



Westminster United Church  
Congregational Meeting, April 3, 2011

1. Call to order – Board Chair, Cathy Cherwinka
2. Opening Prayer – Cathy Cherwinka
3. Motion to confirm Teena Morrow as Congregational Meeting Secretary by Bob Brimbecom. 2<sup>nd</sup> Jody Pierson, Carried
4. Steve Coles, Co-Chair Presbytery Pastoral Relations and Chair of our meeting – Exciting when a Joint Needs Analysis Committee (JNAC) report is presented and journey moves forward. Steve replaced a minister with 30 year tenure so understands long term pastoral care. Spoke highly of work done by JNAC and invited Sue Kurtz to speak
5. Sue Kurtz invited Ian Beaumont to read a story used at the JNAC meetings. Ian read about an elderly contractor who was ready to retire and was asked to complete one last home. His final work was then gifted back to him. It was a reminder to keep heart in everything we do and build wisely.

Sue reminded us that the process was as a result of feedback and research. Sue asked members to envision who we are through key words and phrases from the feedback that was received.

Core conclusions:

- We have many strengths in our congregation
- We are drawn to innovative worship experience
- Health & Wellness are important
- Youth are a vibrant group
- Serving our Community
- Blessed with past ministry staff
- One minister is not enough
- Proper leadership required or we will continue to decline
- Christian Education leadership
- Changing from pastoral church to program church – 250 + church considered program. Clergy spends time coordinating and leading volunteers instead of direct leadership of all activities. Will take time for us to adjust
- We need to engage new and ongoing members and participants to achieve full potential
- Current members are starting to feel taxed
- At times we have become more focused on the building than on core values
- Parish Nurse role provided access to needs of community but role not to be replaced until financial resources are still to be available
- We need to look for creative ways to keep going
- Christian Education innovation required in Sunday School to bring in new life and energy
- Difficulty getting volunteers may be due to lack of training and uncertainty in skills
- Sunday School key part of our ministry
- Additional volunteers are needed to support ministry and we need to provide training and enable volunteers
- Support from Board and existing Staff critical to move forward during next 12 to 18 months

Recommendations:

- Interim minister is not recommended as survey responses and conversations have not revealed concerns or sense of division so it is felt the need is not there. We have been blessed by supply ministry with Rev Bill.
- A 2<sup>nd</sup> half time staff person recommended to make vision a reality. Original indication appeared to be 3 paid staff but committee reduced that to 1.5 due to financial constraints.
- Oshawa Presbytery declare vacancy at Westminster
- Phasing out of Sunday School Coordinator when Christian Education leader is in place
- Coordinate with other congregations for Parish Nurse support as needed on fee for service basis
- Board of Management hire a contract Volunteer Coordinator and a Fund Raising Coordinator at 10 hours each
- JNAC be disbanded and report forwarded to Presbytery for support

Steve Cole asked for questions

Bob Neil – thanked JNAC and asked about pastoral care /program model and clarification of program model and how do we embrace that and move it forward

Answer: Steve indicated that ministry reading the JNAC will understand the term ‘Program’ right away. We have already moved to a program church without realizing that it happened. Paul Kneebone also referenced the job description which clarifies the role for new ministry

Gail Brimbecom – spoke to Parish Nursing as past Parish Nurse with 10 year tenure. Role of Parish Nurse does not include overseeing the Health Committee as they work separately. Health Committees work to recognize and respond to needs of congregation. Work as a nurse goes to a very deep level with members of the congregation. Work includes counseling, advocacy and referral. Would be Gail’s dream to keep Parish Nursing alive as she knows what it can do

Jody Pierson – confirmed benefits of Parish Nursing and the only reason it is not in the report now is because we simply cannot afford it. The opportunity to revisit the program is still open in the future

Bob Brimbecom – spoke to Interim Minister option and favours interim due to past experience when a buffer is needed.

Answer: Steve Coles replied that Presbytery did not feel Interim Ministry would find issues at Westminster that needed to be addressed by Interim Ministry. Reality is that we are going to have 12 – 18 months interim through Supply Ministry. Interim Ministers are difficult to find. We are at a crossroads now. If JNAC is turned down, the process starts all over again, or an amendment can be made subject to approval.

6. Motion to accept JNAC as presented by Sue Kurtz, 2<sup>nd</sup> Larry Laycock, Carried with 2 opposed
7. Nominations for Joint Search Committee (JSC) for Westminster United Church – JSC must operate under confidential set of rules so updates will be to process rather than detail. When a ministerial candidate is found they will have to give a 90 day notice to their congregation so process will take time. JSC must be representative of all facets of congregation and members and cannot be family of employees.
  - a. Bob Neil
  - b. Teena Morrow
  - c. Joan Sanderson
  - d. Spencer Hewett

- e. Maisie Morrison
- f. Lorraine Joynt
- g. Joanne MacPherson
- h. Ashley Edwards
- i. Paul Kneebone
- j. Ian Beaumont
- k. Paul Pierson
- l. Eileen Whitney

Sue Kurtz moved to close nominations, 2<sup>nd</sup> Larry. Quorum will be required at each meeting. Preliminary meetings required to organize committee, interview questions to ask, team approach to interviews, understanding of JNAC. This will be a significant time commitment starting right after Easter. Committee will also include at least one Presbytery rep. Heather VonZuben moved to keep the 12 people nominated for JSC, 2<sup>nd</sup> Ian Beaumont, carried

Steve Coles invited any final questions

Gail Brimbecom – asked about ministry supply after the end of June.

Answer: Cathy Cherwinka advised that the April Executive meeting moved forward to address this question.

Dianne Watts asked if congregation member could make recommendations.

Answer: Steve 'yes'

Dianne Watts asked for access to emails and phone numbers of JSC members.

Answer: Steve suggested that point of contact is JSC Chair or email address through the church.

Steve asked that congregation be patient with JSC. Spirit involved in the 'call'.

Steve thanked JNAC members on behalf of Presbytery.

- 8. Closing prayer by Steve Coles
- 9. Motion to adjourn meeting by Gail Wild, 2<sup>nd</sup> Heather VonZuben, Carried