



MINUTES OF
LEADERSHIP CIRCLE
Kamloops-Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE
The United Church of Canada

August 17, 2011
TRINITY UNITED CHURCH
VERNON, BRITISH COLUMBIA

PRESENT	Norma Fraser, Elaine Diggle, Lily Watson, Dawne Taylor, Jim Hannah, Reta Robertson, Steve Hershey (Chair of Management Team), Ivy Thomas (Conference Minister), Graham Brownmiller (Secretary), Karen Medland (Chair)
REGRETS	Ian Fraser
AUTHORITY & CALL TO ORDER	Pursuant to the authority of the 2011 Meeting of Kamloops-Okanagan Presbytery (KOP) at BC Conference, the Leadership Circle of KOP was Called to Order at 9 am at Trinity United Church, Vernon, BC and was declared open to conduct the business properly before it, Chair Karen Medland presiding. A quorum was present.
WORSHIP & CHECK-IN	Graham Brownmiller led us in worship and Ivy Thomas led a check-in.
MINUTES OF PREVIOUS MEETING	<i>MS (N. Fraser / J. Hannah) that the minutes of the January 5, 2011 meeting of the KOP Leadership Circle be adopted as circulated. Carried</i>
MANAGEMENT TEAM	<p>Steve Hershey, Chair of Management Team, presented some information from the June 27, 2011 meeting of the Management Team:</p> <ul style="list-style-type: none">• a letter will be sent to Pastoral Charges reminding them that Pastoral Relations need to be informed of upcoming Sabbaticals;• the deadline for Home Missions Support Grants will be October 1 this year;• the Penticton Supervisory Commission was ended with appreciation; and<ul style="list-style-type: none">○ Ivy Thomas, Conference Minister, is meeting with leadership of both congregations to assist Management Team in discerning next steps;• St. John's United Church, Clinton voted to close;• the Management Team began a conversation regarding "How We Operate". <p>Steve also presented some items for action by the Leadership Circle:</p> <ul style="list-style-type: none">• policy needs to be written that allows for flexibility of the unexpected (e.g., in the instance that ... we anticipate the policy to unfold in this way)• continue to discuss how we communicate decisions, competencies, and other situations in an effective way, recognizing that even when communication is happening, it may not be recognized as being accessible or transparent• Gifts & Callings have asked how to promote the work of working units when there is no Working Unit time at Presbytery meetings. We were reminded that in Bruce Sanguin's book "Jesus chose his disciples, they didn't volunteer." How do we know what gifts and skills members of Presbytery and of Congregations have?

- it would be good if Ministry Personnel could help in the identification of the gifts and skills of lay presbyters and congregants;
- some education is needed because some lay delegates think there is a requirement that whatever working unit they are part of should be directly connected to their congregations.
- The national Church has required that all Ministry Personnel take a boundaries workshop rooted in the Sexual Abuse Prevention and Response Policy. The BC Conference Committee will communicate more information to Presbyteries soon.
- Items for concurrence: Pastoral Relations and Education & Students on pages 2011-78 and 2011-79 of the Management Team Meeting; and the Budget.

EXECUTIVE

As we continue to move into the way that we operate, the question of Leadership Circle, Management Team and Executive meetings was raised. In the past, each of Leadership Circle and Management Team have met separately and then sometimes together as the Executive. As we have done today, Management Team has presented items that need “Executive” concurrence to the Leadership Circle. How does Leadership Circle feed the vision that is being discerned back to Management Team in order that they can do their work? Leadership Circle will need to continue this conversation, as will Management Team.

BUDGET EXPLANATIONS

Leslie Stirling, Treasurer, sent her assumptions and explanations regarding the 2012 Budget.

A concern was raised regarding [Certified] Ethically Raised Meat. As this was a motion of the Presbytery, any concerns would need to be returned to the floor of the Court.

Action: Norma Fraser will put together further information for the October Presbytery Meeting.

A concern was raised regarding the surplus. There have been times in the past when Leadership Circle has asked for funding and been told that ‘it wasn’t in the budget’; however, not being presented that there was a surplus.

There is a belief that the Court needs to make a decision regarding surplus – will it be an allocation cut-back, special project fund, etc.

Action: Steve Hershey will communicate to the Administration Coordinator/Treasurer and the Management Team this conversation and that we do not want to create a deficit budget for 2012.

Action: Leadership Circle will, in consultation with the Administration Coordinator/Treasurer, create a policy regarding surplus monies.

Action: Ivy Thomas will work with Leslie Stirling (Administration Coordinator/Treasurer) to have the budget conversation in Circle Format at Fall Presbytery.

Appreciation and thanks were directed to Leslie Stirling for her hard work on the budget.

