

<http://www.united-church.ca/files/handbooks/pastoral-relations.pdf>

What is JNAC and why are we talking about it on Sunday?

Hi everyone

I have received some feedback that people might be a little confused or concerned about the reference to a discussion about JNAC in last Sunday's bulletin. And maybe some people don't know what that acronym stands for. So here is a brief introduction to the Joint Needs Assessment Committee - the "JNAC".

The basic requirements of the needs assessment process continue to be quite minimal.

The process set out below must be followed.

1. The presbytery is responsible for initiating a needs assessment process, at its own initiative or at the request of a pastoral charge, the governing body of a pastoral charge, or a ministry personnel.
2. The needs assessment process is conducted by a committee called the Joint Needs Assessment Committee—joint between the pastoral charge and the presbytery.
 - (a) The presbytery must elect two representatives to serve on the Joint Needs Assessment Committee.
 - ****(b) The pastoral charge or its governing body elects representatives to serve on the Joint Needs Assessment Committee. ****
3. The first meeting of the Joint Needs Assessment Committee is convened by one of the representatives from the presbytery.
4. At the first meeting, the Joint Needs Assessment Committee must decide on quorum for the committee. Quorum must be at least two people, including one person from the pastoral charge and one person from the presbytery.
5. The Joint Needs Assessment Committee must decide on its own process, and may delegate tasks beyond its membership. **NOTE: when you get involved, you can help develop a process that accommodates your availability and energy level!**

The needs assessment process must

- (a) study the ministry personnel needs of the pastoral charge;
- (b) gather information about ministry personnel needs in a way that is open and allows for the congregation to participate;
- (c) analyze the information gathered;
- (d) prepare a report that includes the following information:
 - (i) a profile of the community of the pastoral charge;
 - (ii) a description of the ministry of the pastoral charge;
 - (iii) the resources available to the pastoral charge, including a manse report, if applicable;
 - (iv) the ministry personnel position descriptions on which the committee has made recommendations;

******THIS IS VERY IMPORTANT WORK FOR THE FUTURE OF ST. PAUL'S******

If you are even slightly interested in being part of this committee which will help shape our future, please talk to one of the Board members. We need to have at least most of our committee members identified by Sunday. This is an interesting and educational process and a powerful exercise in consensus building. Please consider getting involved.

Board Members: Jane Blakely; Derrick Grant; Lynne Naugler; Frank Morrison; Jack Simpson; Bill McNamara; Ann Krause