

## Ministry and Personnel (M&P) 2021 Annual Report

Members of the M&P Committee as of December 31, 2021, are: Atholl Malcolm (chair), Sue Christenson, Sam Boehner and Rick McMahon

### Overview of 2021

The M&P Committee has several responsibilities. One is ensuring the wellbeing of all who work for and with us. 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 Worship and Music Liaison committees who look after the provision of music for our worship services.

For reasons known to all, 2021 has been a difficult year for our church due to the impact of Covid-19. It has affected how all of those who work for us complete their duties. Without exception all have stepped up to the plate and have provided service well beyond their terms of employment.

- Rev. Bill Cantelon had a planned retirement date in July, but due to difficulties in selecting his replacement he offered to stay on in a half-time capacity until the end of the year. This extended to the end of February 2022, and he has just now offered to remain in this capacity until June 30, 2022, when we hope to have his replacement finally in place. Whenever asked, Bill simply states, "I want to do whatever is best for the congregation". We have gratefully accepted all of his offers. Thank you, Rev. Bill and his wife, Brenda, who supports Bill and the Spirit Kids' program.
- The change in status of Rev. Bill's position to half-time greatly impacted Nancy Walker. But she did not hesitate to take on half of the Sunday worship service reflections, and they have been thoughtful, personally challenging, related to our daily lives, and deeply spiritual. She has meantime continued to oversee the Spirit Kids' program. We are very grateful Nancy.
- To assist Nancy, Leslie Moffat immediately increased her involvement with the Spirit Kids' program. Again, despite her heavy university program she did this willingly. Thank you, Leslie.
- Covid-19 also increased the demands related to ensuring absolute cleanliness in our church building. Under the guidance of Arlene Vickery, we now have Mr. Kentucky Douglas providing this service. By all reports he does a magnificent

job! Thank you, Arlene for finding Kentucky, and thank you Kentucky for your excellent custodial work, and for the willingness with which you adapt to changing demands due to the pandemic.

- Prior to Kentucky, Tyler Termehr provided our cleaning services. He left us to pursue his studies. We thank him and wish his well.
- We also thank Meghan Thonger, our bookkeeper.
- As all are aware, due to a very hard-working group of volunteers we now enjoy a successful hybrid model of providing our worship service. As well as our in-house volunteers, we are overseen by Sascha Enns, who also trained the volunteers. Thank you Sascha. We were also greatly assisted by friends of the church, Amy and Casey van Wensam, also known for the music they provide earlier in the year.
- We would be remiss not to say a huge thank you to all of our in-house musicians who stepped up to the plate after our Music Director resigned in June, particularly the leader, Elaine Zandee and Lynn Dennis. Of course, we were delighted to have our Music Director of so many years, Pat Shumka, return to play for us.
- We also had external help from Amy and Casey who played and sang for us, Amy's mother, Sharon Pringle, and Michael Denton who accompanied on the organ. Thanks to all.
- And a special thanks goes to Margaret Chambers who, as well as providing chime music, chaired the Music Liaison Committee and in that capacity was greatly involved in organizing our program.
- Last but certainly not least, where would we be without our wonderful administrator, Jane Shumka, who has kept the church running smoothly during this difficult time. Her timely reminders (this report) and organizing skills are invaluable, and her flexibility and willingness to take on new challenges has seen us through these very tumultuous times. I am not sure where we would be without Jane- hopefully we won't know for a long time.

#### Goals for 2022

- 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 individually, to provide support, annual reviews, and assist in goal settings.
- Assist the Ministerial Search Committee as required.
- Assist the Music Director Hiring Committee as required.
- The committee will adjust job descriptions and contracts as required.
- Assist in adjusting the HUB documents as required.
- The committee will continue to work with other committee chairs as required.

### Concluding Statement

This last two years have demonstrated that all staff and this committee needed to demonstrate flexibility as we have successfully adapted to the changing demands of Covid-19. We will continue to be flexible through 2022 as we, hopefully, return permanently to in-sanctuary worship. The M&P Committee is grateful for the support all staff have provided to the congregation. Sometimes someone has a concern or a compliment. If so, please speak confidentially to any member of the M&P Committee.

Without doubt all staff 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*