ITEMS FOR CONCURRENCE

*MS (D. Taylor /E. Diggle) that we concur with the decisions of Pastoral Relations and Education & Students found in the minutes of the Management Team pages 2011-78 and 2011-79. **Carried***

SPRING PRESBYTERY EVALUATIONS AND HARVEST

There were 39 evaluations (35 via Survey Monkey) returned after the Spring Presbytery meeting. Evaluations seemed to be good reflections of the meeting.

A few issues were raised. We have no one chairing or leading the Worship Animation Group, even though there are a number of people who are interested in partaking in leading worship, but no one who is willing to be the coordinator.

Action: Gifts & Callings will approach Michele Walker from Kamloops United Church and ask if she is interested in coordinating the Worship Animation Working Unit.

Leadership Circle has agreed to keep meeting in the same format that has been used in the past few meetings: no pre-Presbytery workshop, no Working Unit times, shortened day on the Saturday. The Agenda will remain mostly the same as previous meetings.

It was noted that some folks arriving at Westbank in the spring did not know where they were to go. The booklet “So You’re Going to Host Presbytery” does suggest that a host person be available to help with directions. The Secretary will communicate with the host community in Golden and suggest that this might be good to have.

LUNCH

FALL PRESBYTERY MEETING THEME CONVERSATION

Wendy Fletcher, Principle and Dean of the Vancouver School of Theology, has been invited to be the theme presenter at the fall meeting focusing on Spirituality and Transformational Leadership. Karen Medland will communicate with her regarding the most reasonable travel arrangements; there is no fee, but a donation to Vancouver School of Theology would be appreciated. Karen will also offer some direction regarding theme to Wendy.

We are asking Wendy to present 3 sessions (approximately 3 ½ hours) on the theme of “Living in the Spirit of Christ – fear, uncertainty, freedom, questions we don’t want to ask, discipleship vs. membership”

Ivy Thomas will ask Wendy if she will have some questions for our Circle Reflection; if not, Ivy and LeAnn Blackert are willing to discern those reflection questions.

BUSINESS

There are some items of business to attend to at the fall meeting. There are three Remits that we need to consider: #4 – Frequency and Timing of Conference Meetings; 5A – Appointment of Designated Lay Ministers; and 5B – Presbytery Membership of Designated Lay Ministers. There has been a request for some clarification on the remits we will need to vote on at the Spring Presbytery regarding Church Doctrine.

Action: The Secretary will send out a précis of remits 4, 5A, and 5B for members of Presbytery before the Fall Meeting; and will also attempt to provide a précis of remits 6A, 6B and 6C.

There will need to be a report from Leadership Circle regarding the work of the Task Force on Ministry (next item of business). We will have to approve the 2012 budget and vote on concurrence with Mission Support Grant Applications.

PASTORAL RELATIONS CONVERSATION

A number of the Leadership Circle met with Pastoral Relations on Tuesday, August 16, 2011 (notes and harvest from that conversation is appended as Appendix I). The purview of the conversation was about the number of part-time congregations in the Presbytery (22 of the 35 congregations are in some way part-time Ministries). The Leadership Circle would like to encourage a shift from congregations centered around a Minister to a Ministering Community.

The outcome of the conversation was to create a Task Force that will develop a flexible structure for how this ministry might look to be in place by October 1, 2011. A parallel process will be to test the waters listening intentionally to congregations about their needs and desires. Leadership Circle along with Pastoral Relations and this new Task Force would choose a specific region with potential to approach with the proposal and suggestions.

This will not be a cookie-cutter solution, but will look at a variety of options based on the conversations that are held with the congregations themselves. The Task Force will be accountable to Pastoral Relations.

The members of Pastoral Relations that were involved in the conversation, and members of Leadership Circle are invited to submit names of those with gifts and skills identified by the conversation to Reta Robertson, Chair of Gifts & Callings, by August 31.

Ivy Thomas and Karen Medland will draft an invitational and intentional letter and send them out on behalf of the Leadership Circle. The deadline for responses will be September 16th. Leadership Circle will approve the composition of the task force by Skype or phone.

MS (N. Fraser / E. Diggle) that we recommend to Management Team that an amount of \$5,000 be included in the 2012 budget for this new task group. **Carried**

Action: Communicate to the Management Team that this new Task Force is in place and that there will be monies needed.

Ivy Thomas will purchase copies of the book “Born of Water, Born of Spirit” for members of the Leadership Circle and for those who discern their involvement in this Ministry.

PRESBYTERY HOSTS

There are hosts for Presbytery through to the Spring Meeting of 2013. In the past, the invitation has been issued by the Leadership Circle for congregations who are interested in hosting one of our meetings. Typically, two of three meetings are done in the central area.

Action: Karen Medland will invite hosts for Presbytery through the Secretary. This invitation will include the parameters that have been set by the Leadership Circle.

