

Joints Needs Assessment

Trinity United Church

528 Pleasant Drive

Minto N.B.

2009

Profile On Community

Community of Minto

Education in Minto

Recreational Activities

Municipal Services

Health

Commerce/Industry

Churches

COMMUNITY OF MINTO

Minto is a small community in the south center of New Brunswick. The village is located at the head of the largest fresh water lake in the province, Grand Lake. We enjoy a rural lifestyle.

Good schools, short commutes, clean air, medical facilities and exceptional recreational facilities are all benefits that our residents enjoy.

It is an attractive community where neighbors greet one another by name. Residents take pride in their village and it shows, from the tidy streets, to the beautiful park located in the downtown area.

Historically, Minto was largely coal mine oriented but efforts have been made to diversify industry over the years and the Industrial Park has a number of businesses. Many of the residents work locally but quite a few commute to the Fredericton/Oromocto area to work.

Minto's low tax rate, energy rates, proximity to three major urban centers (Fredericton, the provincial capital, Moncton and Saint John located within an hour and a half by car) all contribute to making this a wonderful community to live in. All three have airport facilities with Moncton and Fredericton having an international airport designation. Minto residents make use of a great highway system that connects us quickly to many areas in this province and the Trans Canada for access to other provinces.

Minto has municipal garbage pickup and in the fall of 2004 a recyclable program was initiated by the province in addition to the programs already in place for both bottles and paper in the village for many years.

The 2006 census reported Minto to have a population of 2,681 with a local service area of more than 10,000 people. We like to think that Minto's greatest asset is its citizens. People who get transferred here often return years later to retire in the community. Others, who come expecting to stay a few years like it enough to stay permanently. The friendly atmosphere and willingness to lend a hand to a neighbor in need is well documented. The Grand Lake Mirror, the local paper is published monthly and is full of news of the area happenings. Quite often documenting events meant to help people in need in the area.

EDUCATION IN MINTO

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Primary and secondary education in Minto is provided at two schools. Minto Elementary/Middle School, which opened in September 1983, serving students from Kindergarten through Grade 8. Minto Memorial High school serves students from Grades 9 to 12 in a recently renovated building that includes a new gymnasium which opened in the fall of 2004. These schools offer a French Immersion program.

Many extracurricular events are held in both schools and are well attended by the community. A provincial prize winning Drama Club is just one group which presents entertainment throughout the year. The athletic teams are also a focal point of the village. Notices for many games are posted on local bulletin boards to keep fans informed. School bus service is available in the village but many students choose to walk or bike to school weather permitting.

The University of New Brunswick, St.Thomas University, the New Brunswick College of Craft and Design and a variety of colleges and training centers are located in the capitol city of Fredericton a short 50 km from the Minto area. A large number of students travel from home each day to post secondary education.

There are also two privately owned Day Care Centers in Minto that offer preschool and after school programs for local children. One center now takes infants.

Minlak Training Programs Inc. is an agency which provides day programs for adults with disabilities and is presently very active in recycling.

A GED course is offered fifteen minutes away at the Chipman Village Office.

RECREATIONAL ACTIVITIES

Grand Lake is approximately 27 miles long and empties into the Saint John River system. The fresh water lake is well known for its clean and tranquil environment in addition to its excellent recreational fishing. Many people enjoy boating, swimming, water-skiing and canoeing on the lake and quite often various yacht clubs set up sailing regattas. Even in the winter people enjoy ice fishing on the lake. The village offers a senior's and children's day in February each year.

The surrounding wilderness is a haven for bird watchers, cyclists and hikers. There is a superb walking trail within the village limits that follows the Newcastle Stream. There are shelters, boardwalks, covered bridges, stairs and platforms along the trail for an enjoyable journey.

The Ridgeview Greens Golf and Country Club, a nine hole par 32 course, is located about ten minutes outside the village.

Winter activities include active hockey, ringette and figure skating organizations at the Minto Centennial Arena as well as a popular sliding hill and outdoor skating rink. Hunting and fishing are also popular activities in the surrounding area.

Minto's Coal Mining Festival is one of the years' most popular events for local residents and visitors. The week long celebrations include a parade, dances, pageants, country music show, crafts sales, games and contests. One feature that is outstanding is the firework display overseen by the volunteer firefighters. It always draws out huge crowds and gives everyone a chance to see friends and family.

There is a public library located in the municipal building and two fitness gyms, one male and one female, within the village limits.

