

**Minutes of the Leadership Circle**  
Kamloops-Okanagan Presbytery  
Wednesday August 25, 2010  
At Trinity United Church, Vernon

**Present:** Jim Hannah, Karen Medland, Judith Hardcastle (chair), Ivy Thomas, Reta Robertson, Lily Watson, Norma Fraser, Jim Taylor (note-taker), Marion Hollingshead

**Regrets:** Ian Fraser, Dawne Taylor

Judith called the meeting to order at 10:10 a.m.

**Worship:**

Lily led us in worship, based on the Jesuit practice of collation.

**Adoption of agenda**

- Norma asked to have Discipleship included. It will be included during the time allotted for worship animation.
- Spring Presbytery meeting will be the weekend before the beginning of Lent, Feb 25-27 in Westbank. Conference will be May 26-29.

Moved Lily, seconded Reta, and carried: *that the agenda as outlined above be accepted.*

**Approval of minutes**

Moved Jim T, seconded Marion, and carried: *that the minutes of the January 12 and June 2 meetings be accepted as circulated.*

**Fall Presbytery Planning**

Presbytery starts Friday Oct 22, ends no later than Sunday October 24 at 3:00 p.m.

Ivy, Kent, and Judith have met by e-mail. The usual pre-presbytery event will be integrated into Presbytery, and will be held on Saturday. Those wanting to come to the “pre-Presbytery” event will have to come as visitors and attend the full meeting. Graham will send out notification to his mailing list.

Ivy made copies of the proposed agenda for Presbytery meetings.

The theme will be based on “Facing the Realities” – the first of our process of leading to Transformational Ministry. Much of this has to be taken on faith in Janet McDonald’s leadership.

Friday registration will be at 5:30

Dinner at 6:00

Gathering in Song 7:00

Welcome and enabling motions 7:15

Mixer, getting to know you 7:30

Janet’s introduction to her theme 8:00

Closing worship 8:30

Billets 9:00

Jim H agreed to MC the social time on Saturday night. Jim T doesn’t want to do the mixer again, because he’s running out of ideas. We wondered if Janet McD would feel comfortable integrating the mixer into her theme.

Saturday

8:30 gathering in song

8:45 opening worship

housekeeping

9:15 Session Two for Janet

10:30 Working units (later revised, see discussion following)

We’re worried about the length of a 12-hour day. Some working units will fill their whole time, and others will be through their agenda in minutes and then wonder what to do with themselves. We will ask the working units to decide what each one is doing to make the “transformational ministry” happen.

Noted that Pastoral Relations and Education & Students need more time than other working units; if they need additional time, they need to set up that time other than at Presbytery meetings. Ivy says that the Leadership Circle needs to provide the vision for the working units.

There was general agreement that the optional hour should end at 5:00, so that everyone has a half-hour break before supper.

There was considerable discussion around re-inventing our wheels at each Presbytery meeting, over and over again. Jim T wondered if working units could meet ecumenically, so to speak, to find out how their work interrelates to other working units.

Karen noted that the three units that need extra time – see above plus Finance – are doing administration, not visioning. She says that every unit should be a visioning unit. Administrative duties should happen at a different time.

It was agreed that Ian Fraser's input needs to come in the morning, without intruding on that optional time.

10:30 – 11:30 Ian Fraser

11:30-12:00 Choir practice

12:00 lunch

1:00-2:30 – working units take what Ian has said and do their jobs.

2:30 wellness break

2:45 gathering in song

3:00-4:00 move business up from the evening

4:00 – 5:00 free time to roam downtown Kelowna, or working units if they need additional time

5:30 dinner

6:30 gathering in song

6:45 Janet concludes on Saturday evening

7:45 worship

7:15 wellness break

8:30 social time with Jim H

9:30 billets

Sunday

9:30 choir practice

10:00 worship with communion

Does Janet want to preach on Sunday morning, to wrap up her theme.

12:00 approx. lunch, shared with the congregation

12:30-1:30 back to business in the sanctuary

Just one song to bring us back

1:30 – reports from Management Team and Leadership Circle

Evaluations

What are we taking home

Enabling motions

3:00 adjournment and dismissal

All of the above subject to further consultation with the Management Team.

### **Worship and Animation**

Leanne Benoit wants to be on the worship team. Reta has nothing to report. Rev. George Feenstra will be half-time to Ashcroft Clinton, and will be available for various committees. His wife is the dean of nursing at TRU in Kamloops. He plays guitar and harmonica. He's big on justice work. He starts September 1.