NEW BUSINESS

Dawne Taylor identified three areas of concern that she wanted to be discussed at this meeting. The three topics were: technology (how do we use technology to better serve our needs in a large area where time is limited for people to get together); visioning (how do we continue with long-term vision setting, and concerns regarding part-time ministries); and sub-groups (should the Leadership Circle meet as three sub-groups: policy, presbytery meeting preparation and visioning).

Although these are important questions and reflections, all three of these items have begun to be dealt with in some form. Ivy Thomas noted that she has purchased ‘Conference Skype’ which allows for a video or voice (or combination) conference. However, we need to remain always aware of where technologies are not available. The gathering with Pastoral Relations on August 16th began to address some of the concerns noted in Dawne’s presentation.

At this point there is a policy group (Karen Medland, Ian Fraser and Dawne Taylor) already in place. Leadership Circle’s work around vision should help prepare the theme of Presbytery meetings and the schedule remains basically the same. And Leadership Circle is meant to be the group that creates the vision. As is mentioned to Working Units, members of Leadership Circle should not just be participating in the creation of vision on the days that we set, but between meetings too through phone calls, small group work and other conversations.

CONFERENCE MINISTER

Through BC Conference it is being found that in some places there is a disconnect between what Presbytery believes the role of the Conference Minister is, and what the Conference Minister thinks the job is. Before it becomes a problem, we want to tackle it. Ivy Thomas asks the question: “What does it mean to be a Resource Person?” Ivy asks us to think about this question, email her with responses, jot it down on a piece of paper and we will talk about this at a future date.

NEXT MEETING

Skype Conference – Thursday, September 22, 2011 1:00 pm

Day of creating Vision – Thursday, November 3, 2011 – 10 am – 4 pm

ADJOURNMENT

M (R. Robertson) that we adjourn.

BLESSING

Through our singing, we were blessed into our travels.



NOTES OF
LEADERSHIP CIRCLE
& PASTORAL RELATIONS

Kamloops-Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE
The United Church of Canada

August 16, 2011
TRINITY UNITED CHURCH
VERNON, BRITISH COLUMBIA

Members of Leadership Circle: Norma Fraser, Elaine Diggle, Lily Watson, Dawne Taylor, Steve Hershey, Reta Robertson, Ivy Thomas, Karen Medland, Graham Brownmiller

Members of Pastoral Relations: Martha Ashbaugh, Marion Best, Cornelia King, Kelly Grittner, Laura Turnbull, Ken Jones

Purpose: Pastoral Relations has had some concern regarding the part-time ministries in Kamloops-Okanagan Presbytery. They requested this gathering with Leadership Circle to have some conversation and idea gathering regarding future steps.

Part-time Ministries:

Merritt	There are four worship teams prepared by Kathleen Jones before she left. After 1 ½ months they are commenting on the “hard work”. There has been some conversation regarding Shared Ministry with the Anglican Church (ACC), but those conversations have stopped.
Sicamous	a .625 Full Time Equivalent (FTE) position
Canoe	pulpit supply offered gratis by Daryl Auten
Enderby	Sheila Dunbar is serving .3 FTE
Armstrong	Bari Castle is serving .85 FTE (just increased)
Lumby	Lily Watson is serving .45 FTE
Chase	ACC Shared Ministry, served by retired clergy (ACC and UCCan) and Licenced Lay Ministers of Word and Sacrament (LMWS)
Sorrento	Bruce Chalmers (ACC) .75 FTE and a non-stipendiary Deacon
Celista	technically ACC/UCCan, serves ecumenically – time limited contract with a retired ACC Priest
Rutland	Rick Potter is serving .8 FTE
Peachland	Elaine Diggle is serving .75 FTE
Naramata	Sandy Stickney (ACC) is serving .8 FTE
OK Falls	seeking .2 FTE
Oliver	JNAC will determine how part time
Osoyoos	Steve Hershey is serving .85 FTE
PLURA Hills	Carolyn Ronald is serving .75 FTE
Lillooet	Len Fraser (ACC) is serving .75 FTE

Ashcroft	Alice Watson (Student Supply) will be serving .75 FTE
Princeton	Nick Judson is serving .5 FTE (unofficial ACC/UCCan)
Keremeos	Nick Judson is serving .5 FTE (ACC/UCCan)
Logan Lake	Ecumenical Community Church with some pulpit supply

Full-time Ministries

Vernon	Jeff Seaton
Summerland	Kent Israel
Penticton	Laura Turnbull
Oasis	Carol Stokes
First Kelowna	Karen Medland, Cheryl Perry
Westbank	Wayne Atkinson
St Paul's Kel	Richard Chung (seeking .5 FTE)
Salmon Arm	Juanita Austin (JNAC will determine 2 nd position)
Kamloops	Bruce Comrie, Teri Meyer (.8 FTE)
Mt. Paul	LeAnn Blackert
Golden	Judith Hardcastle
Revelstoke	Ken Jones
North Thom.	Graham Brownmiller

Ivy spoke about the book “Born of Water, Born of Spirit: Supporting the Ministry of the Baptized in Small Congregations.” She led a conversation with the Anglican Clergy in the Central Interior regarding “if all are called to Ministry, how do we do Ministry as a Community of Faith? It is not about a community gathered around the minister, but a ministering community.” It is about small group ministry, and intentional training of lay people with support from a clergy person who may have oversight of a number of sites.

