

# BC Conference Effective Leadership Project

*Making the best use of our diverse,  
leadership resources*

Thom Dennett  
January 15, 2014

For the Pastoral Relations Meeting

# Outline

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- Project Background
  
- Overview of Changes

# Telling the Story

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- What is the Effective Leadership Project?
- It is making the best use of our diverse leadership resources
  - Ministry staff, specialized support staff, ministry volunteers, support volunteers
- Our goal as a church: awesome ministry and healthy congregations
- We have to choose how to deploy our leadership resources to achieve that goal

# Telling the Story

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- Right now we have our leadership resources deployed in the current system
- Project: How to redeploy our leadership resources to be even better at achieving our goal?
- Answer: We should target specific areas to make changes. General Council did research and consultation to learn about where we should target.

# Telling the Story

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- Research reports from General Council
  - *the Isolation in Ministry Steering Group and survey (2005);*
  - *the Working Group on Isolation in Ministry (2008);*
  - *the Task Group on Demographics of Ministry Personnel (2008);*
  - *the Oversight and Discipline of Ministry Personnel Steering Group (2008);*
  - *the Pastoral Relations Policy Review Steering Group (2009);*
  - *the Effective Leadership and Healthy Pastoral Relationships Collaborative Research Project and survey (2010).*

# Telling the Story

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From *Effective Leadership and Healthy Pastoral Relationships* (2011)

- Here are 4 major areas that the research noted as places to make change.
  
- 1) **Volunteer shortages and burnout** when managing pastoral relations.
  - Presbyteries report that they are increasingly finding it difficult to assemble the volunteer and ministry personnel resources to staff the current processes.

# Telling the Story

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From *Effective Leadership and Healthy Pastoral Relationships* (2011)

- 2) There is **too much policy and process** required for managing pastoral relations, and that the policies and processes are generally applied too rigidly.

# Telling the Story

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From *Effective Leadership and Healthy Pastoral Relationships* (2011)

- 3) **Ineffective communication** with ministry personnel **regarding performance.**
  
- 4) **Secular employment standards** and growing public expectations for accountability, timeliness, and transparency of processes.
  - These can be tough for congregations and sometimes presbyteries to keep up with.

# Telling the Story

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- This means that the project needs to do the following:
  - We have to figure out how to use volunteers differently
  - We have to make our processes more nimble and less bogged down
  - We have to give more support around employment issues

# Telling the Story

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- General Council has asked every Conference to pilot this project on their own, and to compare notes with each other.
- It is also important to remember that the Comprehensive Review ongoing, although its impact will not be for years down the road.

# Timeline

Effective  
Leadership  
Project

January 15,  
2014:

Officially introduce  
to the Pastoral  
Relations  
Conveners

Information will be  
sent to Presbytery  
Secretaries to  
disseminate

February 1,  
2014:

The new Needs  
Assessment and  
Search Process  
comes into effect

The new  
Committee  
Structure comes  
into effect

April 1, 2014:

The new changes  
to Oversight and  
Discipline will be  
piloted

Summer/Fall,  
2014:

Oversight and  
Discipline will be  
done by  
Conference

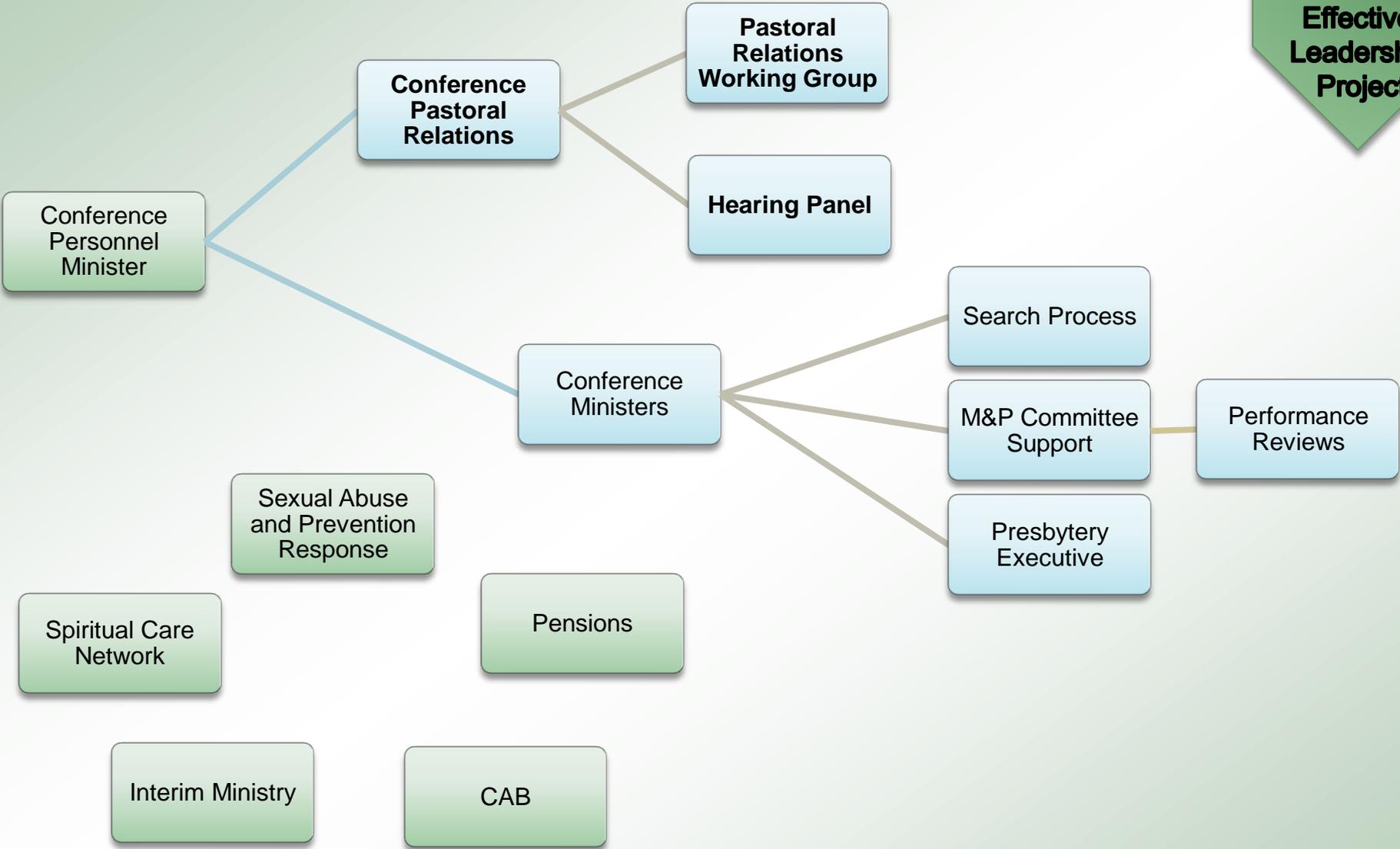
New Performance  
Review resources  
come into effect

# Committee Structures

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- There will be a change to the committee structure for BC Conference Committees.
- Many of the committees will stay the same.
- There will be one new committee with two subcommittees.
  - BC Conference Pastoral Relations Committee
    - Pastoral Relations Working Group
    - Hearing Panel

**Effective Leadership Project**



# Conference Pastoral Relations Committee

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Effective  
Leadership  
Project

- 7-10 person membership
- Meets 4 times a year
- Staffed by the Conference Personnel Minister
- Will draw on the wisdom from the current M&P Council to fill it
- Responsible for the non-paperwork pastoral relations work
- Creates policy around sacraments and marriage
- Oversees housing allowance policy

# Conference Pastoral Relations Committee

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Effective  
Leadership  
Project

- Oversees the policy of the Ministry Profile and Search Process
- Identifies gaps in supporting resources for pastoral relations
- Evaluates the Effective Leadership Project
- Responsible for Housing Allowance (in the short term)
- It will have a role in some oversight and discipline processes

# Pastoral Relations Working Group

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Effective  
Leadership  
Project

- 4-6 person membership
- Meets regularly (also by phone and email) to process paperwork
- Replaces what was the 'Settlement' Committee
- Staffed by Ministry and Personnel Program Assistant (Brenda)
- Approves Calls, Appointments, and Transfers
- Chaired by Shannon Tennant (current chair of the Settlement Committee)

# Pastoral Relations Working Group

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Effective  
Leadership  
Project

- Evaluates and Processes Search Process Reports
- Processes Settlement paperwork
- Appoint Pastoral Charge Supervisors, with the help of Conference Ministers