Dee Hershey in Osoyoos has expressed interest in joining the worship animation team

Terry Myers is starting at Kamloops September 19. It is a ¾ time appointment.

Jim H suggests we should be taking on worship for Fall presbytery. It is so crucial to the implementation of the theme and responsive to the unfolding of Presbytery itself. Pianists might include Linda Langevin, Carol Stokes, Jim Hannah. Registration will include an invitation to bring your

instrument. Karen will also work with Jim H, so that she can integrate some elements into the Sunday morning service.

Judith will pull together the components of the social, and coordinate with Youth Council who provide refreshments, etc.

Jim T and Marion both indicated that they would be resigning from the Leadership Circle. Marion will not be available for most of next year; she would consider a Leave of Absence rather than full resignation. Jim feels that he has been on the LC for long enough.

### **Break for lunch**

### **Budget 2011**

Leslie sent out her draft budget last week. We concentrated on the 8000 series, especially 8020 General Expenses. We meet three times a year – January, May-June, September, approx. The question is whether we have two day meetings or one day meetings. In the past, lunches were provided, but the expenses were re-imbursed; it is nicer to contract the catering.

Several questions were raised for which we had no immediate answers:

- how does Leslie divide expenses for those who belong to both MT and LC
- do two-day meetings affect the costing of LC meetings
- should Graham be here taking minutes at LC meetings; to which group do the secretary and treasurer belong?
- how do we cover fees and/or travel for speakers for workshops, etc.?
- should we be carrying over funds from year to year, accumulating them with no guidelines for how they would get used, if they gets used? Should unspent funds be put it back into general revenue? Should we close those funds and transfer them to something more usable?
- what is in the contingency fund? What designated funds do we have? We need a financial statement as well as a budget
- chaplaincy, line 5220. Leslie says she has no idea what this is about, it's just a line that comes from BC Conference.

### **Licensed Lay Worship Leaders**

The budget discussion morphed into discussion of the LLWL program. Concerns were raised about accountability and conformity to the guidelines for LLWLs.

Dawne developed the course, and it is outstanding – corresponds closely to what St. Stephen's has done. Students are accountable to E&S while in training, and then become accountable to Pastoral Relations after they are licensed. They are re-licensed every year. Pastoral Relations will consider their re-licensing. They are not supposed to preach at any one place more than three weeks in a month, no more than three months a year. They are NOT qualified to be the minister! We will ask Dawne to re-inforce that principle.

Jim H is concerned about the level of competence of the students, because jurisdictional committees either can't or won't say no – they think they are being helpful by saying yes. The evaluation forms go to the M&P committee and to the Worship Committee. If they're licensed, they have some responsibility to Presbytery; if they are just a lay person, there is no accountability. Ivy sends out a list of the currently licensed LLWLs.

Once the LLWL students are licensed, evaluations go to Pastoral Relations rather than Education and Students.

Last year nine LLWLs were recognized as completing the course.

Dawne is asking for an increase in payment from \$650 to \$800 per module. The policy should state that the honorarium or contract fee be reviewed annually. It is per module, and there are four modules per year. Technically, an honorarium can only be up to \$500. At present, any extra funds received go back to the leader. This is separate budgeting from Presbytery – a total cost recovery program.

### **Back to the budget**

Any budget item increased over \$1000 requires being brought to the floor of Presbytery twice before it can be approved. Ivy suggests that if we want a line for speakers' fees, that we limit the amount to \$1000. Perhaps we need to rescind or amend this policy at Presbytery.

Lily feels that this policy is contrary to the principle that people have authority to act, rather than constantly bringing things to the floor of Presbytery. We need to know what that policy is, before we can revise it and recommend it to the full Executive, from where it would go to the full Presbytery.

The Spiritual Care Network (line 7340) is a Conference project, dealing with the spiritual care of ministry personnel. They organize the various regional retreats. Every presbytery is asked to delegate one or two people to the SCN. In KOP Juanita and Carol are our two personnel. It is new, only existed the last 3-4 years. Conference developed this program, but made the cost factors the responsibility of Presbytery. Ivy recommends that this line be increased from \$600 to \$1000. This covers their immediate expenses, plus the registration costs for the two people who have to attend as part of their jobs.

Norma and Ivy left us for the Management Team meeting at 2:00.

### **Planning for future Presbytery meetings**

Marion requested that we use a flip chart so that we can more clearly envision our visioning.

We will do at least two more Presbyteries on Transformational Leadership. Judith outlined the categories identified by questionnaire responses. The numbering below indicates our understanding of priority. Leadership was not specifically numbered, because we felt it applied to all categories.

