

Present:

Region 7 Transition Commission: Joyce Payne (Chair), Eileen Antone, Grafton Antone, Jim Evans, Judith Fayter, Louise Hall, Beth Parsons, Robin Sherman, Mary Ann Silverthorn

Region 8 Transition Commission: Laurie O'Leary (Chair), Brent Caslick, Rod Coates, Gord Dunbar, Margaret Krauter, Mark Laird, Heather Leffler, Tim Reaburn

Region 9 Transition Commission: Deborah Laforet (Chair), Jean Bethune, Margaret Blewett, Robert Lawson, Ted Smith, Christina Paradela, Sybil Wilson, Kate Young

Regrets: Karen Low (Reg. 7); Martha Pedoniquotte (Reg. 8); Rhonda Johns, George Montour (Reg. 9)

Regional Council Staff present: Cheryl-Ann Stadelbauer-Sampa, Diane Blanchard, Kathy Douglas, Sue Duliban, Pretima Kukadia-Kinting, Ruthanna Mack, John Neff, Kim Uyede-Kai. Regrets: Kevin Steeper

Prior to the meeting, C-A circulated the following questions for consideration.

1) What would be the best way for the region to organize its decision-making on the matters where it MUST record a motion for an action to be authorized?

2) What is the difference between holding the vision and managing the work? Both Dan Hotchkiss who has written and leads workshops on church governance and John Carver's policy governance model focus on the need for the "governors", i.e. to be holding the vision of the end goal in sight. The management or means of getting to the vision are delegated. In Carver, it's delegated to staff. Hotchkiss discusses keeping straight when a volunteer is in one role or another

Three perspectives on governance were offered and discussed.

Region; Volunteer; Community of Faith (three perspectives on governance)

Region

How do we need to organize ourselves so someone is holding the vision.

Volunteer

People are letting go of the roles they have had and people are fretting about work continuing.

To convince people about to exit current roles to continue, need to be clear what is being asked of them and about the benefit to them.

- tech training
- what's in it for you and your congregation
- think about a succession plan – within 5-10 years will lose a significant portion of the most experienced ministry personnel and staff

Communities of Faith

C-A referred to the remit and a report from David Allan "*Establishing Regional Council Structures Document for use by regional council transition commissions Summer/Fall, 2018*"

Decisions cannot be made in isolation, have to be in consultation/communication. There are three main categories of decisions that need to be made in partnership with the region (as per the remit):

- Life cycle of congregation
- Pastoral relations
- Property – real property land & buildings, the other is major assets

The region and communities of faith will have a covenant.

In designing governance, need governance that:

- serves the purpose of the region
- is meaningful and rewarding for volunteers
- works for communities of faith

Recruiting & equipping volunteers

- What are we going to communicate and to whom
- Why as a volunteer your work is important
- In terms of nominating and recruiting people to do the work, being a warm body should not be the criteria any more. People should discern the roles that they are going to potentially be taking on (provide volunteer job descriptions?)

Executive

The regional council needs:

Reg 7: no presiding officer

Reg 8: Work by commission – executive holding the vision. Delegate management.

Reg 9: An executive that reflects in body the vision it wants to communicate. Not a singular person in that role – at least 2. Team/partnership has to be embodied and not just spoken about.

How to make decisions? Commissions? Discussion on possible commissions:

Mission and/or Covenant Commission: would hold onto the covenant between the region and community of faith. Hold onto the annual self-assessment and living faith story (mission articulation). This would trickle down to be the place where vacancies are dealt with. Make decisions about creating, realigning, amalgamating, disbanding communities of faith?

****Working principle – the region(s) will not make a decision regarding a community of faith, unless the community of faith (through whatever representation they choose) are in the room.**

Jim Evans commented that the model above starts to correct the issue of communities of faith not trusting the upper courts. No decision making that doesn't happen without you, the community of faith, as part of the process.

Pastoral relations/Human resources Commission: Search, selection, employment practices, support and leaves.

A practical task – this is where we have all our volunteers, it's their community's discernment. The regions' task is following the rules, when can someone start, do they fulfil requirements. Difficult pastoral relations situations move to Office of Vocation.

Each regional commission discussed separately the structure and makeup of possible commissions for their region and selected corresponding sections from the new manual to apply to those commissions (summary attached).

Going forward

Suggestion from staff to hold introductory workshops for congregations (possibly in January)

Discuss ministry articulation profile, living faith stories. Emphasis would be on the why. Also emphasize we are here to help you. What do you need? Hold in the evening or on a Saturday – if trying to encourage volunteer participation, need to make it convenient.

Need to

1. suggest educational opportunities
2. provide contact info
3. identify staff and commissions
4. commissioners known locally (mail out)
5. draw on present committees (until May)

The above provides a window of transition while structure is being set up. Attached copy of structure sketched out by Tim Reaburn. Region does their work through commissions – who have the ability to give work to people (who are skilled) - staff sit on the branches.

Housekeeping

Mission Support Grants

Packages handed out specific to each region (to be dropboxed as well).

Recommended strategy – all encouraged to read the entire package and encouraged to read in detail any application that comes from your current presbytery. The work of deciding these grants would be appreciated sooner rather than later by the ministries who have applied.

Jim Evans suggested checking your presbyteries previous year's grants. Tim Reaburn offered to be a resource on any grants put through Hamilton Conference in the past.

Interview Team (for Minister, Congregational Support & Mission Reg. 7 & 9)

Authorization required to proceed.

Moved: Margaret Blewett/Jean Bethune That the interview team be approved. **Carried.**

Regional Office Renovation

Cheryl-Ann outlined the renovations proposed. Quoted cost \$15,400, with renovations to start in December.

For Region 7 **Moved:** Jim Evans/Judith Fayter
That Region 7 support one third of the cost of renovations to the Hamilton Office. **Carried.**

For Region 8 **Moved:** Brent Caslick/Rod Coates
That the expenditure of one third of the expenses for the office renovation be approved. **Carried.**

For Region 9 **Moved:** Margaret Blewett/Jean Bethune
That Region 9 support the expenditure of one third of the expenses for the office renovation. **Carried.**

Web Update

Pretima & C-A have been working on regional website design with the coordinator of websites at GCO. Not an elaborate design and provides clear information. Can customize each region within that setup. Working on way for Pretima to backend manage all 3 websites at once. Also will avoid duplication----if on national don't want to redo on the individual sites.

What to do in November

- Ministry & office sharing agreement; not complicated but have to formalize.
- C-A to work on crafting volunteer job description(s).
- Property policies: C-A will do some work to do a draft template.
- Region name: Think about the process of making a name decision.
- Budget: C-A will work on a more finalized budget/budget info for November presbyteries
- Powerpoint for each Region: To include principles, anything about money (staff, office, shared services, committee work). C-A to work on rough draft of powerpoint.

Upcoming Meetings

Region 8	Saturday Oct 20	Gathering at Mount Forest UC	9:15 am - 3 pm
Region 8 Transition Commission	Thursday Oct 25	Drayton United Church	10 am
Region 7 Transition Commission	Wednesday Nov 7	St. Andrew's, Chatham	10 am
Region 8 Transition Commission	Thursday Nov 8	Conference call	10 am
Region 9 Transition Commission	Wednesday Nov 14	Barton Stone, Hamilton	9:30 am – 2:30 pm
Joint Transition Commissions (7,8,9)	Nov. 29 & 30	Stone Ridge Inn, London	Start at lunchtime Nov. 29. Details tbd