

JOINT NEEDS ASSESSMENT COMMITTEE
September 20, 2011

With three ministerial changes expected in this coming church year - the departure of Dana Luccock from the Children's Ministry at the end of December, Bruce Sanguin's change of call next June, and Susan Du Moulin's retirement from Pastoral Care next September, there's a great deal of work ahead to hire new people and ensure smooth transitions.

The Joint Needs Assessment Committee (JNAC) charged with this task met for the first time on Tuesday, September 20 to review the work and lay out a proposed timeline. They will meet weekly until at least mid-November.

The JNAC's first job is to develop four profiles of Canadian Memorial as a church: the ministry we are committed to, who we are as a congregation, the community we serve, and our resources. From there, JNAC will develop a vision of what Canadian Memorial will be in the next 5 years and beyond, and the ministerial configuration required.

Our time frame is tight but do-able if we stay focussed (see below). Once the JNAC has done its work, it needs to be approved our Board and congregation, reviewed by the Presbytery Pastoral Relations Committee and then approved by the Presbytery. Only then can we strike a search committee to look for the candidates. This is the proposed time line we are working toward:

JNAC process	September 20 to mid-November, meeting weekly
Congregational input after worship service	October 9, 16, 30 (note change of dates)
Additional congregational consultations (format to be determined)	October 1 to November 6
Board and congregational approvals	By November 13
Presbytery Pastoral Relations Committee approval	By November 20
Presbytery approval	November 22 (4 th Tuesday is their meeting)
Establishment of a search committee	November 23 – December 31
Selection process: posting positions, vetting, interviews, reference checks, presentation of candidates to the congregation	By March 15
Making job offers and signing contracts	By March 30
Successful candidates to give 3 months' notice	April, May, June
New positions to start	July 1

The JNAC process is not considered confidential in the same way the selection process is, so Committee members will be glad to hear your comments, questions, concerns and ideas. Representing Canadian Memorial are the following:

Ann Golinsky
 Colleen Cruickshank (Secretary)
 Derek Nanson
 Edith Matthews
 Kellie Lawson

Larry Butler
 Manfred Stenzel
 Nicole Bradbury
 Russ Quinn
 Trevor Malkinson

We are ably guided by Rev. David Ewart and Rev. Beth Hayward of the Vancouver-Burrard Presbytery of the United Church. You may expect updates from the JNAC process in future bulletins.