Theatre New Brunswick is located just 45 minutes away in downtown Fredericton.

School gymnasiums are used after hours by the community. Ball fields (one field complete with lights for night games), tennis courts, a bowling alley and parks provide opportunities for the sports minded. Those interested in more leisurely activities are always welcome at any of the many community service clubs in the area.

Minto is recognized for its strong sense of community and hospitality and offers countless opportunities for residents to become involved.

MUNICIPAL SERVICES

The Municipal Building, which is a former school, is home to the Mayor's office, the Public Library, the Member of Legislative's office, Care and Share (pre-school children and guardians group), the Internment Camp Museum, Human Resources Development Canada Office, Army Cadet Corp. office, a Call Centre and the meeting room for AA.

The Country Music Wall of Fame opened in September 2001 and is located on a wall in the building as well. A Sports Wall of Fame is located in the new entrance of the Minto Memorial High School.

The mayor Eric Barnett, who along with councilors, Mike Richardson, Wendy Robichaud, Jane Wasson and Dwain Barton oversee the municipal matters of the village. RCMP is under contract with the village for policing services and report to council during regular monthly meetings. A source of pride in the community, Minto's Fire Station is well equipped and is staffed with a full volunteer force. A maintenance superintendent is on village staff and oversees the repair and upkeep as outlined by the council.

HEALTH

Minto's Health Complex consists of a 30 bed Nursing Home as well as a Health Care Center.

The Health Care Center is open Monday to Friday 7am-6pm with physician coverage from 8am -5pm. Saturday hours are 8am -3pm. As well the clinic is open most holidays with Saturday hours. Minto Trinity United is part of the Pastoral Care program operated there. Lab work, x-rays, Physiotherapy, Women's Wellness Clinic, an outpatient department also operates during the center's hours with a doctor on staff. The village ambulance service transfers patients directly to the Dr. Everett Chalmers Hospital in Fredericton.

The Extra Mural Hospital is very busy and covers the Grand Lake Area with 24 hour service.

The area also has two senior's complexes and a large special care home, The North Minto Special Care Home. We are served by three doctors and two nurse practitioners. An Optometrist holds office hours two days a week and a Dentist for four days. A veterinarian also holds a clinic two days a week at his local office and pet grooming is available on those days.

COMMERCE/INDUSTRY

Many types of businesses can be found in the village. They include a pharmacy, funeral home, grocery stores, convenience stores, a bank, Canada Post, insurance office, flower shop, dollar store, photo shop, gas stations, auto repair shops, auto parts stores, car sales, towing business, restaurants, a variety store, two building supply stores, machine shops, welding and industrial chrome shop, Rogers Cable, satellite service, well drilling, hair stylists, estheticians, barbershop, reflexologies, lawyers, a flooring company and several taxi businesses. We also have many local area contractors that run small businesses building and repairing homes.

Industrial Park

Companies in the park include:

- WOBO- a small engine repair and sales
- TRACC- tire recycling
- Maritime Fiberglass Fabrications
- Eastland Kitchens- produces modular kitchen cabinets and bathroom vanities
- NB Coal
- Kodyme Glass LTd- glass cutting

CHURCHES

Minto's development as a community was the result of the coal fields being developed. Many nationalities settled here during those years and a real blending of cultures occurred. A look in the local telephone book today gives you an idea of the ancestries represented here. The result was a community tolerant of each other's differences and beliefs. This is evident in the many churches found in the village who often share together in worship during community led events.

Churches

- Christian Community Church 327-6074
- United Baptist Church of Minto 327-6306
- Pentecostal Gospel Lighthouse Inc. 327-6149
- Bethel Baptist Church 327-6962
- United Pentecostal Church 327-6355
- St. Michael's Anglican Church 327-6177
- Holy Rosary Catholic Church 327-3392
- Kingdom Hall of Jehovah's Witness 327-3293
- Minto Trinity United Church 327-6226

PROFILES
ON
Pastoral Charge
&
Resources

Historical
Physical Attributes
Groups
Current Events Future Direction
Staff
J.N.A.C.
Financial Report

TRINITY UNITED CHURCH PASTORAL CHARGE

HISTORICAL

The United Church Congregation in the Minto area was formed in 1924, before the actual formation of the United Church of Canada. The organizer was Miss Emma Murphy and the meeting hall was located at first in the Rothwell area of the village. This building was later moved to the top of Main Street (north end) with a manse located next door. This house is still standing. The building that houses Trinity United Church was opened in 1952 and a manse was built later. The original building was then moved to North Minto and was used as another worship site until the mid 1970's.

