



Transition Team Communication #5

January 11, 2022

Hello and Happy New Year St. Andrew's United Church family,

Here is an update on what your Transition Team has been working on since our last update.

We led a hybrid (in-person and online) congregational event on November 28th on Racial Justice / Anti-Racism. Information from the United Church's 40 Days of Engagement on Anti-Racism and experiences of Transition Team members and Rev. Tim was shared. We were reminded that anti-racism work has a biblical foundation – loving our neighbours means accepting that their experiences may not match our own experiences or our expectation of their experience. We will continue to explore ways St. Andrew's can live out our love for all our neighbours and congregants.

We are so happy that Bea Volino has said yes to becoming a member of the new M&P Committee. We extend our thanks to the recruiting team from the SAUC council who continue to contact and ask individuals, whom the Council and Transition Team discerned to be gifted members, to join and serve on this important new leadership team. This committee and this role are required in order to appropriately support our staff and comply with the United Church of Canada requirements. Right now, we are awaiting a decision from council regarding the Transition Team taking on the role of the Ministry & Personnel committee **only** until the congregational meeting in Feb.

We are in discussion with a church governance expert regarding getting support with restructuring our council and committees.

Focus Points:

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) – This focus point has started. The congregational event on November 28th supported connections within our church and wider community.

- **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 reached out to 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 to achieve our goals and prepare the church for calling a new minister. Please reach out if you have questions or thoughts to share.

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