

Ministry and Personnel Committee (M&P) 2022 Annual Report

The Members of the M&P Committee as of December 31, 2022, are: Atholl Malcolm (Chair), Sue Christenson, Sam Boehner, and Rick McMahon. The Committee met in Person, by Zoom and Telephone on numerous occasions dealing with issues as they arose.

Overview of 2022

The M&P Committee has several responsibilities. One is ensuring the wellbeing of all who work for and with us, including volunteers. To accomplish this, we liaise with other committees who oversee certain duties. For example, we work with the Property Committee regarding our custodian, Mr. Kentucky Douglas, and the Music Liaison Committees who look after the provision of music for our worship services.

2022 has been a year of transition as the effects of the Pandemic have come under control. We are again able to Worship in the Sanctuary and use our buildings much as we did before, leaving it up to individuals to choose to worship on-line or in person, and whether they wear a mask or not. Our choir is delivering wonderful music under the direction of our new Music Director, Ms. Sharon Prindle Collins. Also, we welcome our Supply minister, Pastor Beth Parsons.

Actions and Milestones

- In February 2022, Reverend Bill Cantelon offered to remain in a half-time capacity until June 30, 2022. We then were unable to obtain a replacement, but our Regional Minister (Reverend Gail Miller) appointed Pastor Beth Parsons as a supply minister for one year. One of her tasks as Supply Minister is to lead us on our way forward as we deal with determining what is required in terms of Ministerial requirements and Visioning for the future.
- The change in status of Reverend Bill's position to half-time greatly impacted our full-time Pastor, Nancy Walker. She did not hesitate to take on half of the Sunday Worship Service responsibilities. She has, meantime, continued to oversee the Spirit Kids' program. We are very grateful Nancy.
- Leslie Moffat continued her employment as Nancy's assistant in the Spirit Kid's program. Thank you, Leslie.
- Under the supervision of the Property Committee, the church continues to contract with Mr. Kentucky Douglas. Ms. Arlene Vickery looks after the day-to-day workings of Kentucky's contract. Nevertheless, several congregation members have indicated to the Chair of M&P how impressed they are with the quality of his work. The recent "Deep Clean" attests to thoroughness of it. Due to the possible financial issues that the church is facing, the Chair of M&P has made an online search of commercial cleaning rates in Victoria and Kentucky's rate is very competitive. Thank you, Kentucky.
- Our volunteers who provide the hybrid model for our Worship Services are also considered as personnel, although unpaid. Our sincere thanks are given for all they do.

- We also offer thanks to our in-house musicians who provided our music for the first half- of the year and for one week per month since then. We are fortunate to have skills that are seen in the choir members, the Chime Choir, and the band. They are too numerous to mention by name, but a special thanks goes to our Chimes Leader and Music Liaison Chair, Margaret Chambers, and Elaine Zandee who came out of retirement to lead our band again until recently. She has now re-retired (or is it re-re-retired) but remains in the choir.
- As stated last year, last but certainly not least, thank you Jane Shumka, our efficient and wonderful administrator. She again kept the church running smoothly through this year of changes.

Goals for 2023

- As was the case last year, Cordova Bay United Church will apply for support from the Canada Summer Jobs Program.
- M&P Committee members will continue to meet individually with all staff, to provide support, annual reviews, and assist in goal setting.
- M&P members will Assist Hiring Committees as required.
- The Committee will adjust Job Descriptions and Contracts as required.
- The Committee will continue to work with other Committee Chairs as required.

Concluding Statement

These last several years which included the onset of Covid 19, living with Covid 19, coming out of Covid 19, or at least living with it in its less severe form, returning to Sanctuary Worship under the Hybrid Model, and staff changes, have demonstrated flexibility and our capacity to adapt. In this regard, the M&P Committee is grateful for the support all staff and volunteers have provided to the congregation.

M&P duties include dealing with concerns and appreciation from congregation members. We will not be aware of such issues unless congregation members speak or write confidentially to us. Also, we attempt to ensure that staff and volunteers work in as healthy an environment as possible. Given that the overwork of our volunteers is very clear, the M&P Committee urges that all congregation members consider volunteering in some capacity.

Without doubt all staff and volunteers involved in providing service to our congregation have done so with our Mission Statement in mind: "To be an inclusive community living out Christ's love and care for the world."

*Respectfully submitted on behalf of the M&P Committee,
Atholl Malcolm, Chair*