Presently there are approximately 100 families that hold membership or are considered adherents to Trinity United. About 80 members take an active part in weekly worship service, committees, activities and fund raising projects. We have experienced the loss of a number of our older members in the past few years. Favorite traditions at Trinity include the Christmas Eve service held early enough so all the young people may attend and Easter breakfast served after the sunrise service and before the 11am service on Easter Sunday.

PHYSICAL ATTRIBUTES

The Sanctuary is its most outstanding asset. The stain glass windows, highlighted when the light shines through them, contribute to a warm and welcoming atmosphere. Lots of polished wood, high ceilings, choir loft and a Casavant pipe organ all leave one with the feeling that you have entered a very special place well loved by the members.

The approximate size of the church and hall is 7900 square feet. These sections form an “H” shape. Our music is provided by a piano and a one of a kind Casavant pipe organ. The organ and the bells are connected and in the past the village has rung with the music piped through speakers located in the steeple. The seating capacity of the church is approximately 175.

There are two Sunday school classrooms, a full kitchen, a parlor, a choir room, a gymnasium and a stage. In the past few years major renovations took place on various parts of the building and the furniture and flooring was updated. The church has a television, VCR and a photo copier.

GROUPS

Sunday school

The Sunday school has approximately 15 full time students (between 18 mths-17 years old), two teachers, two supply teachers and a treasurer. This is a drop from five years ago.

The current curriculum is Bible based and called “One Room School House”.

The Sunday school remains in church for the first part of the service (approx 10 minutes) then leave after the children’s story for classes. Fun and crafts, skating, swimming, bowling, concerts (with skits) and special occasion parties are all an important part of our program. The Sunday school supports itself through offerings and special fund raising projects (chili luncheon sales, bazaar sales and ornament sales).

Senior Choir

Trinity United Church Choir has an average of 12 to 14 members on a weekly basis. We have a part time organist/ choir director. The choir attends all the regular services and is available to provide music for funerals and any special occasions such as nursing home services and Christmas caroling.

UCW

There are two units that make up the UCW. Each unit meets separately one to two times a month and the entire group of approximately 15 members meet the first Wednesday of the month excluding January, July and August. Quilting is just one of the activities the UCW do as a group. The UCW takes an active role in the life of the Church willing to help with Sunday Services in the absence of the minister. They make visits to the nursing homes. They also have an Outreach Committee that provides a lunch (free of charge) following funerals if requested by the family. The UCW financially support the Mission and Service Fund, the Leprosy Mission, Transition House and the local Food Bank. They provide financial help to the church by catering to banquets, receptions and other fundraisers such as yard sales, food sales and an annual Christmas bazaar which is the main fundraiser within the church.

CURRENT EVENTS AND FUTURE DIRECTION

Trinity has helped promote ecumenical services by participating in the World Day of Prayer and the Baccalaureate Service of the local high school. We participate along with other churches and community groups in providing a monthly Birthday party at the nursing home.

Approximately 40 shoe boxes are filled annually in the Operation Christmas Child shoe box campaign organized by the UCW.

Starting in October we have two or three “pies days” where we make apple pies and sell them. This year we made 560 pies. This is the fifth year for this very successful project. We also have an on-going coin drive.

At Trinity United, members and groups of the church lead the worship service and give the message when the minister is on vacation.

The Session meets monthly. The council which consists of a representative from the UCW, Trustees, Presbytery, Session, M&P, Sunday school and the treasurer also meets monthly.

We have very dedicated and loyal members who attend church services regularly. Our immediate goal is seen as needing to maintain the attendance of these families. Working to get more adherents to attend and become active in the church will continue to be our aim.

STAFF

- Part time organist/choir director- paid position
- Cleaning- bi-weekly of the sanctuary, parlor and classrooms- paid
- Treasurer/envelope secretary- volunteer

J.N.A.C

The J.N.A.C was formed in December 2008 after the departure of Reverend Nancy Ritchie. Selected from the congregation at large and having five members and two members of Presbytery it used a number of ways to prepare this document. Discussions with groups, individual interviews, researching past history of church and community, much reviewing of drafts and two congregation surveys both which will be included in this document were part of the preparation.

