee, will be focusing on supporting our chaplains through this time of ending and explore ways of ending our time as denominational chaplains well.

We as a team would like to thank our chaplains Rev. Karen Thorne, Rev. Stephanie Rose, and our fill in chaplain Rev. Dave Guzzwell for your compassion, care and dedication to the work that you do. It is evident that the work that you do in the hospital makes a difference.

For the team who has worked well together through this year and have stayed with chaplaincy through this difficult time, Thank you. Your care and generosity with your time and talent has not gone unnoticed.

---

**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.

Respectfully

Paul Vardy  
Chair of Human Resources.

**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.