What comments, questions, thoughts, concerns etc. do you have?

- congregations don't own ministers / ministers don't own congregations
 - o ministry together
- change is inevitable, the status quo can remain no longer
- in times of crisis, we turn to authority
- how do we overcome our history
- changing the paradigm
- continuity and a container of ministry
- Leadership Circle / Management Team exercising leadership without coercion / intentionally and direct
- concern re: part time ministry and responsibility to presbytery (expectation that ministers do Presbytery work)
- need to change mentality “minister here every week, church grows”
- Presbytery is so enabling, encouraging, supportive – we have forgotten our authority (you can not do that / you must do ...)
- neighbouring congregations struggling – if we could open ourselves
- teaming, not just “new” people, but those that are already there
- importance of theology / educated clergy / theological support
- some desire of lay people to do ministry in community
- could we imagine “another way” to do church
- JNACs to include conversations with neighbouring congregations

- a working model not rooted in hold-ups
- cluster ministries
- UCCan hasn't made up it's mind about what its doing about Ministry
- our story is one of death, then resurrection
- God is still working through us, do we really believe?
- how much energy will be required to do this?
- lift up the church as a whole not just "our" congregation
- get out of the competitiveness model for ministry colleagues

Where do you see us going from here? What are our next steps?

- Ordered Ministry/DLM gather and test with laity about what it might look like – how to nurture – test the waters, focus group / visit (not oversight) / have them find ownership
- "by whose authority" – if Presbytery said "you have to ..." what comes of it?
- Ministry Developer – how to find the "key people"
- creativity & collaboration
- instant price / silver bullet – don't build up expectations too much
- organic – Minister of Community – leadership development and teaching
- sharing of gifts by Ordered Minister/DLM – "larger parish"
- "the" model vs. "a" model vs. "some" models
- short-term vs. long-term vision (10 years is a long time, why not 1 year)
- our vision vs. God's vision
- do the ministry that is being done, that folks have the energy to do
- realities
- Christian education – how do we equip the ministries
- re-educate congregations about the role of Presbytery
- change our language
- testing waters gives perspective / energy behind new model
 - o informs congregations about larger issues (others and self)
- hiring someone to do this work, core clusters, training etc.
- how to support the laity doing the ministry roles (not paid but volunteer)
- Education for Ministry (EFM)
- Resources (Richard Bott, AST, St. Andrew's, VST)
- Gathering Resources
- include Resources for Paliative care
- feed, minister, love them
- share it all
- supportive of those in Paid Accountable Ministry (combat the culture of competition)

The So-What?

- testing the will of congregations / testing the waters
- pastoral charge supervisor for Merritt
- committee (or such) to figure it out
- session with South Okanagan, Ministry Personnel & key laity (also N. Okanagan)
 - o choose an area with potential because of need and have a plan / something to offer
- how to coordinate the process
- what might it feel like to succeed father than think we might fail
- get everyone on board
- 2 directions 1) develop the initiative 2) (at the same time) what needs are there, where are

we at, what's going on? where are we going?

- share resources “what worked” “what didn't work” people
- not a “them” and “us”
- develop for Presbytery, not just for the small struggling congregations
- resource book (suggested at spring presbytery)
- Presbytery / Congregations / People need to know each other

Concrete Steps

A – test the will/waters

B – task force / group to develop

C – choose region with potential b/c of need

D – get everyone on board

E – 2 parallel projects – develop program / intentional congregational listening

F – have something to offer

G – develop resource package

H – offer an opportunity for congregations to mingle in social setting (to avoid them/us)

I – believe we can succeed

#1 – task force or group

accountable to Leadership Circle / Pastoral Relations

in place by October 1 (names to Gifts & Callings by August 31)

Ivy and Karen will write invitational letter

mandate of task force (Leadership Circle)

criteria for group (gifts and skills)

- | | | |
|--------------------|------------------------|---------------|
| - enthusiasm | - non judgmental | - prayerful |
| - non directive | - creative | - intuitive |
| - time | - feel for the | - discerning |
| - open | presbytery ethos | - team player |
| - good listener | - imaginative | - reflective |
| - outgoing speaker | - insight | - care-full |
| - organization | - visionary | - critique |
| - sense of humour | - ideas person | |
| - analytical | - interpersonal skills | |