

Hello, Friends.

Many of you are aware of the changes to Congregational Accountable Ministry which are outlined in the following message. Please note the clarification about dates which has arrived recently.

Commissioners to the 2003 General Council approved petitions from Manitoba and Northwestern Ontario and from Saskatchewan Conferences to change the threshold between presbytery and congregational accountable ministry positions from 14 hours to 8 hours.

This change becomes effective this October. It means that any ministry position of eight hours or more exercised by a lay person within and for a pastoral charge in the areas of education, outreach, pastoral care, worship, or service is now accountable to the presbytery. Presbytery Pastoral Relations Committees will need to process this status change and ensure that appointees meet membership, status, and screening clearance requirements, as well as clearing all necessary interview requirements.

Please NOTE this clarification: Appointments made before October 2004 and concluding before July 2005 may remain in effect until the end date with no changes, although appropriate notice and planning for change needs to begin as soon as possible.

Please note as well: This decision does not change the threshold for participating in the group insurance and pension programs. That threshold remains at 14 hours.

This policy means that any lay person serving a pastoral charge for eight or more hours per week needs to be recognized as a Staff Associate and meet the following criteria:

- The candidate must be a member of the United Church of Canada.
- The selection process will be overseen by Presbytery (JNAC / JSC).
- The person must be appointed by Presbytery and needs to be interviewed by CIB for recommendation and by the Presbytery E&S Committee for approval.
- The person will be designated as a Staff Associate for the duration of the appointment.
- Salary and allowances are in accordance with Section 036 of The Manual, 2004, and the "Salary and Allowances Schedules Applicable to Ministry Personnel" of the United Church of Canada.

The meeting of the Conference Interview Board on Nov. 10 recognized these changes and the related possibility of the need for additional dates for interviews during 2005.

Therefore, the following dates were determined, with a full day in April being added to the schedule:

March 9, 2005,	Toronto Conference Office
April 6	Toronto Conference Office
May 11	Central United Church, Barrie

In order to give the persons being interviewed adequate preparation time, we must receive the FFE 207 and accompanying forms by the following dates:

For March 9 interviews:	January 24
For April 6 interviews:	February 23
For May 11 interviews	March 23

If you have the packages ready early, it is safer for Presbytery E & S Committees to go ahead and submit them. Receipt date determines to a large extent who will be interviewed and who will need to wait until the following Interview Board.

Please note these dates and contact Patti James (ex. 25; pjames@bellnet.ca) if you have any questions or wish to refer a candidate for an interview.

We are sure you join us in expressing gratitude to the dedicated members of the CIB for their willingness to meet a possible need of the church in this way. And thanks to all of you!

In faith, Lillian and Patti