1 -- facing the realities

2 -- connecting to the wider world (John Pentland, Bill Phipps)

3--moving forward (Leonard Sweet, Janet McDonald)

4 -- visioning

5 -spiritual practice (Diana Butler-Bass, Lois Huey-Heck, Lynne McNaughton, David Giuliano)

6 -- worship and liturgy (Barbara Browne-Taylor)

--leadership

### **More Budget**

Treasurer Leslie joined the Leadership Circle for a few minutes to clarify some questions.

The Life Long Learning fund has been renamed the Faith Development Fund at a Presbytery meeting. With the idea that it would be used for workshops that would benefit everyone rather than a few.

Leslie recommends that we budget \$750 for each meeting of Presbytery, to have any funds not used for speakers transferred to the Faith Development Fund. It could be used at times other than regular Presbytery meetings, as long as it was available to everyone.

### **Developing a Vision statement**

Jim H wants us to avoid a one-size-fits-all approach to “healthy congregations.” If congregations that know who they are and are content with that, that’s fine. And if they’re not content, are they willing to make the changes to become something else. There are way too many congregations that are lamenting who they’re not, and terrified of what might come. He wants to avoid churchy phrases like “the body of Christ.”

This would mean that it is okay for them to hire a chaplain to look after them, in the place of comfort that they have known, until the congregation eventually dies. But is that okay for Presbytery? Do we have an obligation to keep congregations alive? Don’t lament that you don’t have young families, a growing choir, etc. There’s no point in trying to make congregations be something that they don’t want to be.

In that case, says Jim T, we need the freedom to establish/authorize new congregations, perhaps using the same building, perhaps overriding the Manual provision that requires an ordered minister in every pastoral charge. These new congregations are not in competition with each other. Each of them has discovered a mission that drives them.

We need to help people see that our buildings are not our churches.

Marion talked about the church in Yellowknife, who gave their land away, and then built a multi-purpose building – Women’s Shelter, Y, etc, also used by other denominations: Lutheran, Bahai, etc – which the United Church shares in.

Karen suggests that we have a fairly comfortable Presbytery. We have had crises, but not enough to force us to reconsider our realities. How do we get people to the point that they’re willing to make creative uses of what they have, and what they’re losing.

Lily says that churches have declined because they are seen as irrelevant. Outreach comes as we look out and see what the needs are. If we become just palliative care chaplaincies to declining congregations, how do we sustain the Presbytery?

Jim H likens the church to global warming. We all know that something has to happen, that we all have to change, but we are not willing to make those changes, other than infinitesimally. Jesus said, Holy Crap, we need to be doing things differently. Then we took a wrong turn around 325 AD.

Some clarity started emerging:

- Knowing who you are
- Being content with it
- If you're not content, being willing to enable the changes

Our job as presbytery is not to tell the congregations what to do, but to enable congregations to live out to their fullest who they are called to be. Our job is not to manage the congregations but to help them discern who and what they are.

A healthy congregation engages in a constant process of self-discernment.

The wording was tentatively agreed to: *To assist congregations to know who they are and to live out fully who they are called to be.*

Then we can define some quantifiable goals

- a) facing the realities of who we (local, church, world) are
- b) develop/provide information on what's possible. So Christian Development might research resources for study. The Resource Centre might stock materials that will help congregations know who they are and what they might be.
- c) to equip the working units with the ability and resources to help congregations to know who they are, etc.

Looking at the wider world may not be a mission to that world yet. Part of it is even recognizing what's going on in the wider world. In Kelowna, Karen says, teenagers are couch-surfing; they've left home, cannot get food from the food bank because they cannot prove that they have residency for three months. People don't see the reality of the congregation, let alone world around them.

Lots of people in our congregations say they want new people, but they really don't, because it would upset their comfortable cocoons.

In discussion of possible speakers, John Pentland would be an eye-opener for most congregations. Jim T wonders if our congregations are ready for that kind of shock. Jim H notes that the situation is different for a church that is the only game in town, compared to a dying congregation in a city, e.g., Hillhurst in Calgary, where there are many other churches that one could attend. Hillhurst now offers everything from traditional Bible study to pub meetings for young adults. 70% of their congregation are under 50!

Other names suggested included Bruce Sanguin, who turned around a congregation that was struggling; Ross Lockhart in North Vancouver who has done interesting things in liturgy and worship; Gary Patterson for worship.

Janet McDonald can help us define the questions we need to be asking ourselves. Maybe we ask her to come back again.

