

Final Report of the Cawthra Park Transition Committee November 10, 2009

The Transition Committee was elected by the CPUC congregation with the following goals:

- Support current leadership and encourage new leadership
- Assist the Church in dealing with grief and change within the Pastoral relationship
- Help the congregation prepare for and welcome its next minister
- Strengthen the relationship with the larger church
- Realistic assessment of the financial capacity.

The Committee met over a one year period during which time we reviewed the financial, spiritual and human resource situation of the Congregation. After due consideration, two options were presented to the congregation in June, 2009 with a recommendation to close the Church by June 2010. The second option, which was to engage a part-time Minister, was not recommended due to the severe financial situation, lack of volunteer resources available, leadership challenges and unlikelihood of new members coming on board to fill the gap.

In October the congregation voted to not adopt the recommendation to close the Church. They did not make any decision as to whether or not to adopt the second option.

The Committee met on November 10th and made a decision to disband. Three of the members: Bill Lott, Greg More and Candice Rice, are not willing to continue to serve in any capacity – and in fact all three have indicated they will be seeking a new congregation. Marion Marshall and Jim Patterson expressed willingness to serve in some capacity.

The Transition Committee recommends the following to the Council:

1. Council immediately request of Presbytery that a JNAC committee be formed
2. Given the limited financial resources, a part-time Minister at 12–15 hours a week would be optimal.
3. A new group be formed to conduct:
 - a major restructuring of CPUC, including the Council
 - a leadership review including the qualities necessary to lead the congregation in this time of transition
 - clarification of the roles and responsibilities of members.
 - an examination of the focus the Church should take for the future: The Transition Team recommends the Church focus on the current membership demographic i.e. members over 55 years of age and not continue to expect an influx of young families,. This could mean eliminating the Sunday School and Youth Group with small attendance and requiring paid leaders, and forming new volunteer-led groups to support the needs and interests of the senior population.

Marion and Jim have indicated they would serve on this committee.

4. The congregation must operate in a fiscally responsible manner, i.e. with no budget deficit. This could mean eliminating the paid positions of secretary and music director (as well as the Sunday School and Youth leaders).

Respectfully submitted by:

Bill Lott, Marion Marshall (board rep), Greg More, Jim Patterson, Candice Rice (Chair), Pegi Ridout (Interim Minister), John Hogman (Presbytery rep.)