



Transition Team Communication #3

Hello everyone who has attended or supported St. Andrew's United Church in Markham,

Please note we are trying to communicate with as many people as possible, so we have decided to communicate in the St. Andrew's Newsletter, in addition to our monthly e-mail and letters to those without e-mail. The Newsletter and Monthly e-mail/letter communications will be the same, unless we have late breaking news, in which case we will add to the most current communication. We are also moving towards putting all our monthly communications on the church website.

St. Andrew's is currently in a period of Intentional Interim Ministry, as recommended by the Shining Waters Regional Council, as a means for St. Andrew's to positively move forward. The Transition Team was formed to help with this process which is targeted to conclude **early in 2023** with the calling of a new Minister. Please note that there was a mistake with the date in previous communications.

We continue to extend a warm welcome to the recently hired Reverend Tim Dayfoot (hiring process led by the transition team). We are fortunate to have Rev. Shannon and Rev. Tim at St. Andrew's. They have shared responsibilities such as leading Worship Services and Sermons. Shannon is directly involved with the Intentional Interim Ministry, although Tim has past experience to share relative to Intentional Interim Ministry. Tim is available for in person activities such as Pastoral Care.

Please consider attending the next Transition Team led Worship Service, on October 31, which will feature the concept of church Transformational Change.

We appreciate seeing your face(s) and hearing your thoughts when we break out into small zoom discussion groups. However, we want you to you feel comfortable, so it is your option to turn your audio and/or video on or off.

Below is a recap from previous communications. Read on if you would like to:

- a) share thoughts and ideas with the TT**
- b) review the goals for our church to accomplish during this Intentional Interim Ministry**

The Transition Team is interested in hearing from anyone (confidential as requested) who may have input, thoughts or advice for the team (whether or not you are currently attending church). The TT would appreciate contributions 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 possible improvements can be investigated.

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. 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 and e-mail addresses are as follows.

Reverend Shannon Mang (Intentional Interim Minister) 1-403-607-8645 or mangshannon@gmail.com

Rick Brewer (TT chair) – brewerarbee@sympatico.ca

Daveisha Francis – daveisha-dance@hotmail.com

Gwyneth Mast – 905 294-6028 - gmast@rogers.com

Tara Truscott - 905 471-4599 or paulandtara@yahoo.com

Henry Yeung – hyeung2130@gmail.com

Lynella Reid-James (Shining Waters Regional Representative) – lzriames2@gmail.com

If you would like to participate as part of a transition team zoom meeting and share with the group in that forum, please email Rick to coordinate.

The Transition Team has previously led two Sunday Worship Services, which highlighted the history of St. Andrew's. The Intentional Interim Ministry process has now concluded the focus point of Examining our Heritage. These focus points will help us to achieve our goals. Future focus points include the following:

- Leadership Development
- Clarifying Our Mission (Discerning our Identity and Purpose)
- Making Connections (in our Community and with the United Church of Canada)
- Discerning Our Future

Please note the following goals which the transition team have developed, based on discussions, and on the general concerns recommendations previously communicated by the Shining Waters Regional Council.

Goals:

- 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 congregation through surveys and small group discussions to get feedback about what the congregation wants for our church (worship, music, areas of focus).

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