Jim T wondered about Barb Langton, who led Kootenay congregations through the process of figuring out who they were and what they wanted to be.

Ivy recommended Christina Baldwin and Anne Linnaea. They come from Whidby Island in Washington. They train in what they call "circle practicing" relating to each other through story. Their book is called, "The Circle Way: a Leader in every Chair" using the energy of the circle to build on conversations. They work with individuals, corporations, convents, native groups, nurses organizations (about procedures, etc.). Ivy thinks this is the way for congregations to vision into the future and to do leadership in times of change. You let the unspoken be spoken; you deal with the fear factor.

With large groups, they would divide us into a series of smaller groups. Our business would be conducted in circles.

The February meeting is to be at Westbank. There was discussion of whether their facilities would enable up to ten circles. It was felt we could expand into the community hall if we book it early enough.

This process will continue by e-mail until September 10.

**Next LC meeting**

Will be decided by the Executive, but we can make a recommendation to them. We need to avoid Epiphany Explorations in Victoria in January 20-24. We suggest January 5 and 6, 2011. Karen will lead worship for that event.

Segments of discussion continued informally until after 7:00 p.m., when we adjourned to Jim Hannah's house for a social evening.

Judith Hardcastle  
Chair

Jim Taylor  
note taker



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MINUTES OF  
**MANAGEMENT TEAM**  
Kamloops-Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE  
The United Church of Canada

August 25, 2010  
TRINITY UNITED CHURCH  
VERNON, BRITISH COLUMBIA

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<b>PRESENT</b>	Kent Israel (Chair), Leslie Stirling, Norma Fraser, Graham Brownmiller (Secretary), Ivy Thomas (Conference Minister), Louise Burton, and Joanne Koster  Judith Hardcastle (Chair of Leadership Circle and Presbytery)
<b>AUTHORITY &amp; CALL TO ORDER</b>	Pursuant to the authority of the 2010 Spring Meeting of Kamloops-Okanagan Presbytery (KOP), the Management Team of Kamloops-Okanagan Presbytery was Called to Order at 2:15 pm at Trinity United Church, Vernon, BC and was declared open to conduct the business properly before it, Chair Kent Israel presiding. A quorum was present.
<b>CHECK-IN</b>	We checked in with each other regarding our summers.
<b>OPENING WORSHIP</b>	Worship was led by Kent Israel based on <i>Luke 13.10-17</i> .
<b>MINUTES</b>	<b>MS</b> ( <i>L. Stirling / L. Burton</i> ) that the minutes of the June 2, 2010 Management Team Meeting be adopted as received. <b>Carried</b>
<b>CORRESPONDENCE</b>	Graham Brownmiller has received and shared a response from Toronto South Presbytery (TSP) regarding the concern raised by an Admission to the United Church at the Spring Presbytery meeting. This information was received for information.
<b>TREASURER'S REPORT</b>	Leslie Stirling presented the treasurer's report and answered some questions regarding the balance sheet, Pastoral Charge Assessment Accounts Receivable and BC Conference Travel Grants. We are in fine financial shape to date. The 2011 Budget will be presented and discussed tomorrow with the Executive.  Thanks were expressed to Leslie for her hard work on the Financial Report and 2011 Budget.
<b>LEADERSHIP CIRCLE</b>	Issues and conversations arising from the Leadership Circle, especially regarding Budget etc, will be dealt with tomorrow, as the Executive.
<b>PENTICTON COMMISSION</b>	Further information regarding the Penticton Commission was shared with the Management Team. The Commission and the Congregations are waiting to receive information from Jon Jessiman, BC Conference Legal Counsel, before making any further decisions. All parties continue to strive for good relations.
<b>PRESBYTERY YOUTH MINISTER</b>	The Presbytery Youth Minister Contract is in process and paperwork will be held by Pastoral Relations.  The hope is that the JNAC will be completed by January 1, so that Pastoral Relations can move ahead with the process as needed.
<b>DISCIPLESHIP</b>	Norma Fraser discussed her role as the Coordinator of Discipleship and what it means, what

