

**First Dawn Eastern Edge Region  
Division of Human Resources  
May 2025 Annual Regional Meetings**

The Division of Human Resources consists of: Carol-Ann Stringer (Secretary), Heather Sandford (Regional Minister), Jocelyn Cook, Stephanie McClellan, Jason Boyd, Beverly Wells and Carolyn Robinson.

The Division of Human Resources is comprised of three teams: Licensing, Pastoral Relations and Retiree Support. 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.

On June 30, 2025 we as a Region have pulled out of chaplaincy as we have known it to be. Our chaplains Rev. Karen Thorne and Rev. Stephanie Rose finished their positions as denominational chaplains. After years of trying to work towards something different with the hospitals and other denominations, we as a Region made the challenging decision to pull out of the denominational chaplaincy as it was known. Since June 30, Doreen Barbour, chaplaincy treasurer, has been working with Alison Piercey to close the books and the bank account. ROEs have been given and T4s have gone out to each of the chaplains.

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

This Team consists of: Jocelyn Cook (Convenor), Donna Hann and Stephen Matthews.

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 LLWLs 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 with one awaiting an interview. We'd like to thank them for their service and leadership at this time.

We also have seven (7) Sacrament Elders within our Region. We want to thank the Rev. Paul Vardy for his time and wisdom as he led the Sacraments Elders Course for the Region. Paul has decided to step away from this piece of work for the Region. It is with deep gratitude that we say thank you for this work. We also want to thank the Rev. Oliver Dingwell for offering his expertise to lead the Sacraments Elders Course for the Region.

**Pastoral Relations Team (Convenor: Jason Boyd)**

The Pastoral Relations Team consists of: Jason Boyd (Convenor), Dave Anthony, Derek White, Oliver Dingwell, Bob Bennett, Kathy Brett, Ethel Paul, Georgina Parsons and 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. With a significant amount of work to be done, Pastoral Relations had as a goal to increase the number of persons on the team, and was successful in doing so. We find ourselves particularly blessed to have added even more faithful and committed people to continue our ministry work.

The issues we continue to face in working with communities of faith are not unknown to anyone. We are pleased that there are churches which look toward collaboration to maintain full-time positions for prospective ministry personnel, and we are challenged with decisions made which have the effect of making attracting or maintaining ministry personnel (and ministry itself) more difficult. We continue to work with churches as they move toward the end of their ministry, but also with churches who envision new horizons and new beginnings in their ministry. Our work is indeed varied.

Pastoral Relations has found great rewards in working with communities of faith which open themselves to new things to which God is calling them. With great joy we are eager to work with them to discover what new things God wishes to do through them.

We again want to extend profound gratitude to our Pastoral Charge Supervisors. All are aware that we face a great need in our Region, and for all who have welcomed the opportunity to journey alongside a community of faith as a Pastoral Charge Supervisor, please know you have our thanks. We invite others to consider this.

We extend the same profound gratitude to liaisons, volunteers, and all of those whose work keeps ministry moving forward in our communities of faith.

Thank you also to the Pastoral Relations Team for their continued dedication to the work that we are called to do. We are well aware that work we are called to do often exceeds our numbers and our time, but you have recognized the importance of this work and found joy in following this call together.

#### **Retiree Support Team (Convenor: Stephanie McClellan)**

This team consists of: Stephanie McClellan (Convenor) and Darlene Keddy

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 area. Please note that the absence of volunteers for this Team means that we have, unfortunately, not been able to fulfill our mandate.

**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**

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 volunteering. Together, we can accomplish great things.

Respectfully

Rev. Heather Sandford  
Staff to Human Resources