



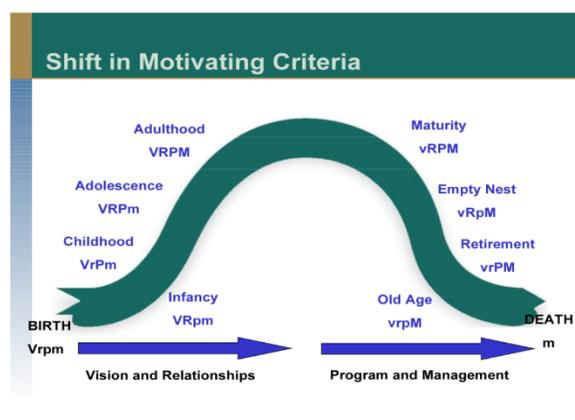
Transition Team Communication #4

November 26, 2021

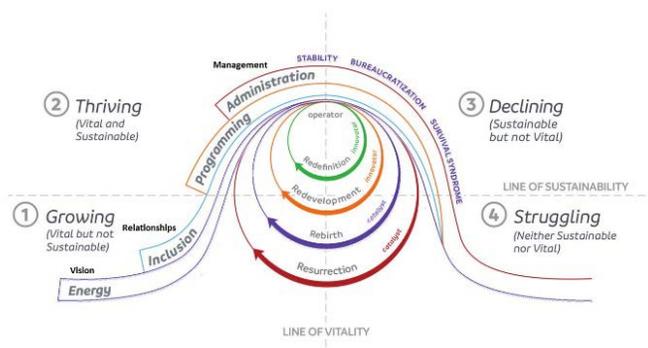
Hello St. Andrew's United Church family,

Here is an update on what your Transition Team has been working on for the past month.

At our last congregational Intentional Interim Event we learned about the life-cycle of congregations and how the priorities of Vision, Relationships, Programs and Management take the “driver’s seat”, or “passenger seats” at different times in a congregation’s life. We also looked at how congregations can enter “Renewal Cycles” when they recognize that the community is in decline, and they make a choice to re-envision their life. Choosing to do the work of entering a Renewal Cycle is always risky and requires buy-in from the whole community because of the degree of change that is inevitable.



St. Andrew's is eight months into a period of Intentional Interim Ministry, as recommended by the Shining Waters Regional Council, to take the time to discern its call and gain clarity about its mission and ministry in this time and place. At the congregational events at the end of June and August, we named the gifts of SAUC's history. On Oct 31 we gained important insights from the break-out group conversations as participants reflected on how SAUC has had periods of renewal which have both gone on to renewal or have stalled.



At our congregational event this coming Sunday, Nov. 28 we will be holding up the Goal to: **Research and provide social justice and inter-cultural training and conversation opportunities to congregation and staff**

We recognized that there has already been a lot of work on Anti-Racism that has influenced SAUC and we want to continue this important transformative work together. We are pleased that several households did choose to sign on for the 40 Days of Engagement on Anti-Racism which has provided the background for the event on Nov.28. The format for this congregational event will be different given the realities of Hybrid worship and the Covid19 guidelines that are keeping us safe. We will meet for the 45 minutes of worship/workshop time and then ask participants to reflect and respond on their own time.

The transition team has heard feedback regarding the length of time of the Intentional Interim Ministry. This is a helpful question to address. An Intentional Interim time creates a space in the life of a congregation to begin bringing about deep changes in the culture of a congregation rather than just surface changes. To use an ocean liner image, we are looking to shift the direction of the liner (which doesn't happen quickly), rather than simply rearranging the deck chairs. This is an opportunity to learn and reevaluate various aspects of our church. The Intentional Ministry process is a proven process that takes time to complete. It is not easy or simple to assess the best path forward for our multigenerational congregation in these changing times, so we are using the gift of time to do a careful job.

The transition team continues to address the following Focus Points of the Intentional Interim process which will help us achieve our goals. As focus points are completed, they can continue to be revisited, as the focus points interrelate with each other.

- **Examining our Heritage** - Complete. This was the focus point of two Sunday Congregational Events led by the transition team.
- **Leadership Development** - This focus point has started. Efforts are underway to recruit members for the Ministry and Personnel Committee. Another priority is to recruit a Treasurer to be a member of the SAUC Council.
- **Clarifying Our Mission** (Discerning our Identity and Purpose) – This focus point has started. The congregational events on Oct. 31 and Nov 28 make up some of the building blocks of this Focus Point.
- **Making Connections** (in our Community and with the United Church of Canada)
- **Discerning Our Future**

SAUC Goals for Intentional Interim Ministry :

- Examine Church governance and board constitution to streamline council and committees and embed succession planning
- Research and provide social justice and inter-cultural training and conversation opportunities to congregation and staff
- Look for ways to improve communication, transparency and trust between staff, council and congregation.
- Investigate process for managing disagreement (including possibly training a group in conflict management strategies).
- Use St. Andrew's vision to guide the goals of all church groups
- Identify which church and community groups (neighbours) we are not currently serving. Identify ways we are being called by God to serve and/or partner with them.
- Reach out to the congregation through surveys and small group discussions to get feedback about what the congregation wants for our church (worship, music, areas of focus).

We appreciate the conversations that we have had with those of you who have asked to speak frankly with members of the Transition Team. The door is open throughout this Intentional Interim

time for you to help us understand specific things about St. Andrew's that you love, connect with, and prioritize as well as any concerns you have, so that your insights can help us do our work together.

You may choose to share your ideas via email, phone or by attending a Transition Team zoom meeting. You may prefer to talk with only one TT member. This is all decided based on your comfort. Based on that conversation, you would have total say over whether any or all of your comments are conveyed to the full Transition Team.

Your Transition Team members' contact information:

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We hope everyone embraces this transition time as an interesting, positive experience. It is an opportunity to clarify our identity as a church to prepare us for our next journey as a community of faith.

Sincerely and with church love,

Your Transition Team