	her roles and responsibilities are and how it might be done differently.
	Norma reports that both Camping and YAYA are both working well and are doing the work they are expected to do. Norma will be in touch with the other Working Units.
<b>PASTORAL RELATIONS</b>	Louise Burton will inform Martha Ashbaugh that we need an executive summary of Pastoral Relations decisions sent to the Secretary in order that they might be ratified by the Management Team.
	Louise and Ivy Thomas shared some further information about work in the area of Pastoral Relations.
<b>STRUCTURE OF MANAGEMENT TEAM</b>	Further to our previous discussions about the Structure of Management Team, the Gifts & Calling person will make a decision about which committee to report to (Leadership Circle or Management Team) and the Conference Minister will be our information source from Pastoral Relations, in addition to the Human Resources Coordinator.
	We were reminded to hold up the ideal that Leadership Circle (LC) and Management Team (MT) need to work together in a variety of ways. The LC needs to vision and turn it over to MT for implementation. The chair of LC (who is also Chair of Presbytery) needs to liaison between LC and MT in different ways.
<b>FINANCE &amp; ADMINISTRATION (FA)</b>	A reminder that Mission Support Grants (MSG) will be due to Bruce Comrie in October. Any Pastoral Charges seeking MSG for this year should be in touch with Bruce soon to discuss their situation and the application process. Graham will send out the reminder again.
<b>ST. PAUL'S (KELOWNA)</b>	We have received information from St. Paul's (Kelowna) about their development proposal. We wonder what due diligence for Kamloops-Okanagan Presbytery looks like on a \$12.5 Million re-development. There will need to be further conversation with the folks from St. Paul's.
<b>DINNER</b>	Dinner was served (with great thanks) by the Trinity United Church Women.
<b>POLICIES</b>	A conversation with the Executive needs to occur regarding the creation and adoption of Policies. It would be helpful to have all of these policies reviewed and adopted as they are completed. The Leadership Circle is aware of their need to do this work, but it will be discussed again tomorrow.
<b>FALL PRESBYTERY MEETING</b>	Presbytery will begin with registration at 5:30 on Friday night followed by dinner at 6 pm; getting to know you and first theme (with Janet McDonald) throughout the evening. There will be a presentation by Ian Fraser regarding Working Units and Presbytery Structure so that Working Units might have a better idea what they might be expected to do. There will be a Social/Entertainment evening again on the Saturday evening. Following worship on the Sunday morning, there will be further business to attend to with an anticipated adjournment at 3 pm.
<b>LEADERSHIP CIRCLE</b>	Judith Hardcastle (Chair of Leadership Circle (LC) and Presbytery) joined us to share some thoughts and to impart some information regarding the LC meeting today. LC will define parameters/create policy around the Faith Development Fund. Further, knowing that there is some budget for it, LC will do the specific work of engaging Speakers without exceeding the budget line(s) for them.
<b>FALL PRESBYTERY MEETING REGISTRATION</b>	There was a request from the Registrar to inquire into using online registration for Spring and Fall Presbytery Meetings. The Secretary responded that the registration system is expensive and that some other plans are in place regarding Website with the Registration Information for the Presbytery Meetings.
<b>WEBSITE</b>	Some discussion happened regarding the Kamloops-Okanagan Presbytery website. There were some suggestions made that will be incorporated into the website by the Secretary.
<b>ROLL AND MEMBERS-AT-LARGE</b>	Graham asked some questions about the roll and Members-At-Large, especially about Youth and Young Adults having a vote at Presbytery Meetings. One of the problems regarding the roll is keeping it updated with the names of Lay Delegates and Alternates when they are elected annually by their congregations.

There are 10 Members-at-Large Positions that we are allowed to have filled; at this point there are 8 of those 10 spots filled. Graham asked about the number of votes that are held by Youth and or Young Adults. It was explained that KOP voted to allow the Youth Council to elect at each meeting of Presbytery 8 of the Youth/Young Adults to vote during the meeting. The Leadership Circle (LC) will look at the policy regarding LLWLs; one line that needs to be added will be around the Contract Stipend.

**LICENSED LAY WORSHIP LEADERS (LLWL)**

**NEXT MEETING**

We will next meet, jointly with the Leadership Circle, on August 26, 2010.

**ADJOURNMENT**

**Moved** by G. Brownmiller that we adjourn at 7:30 pm.

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Kent Israel, Chair

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Graham Brownmiller, Secretary

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MINUTES OF  
**EXECUTIVE**  
Kamloops-Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE  
The United Church of Canada

