

Goals and Objectives

1) GOVERNANCE

- a) Strengthen the identity and cohesiveness of the United Church in BC, and the level of confidence and competence in and of its leadership.
 - A - Ensure Policy Governance is well-understood within the Conference and, in particular, among its leadership.
 - B - Establish a coordinated strategic communications plan for Conference work.
 - C - Develop a clear vision of the Conference General Meeting for faith formation, spiritual practice, and strategic visioning.
- b) Provide sustainable structural and program support to Presbyteries.
 - A - Provide basic staffing or financial assistance to all Presbyteries to establish basic structural relationships.
 - B - Clarify the structural and program support that would best serve the Presbyteries, determine budgets, and shift job descriptions accordingly.
- c) Establish a strategic policy and planning function or capacity.
 - A - Prepare a researched plan with appropriate job description and terms of reference that would establish a policy and planning capacity.
 - B - Identify and allocate financial, staff and other resources needed to implement plan.

2) OPERATIONS

- a) Achieve and maintain financial stability and sustainability.
 - A - Assess the present investment situation and make appropriate investment adjustments in order to protect and maximize the effectiveness of investments; assess long-term consequences of the present investment situation.
 - B - Assess and adjust present staffing complement and job descriptions to ensure good financial management and planning capability in the new financial reality.
 - C - Establish as a norm a Presbytery total assessment mill rate of 3.0% (+/- .15).
 - D - Establish realistic income targets as percentages of total income.
 - E - Establish realistic, mission-oriented expenditure targets as percentages of total expenditures.
 - F - Establish realistic, sustainable asset and fund targets.
- b) Allocate financial resources to support priority ministry and organizational needs.
 - A - Identify the priority medium and long term mission needs within the Conference.
 - B - Establish the Conference Mission Endowment Fund with clear criteria and procedures.
- c) Provide institutional oversight to ensure church structures are legal and functional.
 - A - Establish an effective governance structure for the BC Conference camping ministry.
 - B - Establish an effective oversight mechanism for Corporations supervised by BC Conference.

3) MINISTRY

- a) Provide effective oversight of the standards and placement of new ministry personnel.
 - A - Develop and implement a comprehensive management system for the candidature process that is efficient, effective and coordinated between church courts.
 - B - Develop and implement a comprehensive support and professional development system for Ministry Personnel in their first five years of ministry.
 - C - Develop and implement a recruitment strategy for Ministry Personnel that provides significant financial and other support for candidates.
- b) Provide a full range of human resource management support and services for ministry personnel* in BC Conference.
 - A - Identify human resource management services that BC Conference will provide.
 - B - Clarify the tasks, relationships, and expectations of staff, committees, and other resources.
 - C - Identify and allocate financial resources needed to provide services.
 - D - Implement provision of services.
- c) Provide professional development programs to enhance priority skills and abilities for effective ministry.
 - A - Establish a sustainable Leadership Certificate Program with targets.
 - B - Establish a Spiritual Care Network with clear terms of reference and goals, with targets.
 - C - Develop and initiate a training program for camping ministry leadership with an emphasis on Christian formation.
 - D - Establish a realistic and financially sustainable plan for the provision of Conference program leadership, particularly in the areas of youth and young adults, native ministries, children's ministry, congregational development, social and global ministries, and intercultural ministries.