



## Westminster Board of Management Meeting March 22, 2011 Minutes

1. **Welcome** – Cathy Cherwinka thanked and acknowledged our JNAC and their accomplishment. Cathy also welcomed Rev Susan Robinson from Presbytery.
2. **Prayers & Comments** - Read from Colossians 3: 12-17. Spoke to our Mission Statement and Motto “Called to Grow” followed by Prayer /Hymn written by Kathy Service
3. **Cathy’s Comments** – primary focus will be to get through JNAC presentation. Additional agenda items may have to be deferred to Exec meeting in Apr
4. **Regrets** Carolle Harding, Joan Sanderson, Francis McQuaid
5. **Correspondence** Thank you card from Margaret
6. **Review of minutes from Jan 25th meeting** Bill Hockridge moved to approve, 2<sup>nd</sup> Larry Laycock, carried
7. **New Ministry Items**
  - a. JNAC Report (Sue Kurtz & JNAC incl. Presbytery Rep(s))
    - Sue Kurtz indicated that JNAC would be looking for approvals as suggested on pg 8, or alternatively other choices available to us. Rev Susan suggested that the Bd support the Report to be taken to the congregation on Apr 3<sup>rd</sup> unless there is a radical conflict. We were also asked to listen to what the spirit is saying.
    - JNAC opened each meeting with prayer or a reading. Iain provided a story that was reminded us that we are responsible for building Westminster’s future.
    - JNAC is about recognizing future of church
    - Outside research done in addition to internal research
    - Conclusions on pgs 4-7 reviewed. Rev Susan commented that churches that are exciting and growing are taking adult CE very seriously. Paul commented that past leaders where ‘coach players’ and a program church would take the ministerial staff to take a ‘coach’ role – allowing them the time needed to accomplish what is needed. Joanne commented that a new minister would not know who all the families and what their skill set is – so cataloguing skills will be our responsibility. Jeff commented that when training and education will be important in developing volunteer confidence. Diverse training required to meet different committee needs – including common language
    - Recommendations on pg 8 do not include interim minister process. Anxiety and levels of division were not noted by JNAC which means we should be able to skip this step. 1.5 full time ministry recommended.
    - Larry Laycock felt report satisfies his wish list and believes support is critical to our future
    - Jeff Doucette appreciated seeing a letter from Christopher and felt it was a good letter for everyone at Westminster to see and accept that change is good. Jeff also wanted it to be communicated that the new minister is Christian leadership – not debt management.
    - Jody Pierson commented on volunteering being a ‘sink or swim’ situation for many people
    - Ed Rosdobutko asked if the United Church of Canada helps in any way financially to hire, reduce debt, etc to ease financial burden which currently controls all our actions. Cathy commented that prior JNAC we took financial concerns to Presbytery to look for creative ways to reduce of finds ways to manage debt – this took us to Church Extension Council and the funds that would become available from sale of Harmony. The response was that we were in a time of change and should re-visit when JNAC is completed. We now need to go back to Church Extension Council now – hopefully to the tune of \$600,000. Cathy suggested that we put this on the table at Apr executive meeting. Rev Susan also reminded us of Keith Stam as a resource. Education is also available through Conference and Presbytery.
    - Rev Bill commented that JNAC was good for much more than future hires.

- Harry Sanderson commented that we have a chicken and egg situation. Budget has a 32,000 deficit, we are losing people from our role, aging congregation and we need to encourage inclusion in wills. We anticipate further shortages and running out of money in Sep. We wouldn't be here if we weren't really interested but we also have to be very committed until church is built back up with new ministry staff. We could fail.
- Ian Beaumont commented that our congregation wanted 3 new ministry staff and the JNAC brought it down to 1.5 in recognition of debt
- Paul Pierson commented that next steps are a leap of faith but the JNAC is the congregation's voice.
- Bill Hockridge commented that the JNAC will take away the fear factor for the congregation.
- Joanne MacPherson commented that the congregation will have to understand that we will need everyone's time and financial commitment to move forward.
- Ed Rosdobutko commented that we have supported .5 FTE in the past – we are really only about \$1,000 a week short – it can be done.
- Joanne commented that JNAC have learned that Presbytery is our friend – they are made up of congregational people

Paul Pierson moved that we accept the JNAC report as written, 2<sup>nd</sup> Ed Rosdobutko – carried without opposition

Harry Sanderson warmly thanked everyone on the committee

Heather VonZuben asked when congregation will have access to the report. JNAC will be posted on web site and emailed by the end of the week. Printed report will be available from office on request.

