



BRITISH COLUMBIA CONFERENCE

THE UNITED CHURCH OF CANADA L'ÉGLISE UNIE DU CANADA

Making the best use of our diverse, leadership resources



Effective Leadership Project

Friends,

In January 2014, BC Conference announced the implementation of The Effective Leadership Project (ELP) in BC Conference. We wanted to update you on the progress of the implementation of the Effective Leadership Project.

The Effective Leadership Project is an initiative of General Council that intends to make best use of our leadership resources. The project is currently being piloted by all Conferences of The United Church of Canada. The premise of this project is to move the more technical aspects of Pastoral Relations work to the Conference from the Presbyteries, to be dealt with by the Conference Personnel staff team. The hope is that by doing this, the presbytery is free to focus on working with Congregations to enliven their Mission and Ministries, and to develop collegial support networks with and for Paid Accountable Ministry Personnel. BC Conference's Mission Statement is: ***Healthy Congregations and Ministries, Effective Leadership, Faithful Public Witness***. This project directly supports Effective Leadership, and Healthy Congregations and Ministries.

There were three significant changes that came into effect for February 1, 2014:

- 1) What were formerly known as the Joint Needs Assessment and the Joint Search processes have been combined into a single new process called Ministry Profile and Search Process. This process does not require presbytery representation. New resources have been developed so that Congregational committees will be able to do the work independently, with support from the Conference Personnel Team.
- 2) Pastoral relations paper work is no longer be processed by both presbyteries and BC Conference, but rather is processed only by BC Conference
- 3) BC Conference Committees have been re-structured so that we can effectively oversee this work at the Conference level. There is a new BC Conference Pastoral Relations Committee chaired by Rev Jeff Seaton, with a Pastoral Relations Working Group subcommittee, chaired by Rev. Shannon Tennant.

These changes have been implemented successfully, and as congregations move through the new processes we are able to refine them to be better. It is also true that we have found ourselves in a year with higher than usual ministry transactions, with everybody navigating a new system. This high volume of transition means that the BC Conference personnel team has focused on where the energy is, and is able to support the new pastoral relations processes. This means that the new processes will be more tested, and better refined than they would have been with less ministry transitions.

In order to give excellent support to the new pastoral relations processes, we have slowed down the development of some of the changes around oversight and discipline that were planned for April 2014.

The delayed changes include: piloting changes to performance reviews, the focus and name of oversight visits, as well as how discipline processes are initiated.

On April 22, the new BC Conference Pastoral Relations Committee met and prioritized the order of implementation for the rest of the Effective Leadership Project.

Healthy Congregations Effective Leadership Faithful Public Witness

There will be a new BC Oversight and Discipline Commission that comes into effect this spring. This commission will make decisions in any matters of discipline that were formally made by the executive of the Court of Accountability. The Commission will be empowered by the BC Conference Executive to make decisions. All appeals of commission decisions will be handled by General Council. We are looking for individuals that would be a good fit on this commission. We are looking for folks who: know the United Church, have legal or human resources experience, and are able to be flexible with their time. This Commission would be a standing group that only meets when necessary, and training would be provided. Please forward any suggestions you may have for commission members to Thomas Dennett or Treena Duncan.

The changes to oversight visits and performance reviews will be implemented in the fall of 2014. Additional resources for M&P Committees for performance reviews and other important areas of their work will be available no later than January of 2014.

We appreciate your patience and understanding as we undertake these exciting changes. We know that you may have questions or concerns and so we are offering conference call forums for you to bring your questions, and to hear the questions of others. Please make sure to sign up ahead of time, and tell us your question, with the Ministry and Personnel Program Assistant: bwolff@bc.united-church.ca

If you would like more detailed information, please look on the BC Conference Website for the *BC Conference Effective Leadership Project*, which overviews the project and summary of changes as piloted by BC Conference to achieve awesome ministry and healthy congregations. For more information, please contact Thomas Dennett, Project Manager: tdennett@bc.united-church.ca or Treena Duncan, Conference Personnel Minister: tduncan@bc.united-church.ca

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