FINANCIAL REPORT FOR TRINITY UNITED CHURCH 2008

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December 31,2007 Cheque Book Balance \$ 10,054.05

General/Env	\$ 45,018.21
General /Loose	\$ 484.50
General /Receipted	\$ 2,010.00
General/UCW	\$ 4,200.00
Hall Rental	\$ 725.00
Miscellaneous	\$ 200.00
GST Rebate	\$ 903.48
Organ & Bells fund	\$ 772.00
M&S/Env	\$ 3,123.20
M&S/UCW	\$ 1,100.00
M&S/Sunday School	\$ 46.25
M&S/Loose	\$ 54.00
Memorial/Env	\$ 1,725.00
Memorial/Receipted	\$ 2,116.13
Memorial/UCW	\$ 150.00
Fundraising	\$ 5,965.73

Total Revenue for 2008 \$ 68,593.50

Payroll	\$ 24,698.21
United Church of Canada	\$ 6,819.12
Supply Minister	\$ 1,865.00
Property	\$ 2,330.52
New Well	\$ 1,161.72
Heat	\$ 8,769.84
Office	\$ 1,776.27
E&L	\$ 810.08
Travel	\$ 1,875.26
Bank S/C	\$ 181.98
Aliant	\$ 361.69
NB Power	\$ 2,598.53
M&S	\$ 4,092.95
Resource Center	\$ 230.50
Miscellaneous	\$ 292.04
Insurance	\$ 2,807.00
Sewer	\$ 510.00
Presbytery	\$ 2,481.00

Total Expenses for 2008 \$ 63,661.71

December 31, 2008 Cheque Book Balance \$ **14,985.84**

Budget for 2009

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	2008 Estimated	2008 Actual	2009 Estimated
Payroll	\$ 44,130.00	\$ 31,517.33	\$ 20,000.00
Supply Minister	\$ 600.00	\$ 1,865.00	\$ 5,600.00
Property	\$ 3,100.00	\$ 3,492.24	\$ 2,800.00
Heating	\$ 6,500.00	\$ 8,769.84	\$ 7,000.00
Office	\$ 3,800.00	\$ 1,776.27	\$ 2,000.00
E&L	\$ 1,200.00	\$ 810.08	\$ 500.00
Travel	\$ 2,400.00	\$ 1,875.26	\$ 2,200.00
Bank S/C	\$ 150.00	\$ 181.98	\$ 180.00
Aliant	\$ 650.00	\$ 361.69	\$ 380.00
NB Power	\$ 3,600.00	\$ 2,598.53	\$ 2,000.00
M&S	\$ 4,000.00	\$ 4,323.45	\$ 4,000.00
Miscellaneous	\$ 1,000.00	\$ 292.04	\$ 1,000.00
Insurance	\$ 2,700.00	\$ 2,807.00	\$ 2,974.00
Sewer	\$ 510.00	\$ 510.00	\$ 590.00
Presbytery	\$ 2,600.00	\$ 2,481.00	\$ 2,671.00
Special Projects	\$ -	\$ -	
Totals	\$ 76,940.00	\$ 63,661.71	\$ 53,895.00

The 2009 estimate is based on weekend supply for 6 months and half time minister for 6 months with no heat on in the manse.

Profile
On
Position Title

Position Title: Part-time Ministry Personnel (20 hours)

The Minister will be responsible for the following:

- Sunday service (plan, prepare and deliver) and provide church services at the Queens North Health Center based on a rotational schedule (currently one month per year on Wednesday afternoon) Christmas Eve services, Good Friday and any special services.
- Perform all Christian ceremonies of baptism, marriage, communion, funerals, etc.
- Initiate Bible study, confirmation classes (annually) and marriage preparation classes.
- Provide support in crisis situations and for personal counseling.
- Provide leadership and guidance to various church committees and groups. Regular participation in church activities is expected.
- Liaise with Presbytery and Conferences, staying current with the church body and keeping the congregation informed.
- Provide guidance and support for Christian education for all ages and participate in developing youth participation and programs.
- Visitation in accordance with the findings of a congregational survey and including hospital and nursing home visits encouraging members and adherents to share their time, talents and resources towards the growth of the church.

Profile On Skills

Accountability

Skills in Ministry Personnel

Skills found in Congregation

Congregational Surveys Jan 11/Mar 15

The Ministry Personnel shall be accountable to the M&P Committee and the Church Council.

