



MINUTES OF
EXECUTIVE
 Kamloops-Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE
 The United Church of Canada

February 15, 2013

FIRST UNITED CHURCH
 SALMON ARM, BRITISH COLUMBIA

PRESENT	Don Seaton, Louise Burton, Reta Robertson, Leslie Stirling, Norma Fraser, Ian Fraser, Dawne Taylor, Jake Highfield, Elaine Diggie, Steve Hershey (Chair), Maxine Coffey (Secretary), Ivy Thomas (Conference Minister).
REGRETS	Jim Hannah, Teri Meyer, Karen Medland
AUTHORITY & CALL TO ORDER	Pursuant to the authority of the 2012 Fall Meeting of Kamloops-Okanagan Presbytery (KOP), the Executive of KOP was Called to Order at 10 am, at First United Church, Salmon Arm. Karen Medland previously appointed Stephen Hershey as acting chair. A quorum was present.
OPENING WORSHIP	Steve Hershey led us in worship and a check-in. There was a grounding prayer offered for our work on this item of business.
MINUTES OF PREVIOUS MEETINGS	Minutes of previous meeting deferred until next business meeting (this is a special meeting focused on Governance and Policy).
POLICY AND GOVERNANCE	<p>Ian Fraser, the facilitator, stated what this meeting intended to do:</p> <ul style="list-style-type: none"> to review the governance, structure and Operation of KOP, Leadership Circle, Management Team and Working Units to identify areas for improvement to determine next steps <p>We will Recap background</p> <ol style="list-style-type: none"> 1. Assess 2. Have conversations 3. Make recommendations
HISTORY	<p>2003 Mission Statement from Presbytery</p> <p>2005 Winds of the Spirit Report—a new structure and method adopted</p> <p>2008 Executive is the combination of Leadership Circle and Management Team</p> <p>2009 Working Units can meet apart from Presbytery</p> <p>2009 Presbytery is to support congregations, move churches to a new era and focus on mission not maintenance. Leadership Circle is to be concerned with Ends while the Management Team focuses on the Means to do them.</p> <p>A policy method is used, What needs to be done first, then how to do it second.</p> <p>The Structure is:</p> <ul style="list-style-type: none"> Presbytery (Whole) Leadership Circle (LC) Management Team (MT) <p>Working Unit Working Unit Working Unit Working Unit (WU)</p>

Leadership Circle —Primarily is to listen to God, Presbytery, past charges, presbytery minutes and older material

- Determines Mission and Goals

- Fulfills the United Church of Canada Manual goals

Management Team—takes action to achieve Presbytery’s ends

- Established Working Units (who do whatever needs doing)

- Oversees the Working Units

- Reports to Presbytery

Leadership Circle makes and defines ends and limitations and then sets Policies which the

- Working Units review and refine and send back to Leadership Circle for approval.

Now the LC and MT have defined themselves as Executive but Presbytery has not approved.

Who sets policy? LC (broadly) and MT thru WUs (specifically) but where are the decisions around policy made?

Mission Strategy has disappeared-----WHY?

The Executive broke up into small groups and discussed then reported back:

- BUGS—What people do not like

- FUZZIES—What people like

- WILLIES—Concerns

- PUZZLES—Questions

- BUGS—LC seems to lack focus on their role

- Avoid “life-sucking” energy of writing policy

- Have lost original Vision

- Lack of clarity

- Systems totally misunderstood

- LC does not have a vision only addresses next Presbytery meeting

- LC needs to meet more than 2-3 times a year

- LC has lost sense of small groups of ‘wise elders’ with balcony vision

- LC should have long term considerations—3, 5, 10 years

- Relies too much on good communication

- Lack of clarity around policies

- WUs need resources to do their job

- FUZZIES—like the potential for creative freedom but now there is red tape

- Focus on Mission

- Time is not spent wordsmithing and criticizing

- Fall and Spring Presbyteries

- Diagram of Presbytery—the visual shown at presbytery

- Like the model as envisaged

- Like focus on Mission and recognition of what is important and essential

- Like not the endless debate at Presbytery

- Circle times

- Presbytery themes

- Delegate authority and trust them to do it

- WILLIES (Concerns) Chair and Secretary by default doing all the agenda setting

- Authority delegated but responsibility is not

- Lack of communication about what we are to do

- LC does not vision-only, they only address what Presbytery meetings are about

- Have not specified who Executive is?

- Executive seems to be an amorphous group lacking purpose, does Presbytery even understand?

Sense of continuity and direction is missing
 Communication
 Meeting time at presbytery for WUs
 Mission statement reviewed
 The lack of clarity as to actual function (WUs)
 Poor communication
 Inconsistent membership education

PUZZLES—What do WUs report to owners (KOP) and how will that be done?

Considering new model from General Council and shift from KOP, will it be more or less effective?
 Mission and Vision
 Lack of clarity, what are we about
 What is our direction? Purpose?
 What changes are possible?
 How can we help WUs understand their roles and responsibilities?
 How to support congregations in defining their mission”

Change - Need to simplify and explain roles of LC, MT and Executive

LC “what is the mission that has to be done”, what is our job?

MT needs to take Mission Statement and get it more concrete and specify how to do it

Visioning skills should help build the scaffolding for the WUs to do their job

LC needs to focus time on visioning and have regular meetings every 4 - 6 weeks.

LC needs to have two subgroups: Policy and Presbytery

Most important is that LC needs to recover visioning within LC

To fulfill the Manual requirement LC needs some clergy while MT needs lay people

Authority comes from Presbytery therefore we need cleared items for Presbytery to approve

WUs do specifically what MT makes generally

Reports to Presbytery are the way WUs report to Presbytery (communication).

Communication-

What has been done since the last meeting?

What is the state of the union (of Presbytery) what’s going on?

Mission and Vision statements should be on every Minutes and Correspondence.

State of the Union of Presbytery:

To help congregations

To help ministers

To help their relationship

Ian Fraser Recapped the session:

1. Authority must be simplified, clarified and explained
2. LC must recover the vision and dreams of Presbytery plus off load some of their present load (planning presbytery).
3. Communication to Presbytery must be better, while increasing the involvement of presbyters and their communication with their congregations. There must be intentional liaising. What is this going to look like?

Next steps:

1. Simplify and clarify authority.
2. LC must rediscover the Winds of the Spirit Visioning
3. There has to be engagement after 1. and 2. have been done. What’s it to look like and how to measure success need to be worked on.

How:

Ad hoc committee of new chair, Elaine Diggle (LC member), Steve Hershey (MT member) with Ian Fraser facilitating will work on the above steps. Also it will work on who chooses the new chair—LC or The Presbytery.

NEXT MEETING The Executive will next meet when called by desire of the Leadership Circle and/or Management Team.

BLESSING Chair, Steve Hershey offered a blessing.

ADJOURNMENT Having reached the order of the day, we adjourned at 1 pm.

Steve Hershey, Acting Chair

Maxine Coffey, Secretary