

**Central United Church  
Special Board Meeting  
January 26, 2019**

Diane Scheibner called the meeting to order at 9:15 a.m.

The Roll Call was circulated and signed by all those present:

Heather Anderson-Cortis, Lorraine Anderson, Norm Barnecut, Lori Bazin, Darren Berg,  
Bob Hindley, Rev. Linda Hunter, Diane Scheibner, Marivic Dela Cerna, Ron Voth,  
Sandra Child and Bill Moore

Regrets: Michael Adamowicz, Earle Allen, Kimberley Farley, Edie Lee and John Patterson

Linda began her devotion by reading select verses from 1 Corinthians 4 and then an excerpt from Margery Williams' *The Velveteen Rabbit* after which she led the meeting in prayer.

**Moved by Heather Anderson-Cortis, seconded by Bob Hindley, that the meeting Agenda be adopted as distributed. Carried.**

**Moved by Marivic Dela Cerna, seconded by Darren Berg, that the Minutes of the January 19, 2019 Board meeting be adopted as distributed (and corrected) via email. Carried.**

Board Responsibility with respect to Sexual Harassment

Diane distributed a document entitled 'Sexual Harassment' so that all Board members are well informed of the various definitions of sexual harassment. There was significant discussion citing sources such as the Canada Labour Code, Alberta's Employment Standards, *Canadian Human Rights Act* and *Alberta Human Rights Act*. By law, the employer (the Board) is responsible for the employee's (contracted personnel) actions. We must fully understand definitions, laws and responsibilities in order to move forward.

Diane reported that she had engaged in conversation with Kathy McDonald, one of the United Church of Canada's lawyers, who was not able to comment on staffing matters and subsequently referred her to another lawyer.

**Moved by Norm Barnecut, seconded by Marivic Dela Cerna, that the meeting go 'in camera' to discuss staffing matters. Carried.**

**Moved by Ron Voth, seconded by Sandra Child, that the meeting come out of the 'in camera' session. Carried.**

**Moved by Ron Voth, seconded by Marivic Dela Cerna, that the Board proceed to hire Margaret Szilassy, lawyer, to represent the interests of Central United Church regarding staffing matters. Carried.**

**Moved by Bob Hindley, seconded by Norm Barnecut, that the Board supports Ministry & Personnel in moving forward to find interim coverage for leadership of Central United Church's music ministry. Carried.**

**Moved by Marivic Dela Cerna, seconded by Ron Voth, that the Board approves entering into a contract with Jim Pender to facilitate a process with Board, Staff and others to create an environment of reconciliation at a cost of \$200/hour. Carried.**

Kathy Seibel is to be removed from the email distribution lists while on medical leave.

Other Business

Diane shared that John Patterson will not be letting his name stand for re-election at the upcoming Annual Congregational meeting.

Diane also reported that effective immediately, Kimberley Farley resigned from the Transition Team, from the position of Regional Representative and thus, from the Board. Lloyd Farley has also decided that he will not chair the Worship Team.

Diane sent a note to Kimberley and Lloyd, accepting their resignations with regret. She also sent a note to John, thanking him for his years of service on the Board.

Linda shared that she too has sent notes to John, Kimberley and Lloyd.

Linda then reported on the use of Benevolent Funds that the Board had agreed to via emails after our last meeting.

**Moved by Norm Barnecut, seconded by Ron Voth, that the meeting go 'in camera' to discuss further details. Carried.**

**Moved by Sandra Child, seconded by Darren Berg, that the meeting come out of the 'in camera' session. Carried.**

**Moved by Norm Barnecut, seconded by Ron Voth, that the Board approves, with the recipient's permission, making their needs known to the congregation and acknowledging that any contributions will not be treated as charitable donations. Carried.**

With the completion of today's business, the meeting was declared 'closed' at 12:45 p.m.

Reminder that the next Board meeting is scheduled for Saturday, March 9, 2019, at 9:00 a.m.

Linda re-read the excerpt from *The Velveteen Rabbit* and led the group in a closing prayer.



Diane Scheibner, Chair



Lori Bazin, Recording Secretary