The discussions arising from the surveys done amongst the congregation led the committee to the following:

Desirable skills in a Ministry Personnel

- Good written and verbal communication skills
- Excellent people skills
- An affinity for youth
- Visible presence in community representing our church
- A facilitator who is able to make full use of the talents in our church
- One who enjoys interaction with all ages
- Enjoys implementing and encouraging creative solutions
- Thinks of visitation as a way of networking resources to carry out the mission of the church
- A proactive individual who by example will encourage us to grow and be more active in our faith
- Bring a positive attitude to the congregation

Skills found in our congregation

- Dedicated small group of volunteers
- Willingness to try new things
- Group who responds quickly to a challenge
- Skillful planners/team leaders
- Community leaders

The following survey was given out prior to church service by the Duty Elder. They asked that it be completed and returned by the end of the service.

JNAC Survey Jan.11 2009

Desirable gifts in a minister. Listed in order of importance.

#1 An ability to convey the message	least 0	somewhat 2	very 46
#2 Clear communicator	least 0	somewhat 2	very 43
#3 Worship service	least 0	somewhat 7	very 41
#4 An ability to work in a team	least 1	somewhat 6	very 40
#5 An ability to develop programs with the youth	least 3	somewhat 7	very 36
#6 Support to Christian education	least 1	somewhat 16	very 29
#7 Enthusiasm for visitation	least 7	somewhat 11	very 29
#8 Conflict resolution	least 2	somewhat 15	very 26
#9 Outreach/social action	least 3	somewhat 20	very 25
#10 Willingness and ability for personal counseling	least 3	somewhat 21	very 22
#11 Enthusiasm for evangelism	least 4	somewhat 21	very 21
#12 Administrative/organizational ability	least 1	somewhat 26	very 19
#13 Professional development	least 7	somewhat 24	very 14

How many hours a week do you feel is necessary to fulfill the congregation's needs?

10 hours 4

20 hours 14

30 hours 23

40 hours 5

The following survey was given out to the congregation prior to the church service by the duty elder. They were asked to fill it out and return it the following week. Eight were returned. The responses are listed after the question.

JNAC Survey March 15 2009

#1a) Networking in a community enables people to get to know one another. Minto is well known for its very active volunteer spirit. Do you feel that it is important for a minister to be involved in volunteer groups in the community that are not church related?

- Community involvement can be a form of outreach. Even if it isn't outreach, people in other professions have outside interests and still do their job.
- Yes, he/she should be visible and known.
- I think the minister should be involved in volunteer groups as it gives them a chance to get to know what the community is all about.
- Yes, it helps them to meet everyone.
- Yes, if they have the time.
- Yes, if they are willing and have time to volunteer.
- Some, different people will meet our minister.
- I think some volunteerism is important as one can learn about the community at large and how that may influence decision making within the church.

#1b) Services such as the morning church service during festival and nursing home services are all part of ecumenical outreach. Would you want more time spent in ecumenical projects that reach out to the faith community in our area?

- Most certainly as the Christian community needs to go beyond the walls of the church building. We all should work together as a church community which may help others.
- Yes.
- I think if we take part in all the ecumenical services and projects we have now, it should be enough. We do take part in most of them now.
- No, just take their turn.
- Yes, especially on special occasions.
- It would be good to be in touch with the other church leaders in the community.
- Yes.
- I feel that some participation in the candlelight service at Christmas should continue. I know Nancy(last minister) met regularly with other clergy so if an opportunity arises it should be acted upon if that is the wish of session.

#2) Every group or organization looks to a leadership to ensure its success and continuation. What do you see as the role of the minister with regards to the various groups and committees of the church?

- A good leader has a handle on everything and is able to delegate (not dominate) the work of the various groups, committees etc. A minister should be aware of all the doings of all the groups and should touch base on their meetings. To me, that is a part of the job as a minister. They should be able to make Presbytery aware of what is happening locally.
- Taking an active role and being at regular meetings. Acting as a resource as to the rules and regulations of the United Church.
- I don't think they should be expected to attend every group or organization unless the group would like to have their input on certain things coming up.
- Come to the meetings to look, listen and advise.
- Must be a good leader and be able to work with these groups. Be open to new ideas.
- Our minister needs to be active in groups and committees of the church.
- Try and be there with the groups.
- I believe clergy needs to be involved with each group in the church such as Session, Council, Outreach and Sunday School. I think UCW has always been independent from having clergy present and that is fine.

