



**Fred Monteith,  
Executive Secretary**

As Executive Secretary, Fred is a liaison between General Council and Hamilton Conference and between

Hamilton Conference and the Presbyteries and congregations. He administers the Conference Office and supervises the staff team. Fred provides advice on General Council and Conference policies in order to ensure that these policies are lived out in the Presbyteries and congregations.

Discernment, decision making, and conflict resolution are other important areas for which Fred provides support and guidance to congregations and Presbyteries.

In addition to being a representative to General Council, Fred staffs several Conference committees, including Conference Executive, Finance, Agenda and Business, Archives, Coordinating Committee on Sexual Abuse, Program and Network Coordinating Committee, Corporation Overview, Human Resources, Property, and the United Church Outdoor Ministries Corporation of Hamilton Conference.



**Barbara Hampson,  
Support Staff**

Barbara supports the Minister - Faith Formation for Discipleship and the networks staffed by her, as well as the

Human Resources Committee. She produces the monthly HAMilton PACKage mailing and print resources such as *Contact*, the Prayer Cycle and the Conference Directory. Barbara designed and maintains the Conference Web Site, and she handles general e-mail inquiries.



**Elenore LeGrand,  
Support Staff**

Elenore supports the Minister for Faithful Public Witness, the Minister for Congregational Support, and the committees

and networks staffed by them. Elenore handles applications for Individual Learning Grants and applications for Mission Support Grants, Technical Support, and Capital Assistance for congregations and outreach ministries. She provides budget preparation for Conference committees and staff.



**Janet Macaulay,  
Support Staff**

Janet supports the Executive Secretary, the Personnel Minister, and the committees staffed by them. She helps

facilitate Conference Executive and Sub-executive meetings and the Annual Meeting, and records and produces the minutes. Janet handles 400 Series Pastoral Relations Forms, Voluntary Associate Minister appointments, requests to administer the sacraments, requests for authorization to solemnize marriages, and requests for licenses to marry. She produces the Vacancy and Availability Lists. Janet responds to telephone inquiries and books meeting space.

**What is Hamilton Conference?**

Hamilton Conference is one of 13 Conferences of The United Church of Canada. It has 250 congregations in six Presbyteries: Bruce, Erie, Halton, Hamilton, Niagara, and Waterloo.

Lay delegates and ministry personnel from each pastoral charge attend the Conference Annual Meeting each year at the end of May. The Conference carries out its work during the church year through the Conference Executive, committees and networks.

Hamilton Conference's eight staff members provide leadership and support to Presbyteries and congregations from Tobermory to Lake Erie and from Kitchener-Waterloo to Mississauga, and act as a link between these groups and General Council. Program staff provide support to Presbyteries by being Persistent Friends.

**The Consulting Team:**

Hamilton Conference's Executive Secretary and Conference Ministers work as a team, consulting with congregations and Presbyteries in transition planning and development as well as during times of conflict and tension. The staff are all process designers and facilitators. In addition they are trained in mediation, crisis, and trauma reaction and sexual abuse response.

**Where is the Conference Office?**

The Conference Office is located on Highway #6 North between Highway 403 and Highway 401 (just north of Carlisle Road). Our office hours are Monday to Friday: 8:30 a.m. to 4:30 p.m.

January 2010



# Hamilton Conference Staff

Your partners in building healthy congregations and Presbyteries, effective leadership, faithful public witness and strong partnerships.

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**Peter Hartmans,  
Faithful Public Witness**

Peter brings strong skills in theological reflection and social analysis to his work in keeping before the community and the church the prophetic dimensions of the Gospel.

Congregations or groups are welcome to invite Peter to provide consultation and program resources or lead workshops in such areas as Church in Society, Social Justice, Outreach, World Outreach and interpretation of the Mission and Service Fund. Peter provides information to Presbyteries and congregations on processes, resources and strategies for working to bring about social justice. He can interpret United Church policy on social justice and help groups and individuals to understand how they can be partners in this work.

Peter helps individuals, congregations and Presbyteries to communicate with each other and provides opportunities for Presbyteries and congregations to develop communication skills. Peter acts as a link between the General Council and the constituents of Hamilton Conference. He oversees Conference media relations, Contact (a Conference newsletter), the monthly HAMilton PACKage mailing, and the Web Site.

Peter staffs the Agenda and Business Committee and its Communication Sub-Committee, World Outreach and the Bearing Faithful Public Witness Unit. Peter is a Persistent Friend to Hamilton and Waterloo Presbyteries.



**Lorna MacQueen,  
Faith Formation for  
Discipleship**

Lorna has served in Pastoral Ministry in a number of different contexts, including Interim Ministry and as Overseas Personnel. She has a strong belief that the spiritual life of a people will be reflected in their conviction and passion to live out their faith in all aspects of their lives.

Lorna understands her work as Minister for Discipleship as an opportunity to enable leadership to find ways to sustain, nurture, challenge and enable their own spiritual lives and that of their communities. Together we will foster faith and discipleship through programs, the dissemination of information and resources, and the development and encouragement of networks and working groups that will undertake ministries that offer experiential and education opportunities for persons of all ages within the bounds of Hamilton Conference.

She anticipates sharing passionate investment in spiritual growth and discipleship with many leaders and communities in the Conference, both those active in leadership now, and those God will call to this work.

She also looks forward to her role as Persistent Friend with Erie and Halton Presbyteries and her relationship with the camping ministries of Hamilton Conference.



**Judith Johnson,  
Congregational  
Support**

Judith brings to her work a long history of working and volunteering in all courts of the United Church and in the community. She can offer leadership and provide processes for visioning, working with congregations to discover ways of expressing who they are, how God's call is leading them, and what their mission and ministry can be. Judith can also help congregations with organizing, planning, assessing their needs, developing position descriptions and examining their resources. Judith provides information and support for congregational finances, brings experience in elements of financial management, and will work with congregations in this area.

Judith also offers guidance for Stewardship Education in congregations and Presbyteries. She will consult and be a resource in all areas of Stewardship Programming. Judith will lead workshops on communication skills and group dynamics, including beginning steps in managing conflict in congregations. Judith also helps congregations with developing marriage policies.

Judith staffs the Mission Strategy and Support Committee by interpreting policy and providing support. Judith is a resource person for mission units receiving Mission Support Grants and Loans and acts as a liaison between these groups and other structures of the church. She also provides staff support for the Stewardship Education Network. Judith is Persistent Friend to Bruce and Niagara Presbyteries.



**Jenny Stephens,  
Personnel Minister**

Jenny's experience in pastoral ministry and her analytical training in scientific research enable her to respond to crises in the lives of ministry personnel, pastoral charges and Presbyteries. For several years she has been a listening ear to ministry personnel consulting on issues of transition, disability, employment standards, and challenges faced in pastoral ministry.

Jenny works with Presbyteries and ministry personnel around disciplinary issues and answers questions about standing within the United Church of Canada. She is an advocate for fair and wise employment practice with all courts of the church. She seeks to ensure pastoral care for ministry personnel and their families as requested and is supported in this work by the Pastoral Care Team.

Jenny staffs the Conference Coordinating Committee on Sexual Abuse and is the contact person for complaints under the Sexual Abuse Policy. She is a member of the General Council Steering Group on the Oversight and Discipline of Ministry Personnel as well as the General Council Alternative Dispute Resolution Task Group. She provides staff support for the various committees pertaining to the training, placement, and sustaining of ministry personnel in their pastoral relationships. These include the Division of Ministry Personnel and Education, Interview Board, and Conference Committees of Education and Students, Interim Ministry, Internship and Educational Supervision, Pensions and Group Insurance, and Settlement.