# Hearings Panel

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- 4-6 person membership
- 3 year term, with at least one person's term ending and being replaced every year
- Meets as needed
- Works on behalf of the Conference Pastoral Relations Committee, but is independent
- Will receive the reports from Formal Processes

# Ministry Profile and Search

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- JNAC's and JSC's are combined into a single process called Ministry Profile and Search
- The needs assessment portion has been greatly shortened (1-4 meetings)
  - Presbytery representatives no longer support
    - Instead, Conference Ministers support and there is a detailed and simplified handbook

# Ministry Profile and Search

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- The report is made up of 3 new forms that are filled out by the Ministry Profile and Search committee
- Interim Ministry is now harmonized with the Ministry Profile and Search Process
  - The Transition Team is able to write the Ministry Profile and Search Report
  - In this case there will be a new committee for the search process

# Ministry Profile and Search Forms

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Effective  
Leadership  
Project

- Demographic, Financial and Community Profile
  - Provides information about the Local Ministry Unit to prospective applicants
  - 6 pages of multiple choice and fill in the blanks

# Ministry Profile and Search Forms

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- Ministry and Mission Profile
  - Enables a Local Ministry Unit to honestly and boldly “tell its story” to prospective Ministry Personnel
  - 3-6 pages that describe the current ministry as well as any specific goals
- Ministry Position Description
  - The new job description(s) for incoming Ministry Personnel

# Resources

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- Handbook
  - Process with diagrams and a checklist
- Resource Package
  - Details to help fill out the forms, and do things like reference checks
  - Strategies and suggestions, to be used as needed

## First Meeting

- Introduce the process and look at the forms:
  - *Demographic, Financial, and Community Profile*
  - *Ministry and Mission Profile*
  - *Ministry Position Description*
- Assign members to take a lead on each of the forms
- Determine timeline for process and Congregational meeting(s)

## Consult

- Find the information needed to fill out the *Demographic, Financial, and Community Profile*, and the *Ministry and Mission Profile*
- Ask the congregation and current ministry personnel, as well as others as you would find useful

## NAC Report

- Fill out the *Demographic, Financial, and Community Profile*, and the *Ministry and Mission Profile*
- Fill out the *Ministry Position Description* based on the information from the other two forms
- Create the NAC report
- The Needs Assessment Committee approves the NAC Report

## Approval

- The NAC Chair presents the NAC report to the Governing Body
- The Governing Body approves the NAC report
- The Congregation approves the NAC Report at a congregational meeting (Meeting must be duly called)
- If the NAC report is accepted then, it goes to Conference

## Recruit

- Have initial meeting
- Recruit applicants through formal and informal strategies

## Evaluate

- Create a shortlist by evaluating written submissions
- Check Good Standing with Conference Personnel Minister
- Interview applicants on the shortlist
- Perform reference checks on final candidates
- Visit, or observe top candidates
- Police Records Check

## Approve

- Decide on the final applicant
- Approve the Candidate at a Pastoral Charge Meeting
- Forward decision to BC Conference for final approval

# Administration

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- Pastoral Relations forms will go straight from congregations to BC Conference to be processed
  - Call Forms,
  - Appointment Forms,
  - Transfer Forms
- The recognition of Designated Lay Ministers will be done by BC Conference

# Oversight and Discipline

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- Performance Reviews
  - Will be done by M&P Committees, supported by Conference Ministers
  - Conference Ministers will help do M&P Committee training
  - BC Conference will develop resources to help M&P Committees do this
  - This will be piloted in April and be implemented for the summer

# Oversight and Discipline

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- Formal Hearings
  - Will use current process
  - The court of appeal is always one court up
  - General Council's Judicial Review Committee is always the final court of appeal

# Oversight Visits

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- The name and focus of these visits will change:
  - Instead of oversight, these visits will be focused on supporting mission and vision
    - Some of the types of questions to be explored in these visits are:
      - How do we understand God's mission in the world?
      - How do we practically live out God's mission in the world?
      - What kind of connections can we make to further our mission?

# Communication

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- We are also always available through email and by phone
  
- We will be holding monthly conference calls to hear any feedback and answer any questions
  - Make sure to sign up with the Ministry and Personnel Program Assistant
    - [brenda@bc.united-church.ca](mailto:brenda@bc.united-church.ca)
  - Please send your question in advance if possible
  
- Conference Call Dates
  - February 5, 10:30 am; March 4, 10:30 am; April 10, 10:30 am; May 6, 10:30 am

# Contact

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- Conference Ministers