



## Transition Team Communication #1

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

This is the first communication from your Transition Team. We will communicate monthly moving forward.

In January, 2021 the Executive Board of St. Andrew's (now called the Council) asked Shining Waters Regional Council of the United Church of Canada for assistance. Shining Waters Region worked with St. Andrew's to produce a report that included a recommendation for an Intentional Interim Ministry (IIM) process to help St. Andrew's positively move forward. This is an 18-24 month process.

The transition team to guide this process was formed and have bonded well. We have led two workshop/church services, with zoom break out groups, to discuss and obtain input and begun our work with the guidance of Rev. Shannon Mang, an Intentional Interim Minister working with us remotely from Alberta.

Reverend Shannon Mang's initial contract will end mid-September. We have recommended that her contract be extended and will also be welcoming Rev. Tim Dayfoot to the role of supply minister. He is a retired minister with interim experience, who will be able to serve our congregation in-person. They will each have half time contracts for the next 6 months, with the plan being that Rev. Shannon will support us through the full IIM process, however the percentage of her contract may be adjusted again when this term ends.

Concerns raised so far are being positioned as goals. These goals will be shared in our next communication. The people at St. Andrew's have always been good, caring people. The transition process will be looking for improvements. The entire Intentional Interim Time at St. Andrew's United will be managed positively.

This time will include taking the congregation through the following focus points, or learning areas:

- Examining our Heritage
- 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

This process will help us achieve our goals. Some of you may have thoughts and questions. There is lots of time to work together, with God's help, to achieve our goals and move forward into the future.

Finally, we hope everyone embraces this transition time as an interesting, positive experience. It is an opportunity to improve. We hope supporters of St. Andrew's will continue to support us through this important time of growth.

Sincerely and with church love,

Your Transition Team:

Rick Brewer (Chair)    Daveisha Francis    Gwyneth Mast    Henry Yeung    Tara Truscott  
Lynella Reid-James (Shining Waters Regional Representative)  
Rev. Shannon Mang (Intentional Interim Minister)