August 26, 2010  
TRINITY UNITED CHURCH  
VERNON, BRITISH COLUMBIA

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<b>PRESENT</b>	Judith Hardcastle (Chair), Kent Israel, Leslie Stirling, Norma Fraser, Louise Burton, Reta Robertson, Joanne Koster, Karen Medland, Jim Hannah, Jim Taylor, Marion Hollingshead, Lily Watson, Graham Brownmiller (Secretary), Ivy Thomas (Conference Minister)
<b>REGRETS</b>	Dawne Taylor, Ian Fraser
<b>AUTHORITY &amp; CALL TO ORDER</b>	Pursuant to the authority of the 2010 Spring Meeting of Kamloops-Okanagan Presbytery (KOP), the Executive of Kamloops-Okanagan Presbytery was Called to Order at 9:20 am at Trinity United Church, Vernon, BC and was declared open to conduct the business properly before it, Chair Judith Hardcastle presiding. A quorum was present.
<b>OPENING WORSHIP</b>	Opening worship was led by Norma Fraser; including a reading from Joyce Rupp's <i>Cup of Life</i> .
<b>AGENDA</b>	<b>MS</b> (R. Robertson / L. Stirling) that we adopt the agenda as presented, with additions. <b>Carried</b>
<b>MINUTES</b>	<b>MS</b> (L. Stirling / M. Hollingshead) that the minutes of the June 3, 2010 Executive Meeting be adopted as received. <b>Carried</b>
<b>BC CONFERENCE GM 2011 (GM11)</b>	Kent Israel advised that Local Arrangements for GM11 will continue to evolve in conjunction with BC Conference Office and Doug Goodwin, Executive Secretary and Dan Chambers, Conference President.
<b>MANAGEMENT TEAM REPORT</b>	Kent, Chair of Management Team, reported on a few items from the Management Team Meeting yesterday, including: Pastoral Relations, Penticton Commission, St. Paul's (Kelowna) re-development, and the KOP website. Some discussion around these items occurred. Regarding the website, there were some further suggestions about what might be on the webpage. We also spoke about Members-at-Large on the KOP Roll.
<b>BUDGET</b>	Leslie Stirling presented the draft 2011 Budget and offered clarification to questions asked on Expense Line Items, especially: holding accounts on the Balance Sheet, Presbytery Meeting Costs, BC Conference Assessments, Video Licensing, Youth Minister Contract, Outdoor Ministries and Camping Grants, and increasing the Spiritual Care Network budget line to \$1,000.  Discussion arose because the 'bottom line' is an increase of almost 5%; this is because of our Assessment to BC Conference.  <b>MS</b> (M. Hollingshead / N. Fraser) that Ian Fraser (BC Conference Executive Representative) be given information that will be used at the next BC Conference Executive meeting to demonstrate how Presbyteries are impacted by their budgeting process; and further, that we communicate similar information to Nellie Tang, Conference Minister for Finance before the budgeting process is complete. <b>Carried</b> Leslie Stirling abstained from voting; 2 votes contrary

The information that will be provided will be 2010 figures, as the 2011 Budget is not completed on either part. The Executive instructed the Secretary, in conjunction with the Chair, to communicate this information to Nellie Tang.

**MS** (L. Stirling / N. Fraser) that we recommend the draft budget, as amended, be presented to the Fall Kamloops-Okanagan Presbytery Meeting in Kelowna, BC. **Carried**

Appreciation was expressed to Leslie for her hard work on the budget and budgeting process.

#### WELLNESS BREAK

#### LEADERSHIP CIRCLE REPORT

**Vision Statement** – Although there is a Presbytery Mission Statement, the Leadership Circle (LC) has developed a Vision Statement to work towards: *To assist congregations to know who they are and who they are called to be.*

LC named certain priorities and started some work on goals. The Priorities are based on the responses of our 2010 Spring Presbytery Meeting regarding what sort of speakers Presbytery would like to hear.

Priorities – 1. To face the realities (know who they are) 2. To Connect to the wider world (new ways to engage in ministry) 3. To vision 4. To move forward 5. To engage in spiritual practices

Goals – 1. Ask and Equip working units to focus on achieving the Presbytery vision statement in their work.

There needs to be a recognition that Working Units need to be Visionary as well as administrative.

**Future Speakers** – Janet McDonald is speaking and presenting to Presbytery at the 2010 Fall Meeting. Ivy Thomas presented information on Circle Training, suggesting that Christina Baldwin and Ann Linnea might be possible future speakers for our Presbytery. Ivy will investigate further and invite them to be present at our 2011 Spring Presbytery Meeting in Westbank – if costs are within the budget limitations.

#### LUNCH

Lunch was served by the Trinity United Church Women.

