



JAMES BAY United Church

Opening Doors to God's Love

Board Announcement to the Congregation January 14, 2024

The Board is aware that the announcement from the pulpit on January 7th about 'pausing the search for our new minister and attending to administrative and governance issues in front of James Bay United' was a surprise. It left some of you with questions and concerns, so we would like to clarify a few things.

We have heard various take-aways from the announcement and want to reiterate what was said last week.

First, let us dispel some fear. We are not, by any means, closing the doors here. Nor are we amalgamating with another congregation. There has not been any fraud or illegal activity.

Second, let us assure you:

Your Search team is still active and working. The search was paused, not the team.

We will still be calling a new minister to James Bay United. It is the timeline that is being adjusted, to allow for time and guidance to remedy issues around governance, administration and organizational structure. In the meantime, we will focus on strengthening our structure by hiring a Transitional Supply Minister who has the skills and experience to help us solve our church's significant administrative issues before inviting in a new permanent minister.

Some of the pieces in front of your church Board at this time are confidential so we are not able to divulge specifics. We want to reassure you all that the Board is working very hard with the Pacific Mountain Regional Council Minister. We are confident that what needs to be righted will be. We simply need some time to do that. While no church is ever perfect, the Board and PMRC want to have James Bay United in the best health when we call a new minister, so that we can all carry on with the amazing ministries offered here.

As in any process of change and transition, our relationships and our trust in one another need to be at the fore. Please remember there is no us and them. We are, all of us, in this together, each of us with different jobs to do.

What can you do? Prayers for your volunteer Board members who are working hard. Kindness to each other. Goodness in all the places available. And not engaging in made-up narratives about what's going on.

If you have questions, want to know more – please ask a Board member, or a member of the Search team. We will do our best to answer your questions, while maintaining the confidentiality we are bound by through the governance of the United Church.

We will keep you updated as often and as clearly as we can.