

**“Why” of Region 9**

**SUPPORTS, CONNECTS, EMPOWERS COMMUNITIES OF FAITH**

Region 9 Transition Commission Chair: Deborah Laforet

**Staffing (Shared staff)**

Assessment Budget	
1 FTE Pastoral Relations Minister	Portfolio: working with congregations to resource decisions
1 FTE Congregational Governance & Mission Support Minister	Portfolio: support for committees/congregations during changes in the life cycle of congregations. Foster conversations.
1 FTE Pastoral Support Minister	Portfolio: being “a pastor to the pastors”, ie providing support/resources to ministry personnel. Organize wellness retreats, visit if there is a need for vocational discernment, provide pastoral care in emergency situations, time sensitive decisions in the moment, manage medical leaves.
1 FTE Administrative Support	To include web support (maintenance/updates etc.)

M&S Budget	
1 FTE Indigenous Justice & Intercultural Minister	Note: Region 8 raised thinking about if this would be the portfolio to care for intercultural issues and is thinking about it.
1 FTE Faith Formation Minister	Portfolio: Children, Youth & Young Adults; faith formation and lifelong learning for all ages (including UCW support).
1 FTE Justice & Right Relations Minister	Portfolio: Including, but not limited to LGBTQ, refugees, homelessness, social justice issues.
1 FTE Administrative Support	Provide support to above.

**Notes around staffing**

C-A noted that for certain positions there will be a clear and likely incumbent, while other positions could potentially have multiple incumbents. C-A will identify those positions that could have multiple incumbents and will advise staff if they are needed for an interview.

C-A has indicated to staff that if you don’t like driving/travel, probably not the job for you. At the same time, because of the geography, staff will need to respond collectively, not individually (unless it is a crisis situation).

Key words for staff: building capacity not dependence.

Staff have to either be familiar with technology or open to becoming proficient.

Another point shared with staff: Not expecting everyone to show up every day (although not sure about admin staff – have to think about it); but everyone should have the expectation that every second Monday, staff work out of the regional council office for team building/updates. Core days when everyone needs to be in one space to function as a team. C-A will, at least for the first year, build in meeting with staff individually at least once a month to review what they are working on/any stumbling blocks, in a supportive way.

**Communication strategy**

- Region 9 Newsletter: Robert Lawson volunteered to write the initial newsletter. To include names of the Region 9 transition commissioners, priorities, shared vision, the link to the M&S grant form, contact info for C-A.
- This September each Transition Commission member should ask for time on the agenda at Presbytery to outline what is happening, what the Commission is working on, etc.
- Fridge magnets: create a magnet with “Why” and phone number (As of Jan 1, call...)
- The Transition Commission agreed there is no need for a region 9 gathering this fall.
- Concern was expressed that Region 9 Indigenous reps have been unable to attend the first gatherings.

**What does the commission need to be thinking about?**

- At some point the recruitment of volunteers will need to be considered – how to?
- A pastoral relations training day because it’s a brand new process?
- Presbytery crises – how are we going to catch them up – a gathering of presbytery execs and perhaps Transition Commission attendance at presbytery executive meetings?
- How to catch congregational change and property?
- How do we do it so we get at all the pieces? Need to keep thinking about that. Need to offer the comfort that there is an authoritative body and for the sake of greater good of church, should use that body – it is comforting.
- When should Region 9 hold its first “annual” meeting and should all 3 Regions gather together?

Would need to have capacity for all 3 regions to gather together in one space (for new ministries, honouring of retirees for example), and also meet as individual regions. Although some inclination towards all 3 regions meeting the same weekend (last weekend in May is customary for Conference); it was agreed this would be a conversation for the joint Transition Commissions meeting on August 8.

**Upcoming Dates**

August 8	10 a.m. – 4 p.m.	Stone Ridge Inn, London Regions 7, 8, 9 – to finalize staffing
August 15 Cancelled	1:30 p.m.	Conference Call <del>To review what message to take to presbyteries</del> <del>(Sue will provide conf. call info.)</del>
Sept. 6	10:30 a.m. – 2:30 p.m.	Barton Stone/Mount Hope *or Six Nations
Nov. 29-30	Time tbd	Stone Ridge Inn, London Regions 7, 8, 9 – check-in leading up to Jan. 1/19