#### FALL PRESBYTERY MEETING

**Responsibilities:** There is a need to identify some folks to have responsibilities set before arriving at the Fall Presbytery Meeting:

Registration: Bob Hendrie

Grace & General Appreciations: Reta Robertson

Worship Animation: Jim Hannah (for this Meeting – Gifts & Callings will continue to look for someone to fill this role)

Introduction (Janet McDonald): Leslie Stirling

Housekeeping (including the reminder to identify selves): Judith Hardcastle

Presentation of Working Units Explanation: Ian Fraser

Social Hour: Judith Hardcastle

MC Social Hour: Jim Hannah

“What We Learned at Presbytery”: Graham Brownmiller

Thank you to Janet: Norma Fraser

Further details will rest with Judith Hardcastle and the Leadership Circle.

The Coordinators (Norma Fraser, Louise Burton and Kent Israel) will introduce the chairs of the Working Units. Reports will be sent out prior to the meeting through email. When

reporting happens on the Sunday afternoon, the chairs of the Working Units will be asked to present a look ahead “what’s coming up?!”

With the registration package, the Spiritual Gifts Inventory will be included and new folks to Presbytery will be encouraged to share those responses with the Orientation Team; all others will be encouraged to send theirs to Gifts & Callings.

Evaluations: we will have some copies of the evaluation at the meeting and allow folks to know that they can respond via email afterwards. Graham will provide those for the meeting.

**POLICY DISCUSSION**

Leadership Circle is responsible for policy and will be continuing to work on policies. At this point there has been a request to change the name of Global & Society Concerns Working Unit.

**MS** (N. Fraser / M. Hollingshead) that Global & Societal Concerns Working Unit change their name to Peace and Justice. **Carried**

Management Team discovered that there are *oral traditions* that exist and that there are standing motions somewhere in the minutes, that should be included in the policies.

A few members of the Leadership Circle will work on putting together some of the policies and procedures for certain positions and working units etc. (i.e., Financial etc.) Karen Medland volunteered to lead this work. Those who are directly affected by the policies will be consulted.

**WORKING UNITS**

We were reminded that some of our Working Units are having some trouble, especially because of transition that occurs from meeting to meeting. The Coordinators (Norma Fraser, Louise Burton and Kent Israel) will be in touch with their Working Units in order to see what they may need in terms of support.

We will need to make sure that policy is written for each of them, especially with regards to minimum membership and quorum.

**MEETING FORMAT**

Before choosing our next meeting dates, we discussed this 2-day meeting format.

We decided to continue to meet in this 2-day format (3 times) over the next year and to re-evaluate in a year. We will gather in January, June and possibly August. If either the Leadership Circle or Management Team need to meet separately, they will.

**NEXT MEETING**

We will next meet January 5<sup>th</sup> & 6<sup>th</sup>, 2011 at Trinity United Church, Vernon, BC.

For information, the Leadership Circle will meet on the 5<sup>th</sup> beginning at 10 am (to 5 pm) and the Management Team will meet beginning at 2 pm (to 7 pm), the Executive will meet jointly on the 6<sup>th</sup> from 9:00 am until 3 pm. Leslie Stirling & Graham Brownmiller will lead worship for Management Team, Karen Medland will lead worship for Leadership Circle and Louise Burton will lead worship for the gathered Executive. Jim Hannah will host a social gathering at his home on the evening of the 5<sup>th</sup>.

**ADJOURNMENT**

It was **Moved** by J. Hannah that we adjourn.

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Judith Hardcastle, Chair

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Graham Brownmiller, Secretary

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**A NEW LOOK – FINANCIAL REPORT TO THE MANAGEMENT TEAM & LEADERSHIP CIRCLE  
TRINITY UNITED CHURCH, VERNON – AUGUST 25 & 26, 2010**

KOP - Operating Funds	\$35,602.18
Reserve & Holding Accounts	
Camps - Operating	\$2,700.17
LLW Leader Program	\$0.00
Clergy Retreat	\$0.00
Peace & Justice WU	\$2,220.18
Resource Fair	\$750.00
Shared Ministries	\$2,538.87
Faith Development Fund	\$5,791.83
Theological Education	\$5,252.90
Youth to GC	\$1,440.09
Contingency	\$5,000.00
Vida Fund	\$13.00
KOP Youth Council	\$2,698.73
Total	<u>\$64,007.95</u>

Chequing	\$16,608.63
Investment Savings	\$47,379.32
Shares	\$20.00
Total	<u>\$64,007.95</u>

**Comparison of Redeemable GIC/Term Deposit Rates**

	ISCU	B of M	RB	Ing
<b>1 year</b>	0.85	0.5	1.05	1.75
<b>2 year</b>	1.25	1.25	1.55	2.5
<b>3 year</b>	1.35	1.3	1.25	2.5
<b>4 year</b>	1.45	1.45	1.45	2.75
<b>5 year</b>	2.25	1.85	1.45	3.25