#3) We all realize that it is not the sole responsibility of the minister to bring members to church. The need to implement/facilitate this happening often seems to become their responsibility. Suggest some ways that you feel a minister might bring more members to the church and encourage membership to grow.

- Good leadership involves insight to help create interesting services and events within the church family. A minister can only do so much as times have changed and some people don't feel the need to attend church regularly. There needs to be events to attract all age groups as there is so much competition out there, which tends to lead some people in different directions. People need to have some type of inner faith to make them feel the need to attend church regularly.
- Being visible in the community.
- Visitation-be visible in the community. Visit the members who have stopped attending church.
- Make everyone feel welcome and invite them to come.
- Perhaps to visit those members who have stopped coming to church. A minister can't do everything. It has to come from the members and their families.
- Visit our people, especially the sick and shut-ins. Invite people to come to church.
- Call members that do not come to church. Ask to meet with them and get to know each member.
- I wish I knew! I have no idea!

#4) The area of our church/congregation most needing attention by a future minister is this:

- To help young families find their way to church as there are people out there who do not see the need for church. Many younger people have more of a materialistic desire than a spiritual desire.
- Future plans, step by step goals, as we change, realistic planning for the future.
- How to get more people involved.
- To try and increase our congregation.
- Encouraging more families to come to church. To be active in the life of the church.
- Getting members of our church coming back to church.

#5) If I was to interview candidates for the position of our next minister the questions I would ask would be:

- Do you have knowledge of or experience with churches with declining membership?
- Try to meet us half way. Most of us are easy to get along with. Give us a chance?
- Why not keep a short term and retired one on permanently?
- Do you have good ideas on how to bring people back to the church?
- What is your greatest strength, are you a leader?
- What is your vision for this church?
- What do you expect from the congregation?
- Why are you interested in coming to Minto?
- Can you keep the service to one hour? Sing some old songs every Sunday.

Profile On Terms

Regular Hours of Employment

Salary and Payroll, Benefits and Deductions

Housing Allowance

Study and Book Allowance

Travel Allowance

Other Considerations

Terms

Regular hours of employment

Regular hours of employment shall be 20 hours per week. The Pastoral Charge is presently exploring the possibility of becoming a learning site for a student supply.

Vacation shall be four weeks including five Sundays.

Study leave shall be in accordance with the General Council Guidelines.

Salary and Payroll, Benefits and Deductions

Salary for the position shall be in accordance with the current minimum salary guidelines as set out by the General Council Guidelines.

Payroll benefits and deductions such as pensions, group insurance, employment insurance shall be administered by Pastoral Treasurer as set by General Council Guidelines.

Leave for sickness, disability and maternity/parental, bereavement and compassionate leave shall be in accordance with the General Council Guidelines.

Leave for any purpose shall be in consultation with the Ministry and Personnel Committee.

All financial consideration shall be paid by-monthly by the Pastoral Charge Treasurer.

Housing Allowance

A housing allowance will be based on fair rental value and in accordance with the General Council Guidelines.

Study and Book Allowance

Financial support of \$600 shall be provided by the Pastoral Charge for continuing education and resources.

Travel Allowance

Travel allowance will be paid in accordance with the General Council Guidelines. The Ministry Personnel shall keep a log of travel for personnel income tax purposes. Travel expenses shall be submitted and paid reimbursement monthly.

Other Considerations

The pastoral charge shall provide basic phone service and church related long distance charges.

An office, telephone, internet access, and photocopier can be located in the church if needed.

The Ministry Personnel shall have a current Criminal Record check.

The Ministry Personnel shall consider other commitments or community involvements in consultation with the Ministry and Personnel Committee.

RECOMMENDATIONS OF THE JOINT NEEDS ASSESSMENT COMMITTEE
TO THE COUNCIL AND CONGREGATION OF THE
TRINITY UNITED CHURCH, MINTO PASTORAL CHARGE

1. Recommend that Woolastook Presbytery declare a vacancy in the Minto Pastoral Charge.
2. Recommend that Minto Pastoral Charge, having reviewed and approved the JNAC report, request that Woolastook Presbytery approve a half-time (20 hours per week) ministerial position.
3. Recommend that Woolastook Presbytery appoint two representatives, and along with full members from the Minto Pastoral Charge, form a Joint Search Committee to find a match that will fill the declared vacancy.