Congregational meeting will be April 3<sup>rd</sup>. If JNAC report accepted by the congregation, Search Committee will be struck and will include members of the JNAC. 2 Presbytery reps will also be part of the search. JNAC size worked well.

A description of open positions as well as contact information should be available for Conference at next Presbytery meeting.

Rev Susan commented that:

- JSC work starts as soon as Presbytery declares a vacancy. JSC has completed their work when a new minister is in place.
- Congregation will need to realize that the JSC begins their work as we go into summer months.
- Responsibility of Board is to support JSC and remove pressure off JSC.
- Candidates must give current employers a minimum of 90 days notice.
- We would likely be able to anticipate new ministry early in 2012. Clear communication required with congregation about transition timeline.

Sue Kurtz thanked Rev Susan for her contribution.

- Brian Roman Music Event** - May 15th: Proceeds – tickets on sale @ \$10 each. Exec moved that proceeds would be designated toward 1<sup>st</sup> of 3 yr phase toward our sound system and we perhaps need to re-visit. Harry moved that proceeds of event be split with local funds and upgrade to our technical fundm 2<sup>nd</sup> Heather. carried
- Bell Mobility Update** – steeple not sound enough to add 75'. Alternatively a flag pole type of antenna could be installed – potential flag pole antenna will require approvals from adjacent neighbours and municipality. Any opposition would cancel the option and process would take over a year to complete. Jody moved that based on the engineering report received that we cancel the option to pursue, 2<sup>nd</sup> Heather – carried.
- Sunday School Paid Hours Reduction Request from A. Tiffin**. Ann asked to reduce SS hours to 1/2 of the 13 hrs currently paid as she felt that in our season of transition her role of growing SS is probably not going to be as successful as could be. The growth element of her job would dropped. We would need to know how the balance of her hours would be applied as we do need Ann on location on Sundays, but her role is to work with programming – not co-ordinating leadership. Ann's SS temporary contract leadership

role is scheduled to end in Aug. Cathy suggested we need to look at whether we are getting full value for 13 hrs per week or has SS hit a wall. Paul confirmed that we now know that we need a SS co-ordinator until the end of 2011 and if Ann is not the person for the job, then we will need to have someone else in that role. Cathy clarified that the role is more of a facilitator – and is spending her time recruiting rather than leading the leaders. A lot of concerns were expressed about SS failing if leadership not in place. CE is also in a re-growth position and very aware of SS needs and that Ann was trying to be the CE committee as well as SS coordinator which is unfair to her. Cathy suggested that we need find a new focus for CE & SS. Larry suggested that Ann's contract will probably not renew but Larry is willing to have a conversation with Ann about her contract. Heather wondered if there may be someone else who would be willing to take on this role.

- e. **Nut-Free Facility** – request received that we designate Westminster to be nut-free. This will be a huge challenge with pot lucks etc. Paul moved that we decline, Heather 2<sup>nd</sup> – carried.

## 8. **Committee Reports**

- a. **CE & SS** – Susan Pleasance– adult Lenten classes start March 23<sup>rd</sup>. Earth day coming up
- b. **Outreach** - Terry Johnston - Food bank usage up, WHAM looking to draw from more than 1 school to bring numbers up to 20. \$100 being donated to Hospital Lakeridge Foundation memorial (see paper) for their support
- c. **Property** – Ted Ellis– lift is worn out but we can sell for \$200 scrap. Larry Laycock moved that we sell for \$200 scrap, 2<sup>nd</sup> Heather VonZuben – carried. Property recommended that we hire someone to look after lawns for aesthetic and marketing perspectives. Have found someone who will do this for \$250/mo (4 cuts /mo)– so moved Paul Pierson, 2<sup>nd</sup> Larry Laycock- carried. Larry Laycock moved that we sell riding mower, 2<sup>nd</sup> Paul Pierson- carried
- d. **Stewardship** – Ed Rosdobutko – reminder of letter to congregation with \$500 target in April with end of May completion date.
- e. **Youth** – non
- f. **Worship** – SALT Worship band this Sunday - Tenebrae service Thursday before Easter – possibly with Communion at 7pm. Good Friday service at 10:30 Easter Sunday service breakfast between 8:30 service and 10:30 service. May 2nd Jeff Doucette worship leader with L'arche liturgical dance.
- g. **Wellness** – Easter flower envelopes
- h. **UCW** – Apr 16<sup>th</sup> yard sale – looking for ideas to improve Christmas bazaar. Earth hour coming up – Marty Tindall coming to Northminster.

## 9. **Closing prayer** Rev Bill

**Next Meeting Tuesday, May 24 @ 7:00 pm**