**Breakdown of Pastoral Charge A/R  
Total paid to August 20, 2010**

12 months	10
10 months	1
9 months	2
8 months	7
7 months	5
6 months	6
5 months	1
4 months	1
3 months	1
nothing in 2010	1
<b>Total Pastoral Charges</b>	<b>35</b>

*“The credit belongs to those people who are actually in the arena... who know the great enthusiasms, the great devotions to a worthy cause; who at best, know the triumph of high achievement; and who, at worst, fail while daring greatly, so that their place shall never be with those cold and timid souls who know neither victory nor defeat.”*

*Theodore Roosevelt*

*I think those words belong to the people who struggle with budgets; trying to be fair to all; ever mindful of the need to spend our money wisely. Thank you for your hard work and careful consideration of these financial matters at a time when I know your heads and hearts are really wanting to soar... to holier places and to accomplish great things.*

*Leslie Stirling*





1. The year to date total only includes the amount of Pastoral Charge assessments that have been paid. The first budget draft shows an overall increase to Pastoral Charge assessments of 4.37% or \$7,178.00. Each increase of \$1600 to the budget means an additional increase of 1% to the Pastoral Charges.
2. We have not received any BC Travel grants this year and have not had confirmation from Conference office that we will be receiving them next year. Nellie Tang is not due back in the office until late August. I have not had any indication that the travel grants will be withdrawn, however, ...
3. BC Conference Allocations have been paid to September 30, 2010. The 2011 Conference Allocations will not be available until November. As in the past, I have estimated a 5% increase. Total increase is \$4,728.
4. The Conference Minister has requested that the amount normally budgeted for a Support Committee be added to the previous budget line as she prefers to meet with a Spiritual Advisor rather than a Support Committee. The two lines have been combined in the 2011 budget with a slight increase of \$300.
5. The 2010 budget figure for KOP Youth to General Council has been transferred to the holding account. A small amount is budgeted each year to assist with cost in the year that General Council is held.
6. In 2010 we budgeted \$750 for each full meeting of Presbytery to cover the cost of a guest presenter. This was included in line 6262 & 6264 (Non-Travel). The amount was not utilized for the Spring Presbytery. On the recommendation of the Financial Working Unit, Presbytery transferred funds from the Life Long Learning Holding account to the Faith Development Fund. These funds were to be used for Presbytery wide events, workshops, guest speakers, etc. I would respectfully suggest that the funds set aside for Presbytery meeting presenters be transferred to the Faith Development Fund if not used. This would help to cover costs if we should decide to search further afield for presenters. It would be an appropriate use of the Faith Development Fund if the pre-Presbytery workshops were open to all.
7. The treasurer's expenses are over budget for 2010 and I expect there will still be more expenses before the year is finished. We did purchase a new cheque order at a cost of \$323.45 which will give us sufficient cheques to last through 2012 (if you keep me that long). I have requested an increase of \$100 because of photocopying and postage expenses.
8. The remainder of the 2010 budget for Peace & Justice has been transferred to their holding account.
9. Outdoor Ministries has requested permission for a budget overrun of approximately \$400 to allow them to purchase their online training in this fiscal year at a reduced rate. They have also requested a budget increase of \$400 for next year.
10. Line 7235 will be over budget this year because of the increase in the Youth Minister's contract, travel expense and WCB. This was approved at the last meeting of the Management Team. The 2011 budget for Lines 7235 & 7240 has been increased by a total of \$1,450 to cover the contract increase, WCB and continuing education expenses.
11. The 2010 budget for Shared Ministries has been transferred to the holding account. Although the chair of Shared Ministries was not sure if we still required this line, it was decided to leave it as the same because of the increase of Shared Ministries in our Presbytery.
12. Line 7405 (previously called Meeting – Exp – Travel & Meals) & 7410 (previously called MT General Expenses) have been combined as Line 7405 Management Team Expenses and will cover travel, meals and other incidental expenses.
13. Line 8015 (previously called Meeting Exp – Travel & Meals) & 8020 (previously called LC General Expenses) have been combined as Line 8015 Leadership Circle Expenses and will cover travel, meals and other incidental expenses.
14. Unbudgeted expenses are for the Spiritual Care Network and were approved by the Management Team at their June meeting. I have added Line 7340 Spiritual Care Network. I did not get a reply from them before distributing the first draft so tentatively made the request for \$500.
15. Pastoral Oversight Line 7315 has lowered their budget by \$400.