A Deep Look at the Notes from the HFRC Fall Break Out Rooms on the Regional Evaluation

A small team from Ex

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|  |  | **Thoughts & Ideas** | **Responsibility** |
| **Connec&ng communi&es of faith to the Regional Council** | Regional Reps | A list of lay reps connected with pastoral charges needs to be obtained. Is this the role of the Volunteer Recruitment CommiNee’s to explore how to encourage pastoral charges to ﬁnd representa0ves? Could the Nomina0ons CommiNee work with the Congrega0onal Support Commission in developing a strategy. It was easier to ﬁnd people to serve in the old structure. You went to presbytery and you were expected to take a role. | Volunteer Recruitment/Congregational Support Commission |
| There is a longing/ nostalgia for Presbytery | See Below | Executive |
| Clusters | Three churches working together in BranWord called Shared Services.  Eight churches in Oakville mee0ng monthly. How do we share these stories with other communi0es. On Facebook? Regional Mee0ngs?  What about the upcoming mee0ng in May? How might Greg Smith- Young assist with this? What is the work churches might cluster around? How do we get geographic regions together to explore what might be a common purpose? This takes persistence and a couple of people who are spearheading the ini0a0ve. | Executive |
| **Communica&ng with communi&es of faith** | Sharing COF News | With the forma0on of church clusters, news is more readily shared. Also, if there are lay reps, they would communicate within their own community or back to the region about their community (ambassadors for the region). | Church clusters and Lay Reps |
| Clarify expecta0on for the communica0on role of reps | Summaries of Informa0on that are easy for reps to share with their governing body and congrega0on would be helpful | Staﬀ? |
| Fix ChurchHub | Not our Domain | Send feedback to head oﬃce |
| Pulpit Supply | Can there be a buNon on the website to iden0fy resources for pulpit supply with up to date contact informa0on, sorted by geography? | Staﬀ |
| Visit COFs | When would it be possible and under what circumstances could COFs receive a visit or face to face assistance? We don’t want to wait un0l COFs are in crisis. Maybe COFs are visited ﬁrst on Zoom when they are healthy, with room to meet in person if needed. | Execu0ve needs to talk about this further. |

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|  |  | **Thoughts & Ideas** | **Responsibility** |
|  | Create a database | John Bedell and Dave Pritchard are willing to work on the development of a database to help connect COF in HFRC. | Unclear what informa0on this database holds, but a good idea to reach out to John and Dave to ﬁgure out what they have in mind. |
| Website management | Are there resources for COFs that need support in managing their own websites that might be listed on the website? | Congregational Support Commission |
| **Support to communi&es of faith searching for a new minister** | Church Hub is diﬃcult to use | Not our Domain | Send feedback to head oﬃce |
| HFRC Website | Use website expert to help create a region website that is more intui0ve and user friendly. Toolkits and documents need to be reviewed with an eye to being more user friendly and understandable. Execu0ve could make a mo0on to have someone come in and do a review of the website. | Executive |
| New Processes S0ll Unfamiliar |  |  |
| Zoom Training for Search CommiNees | Maybe oﬀer enhanced ChurchHub training as an add-on to the Search CommiNee training? Invite anyone who struggled with what was in the Search training to consider another session where the processes are demonstrated slowly with plenty of screen shots and ques0ons can be asked. | Congregational Support Commission |
| Liaisons | Execu0ve needs to create policies around mandatory use of liaisons with COFs. The idea of recrui0ng liaisons from those who have just gone through the process is a good one. How does that happen?  Might the Congrega0onal Support Commission let Volunteer Recruitment know that the search is ﬁnished and that a liaison might be recruited? Maybe new liaisons could journey with another liaison to become more familiar with processes. | Executive and Congregational Support Commission |
| Staﬀ Support | More support is needed for innova0ve ways of doing church in 2023 and beyond, including how to have tough conversa0ons at the congrega0onal level about discerning the way forward, how to seek out other churches to consider collabora0ve ministry or innova0ve calls that result in full-0me hours for clergy instead of trying to ﬁnd ministers for a mul0tude of part- 0me posi0ons. | Executive and Congregational Support Commission |
| FAQ Resource | More communica0on on ques0ons that lie outside of processes. This connects with the above comments on staﬀ support. | Executive and Congregational Support Commission |

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|  |  | **Thoughts & Ideas** | **Responsibility** |
|  | Transi0on from Search Process to M and P | Hiccups between the end of the search process and M and P taking over; resources are not clear. More communica0on around processes. | Human Resources Commission Congrega0onal Support Commission |
| Part-0me ministries | Clear guidelines are needed on what is involved in part-0me posi0ons. How much 0me is spent on worship prepara0on; does 20 hours a week include worship every Sunday? Also, how to establish what poten0al candidates need and expect from a congrega0on and vice versa, especially in a congrega0on that is moving from full-0me to part-0me. | Human Resources Commission Congregational Support Commission |
| Interna0onal Candidates | There is very liNle “niNy-griNy” advice, like who handles the immigra0on details, driver’s licenses, help with ﬁnding housing, who pays for the moving costs, how do you assess experience in a diﬀerent segng, how would you support someone who has come to a new country in prac0cal terms? are there resources available or people who can speak to the experience as communi0es of faith or clergy? Many would like to hear about the experiences of churches who have called someone from outside Canada. Again, how do we share good news experiences? Can search commiNees hear from COFs who have called Interna0onal Ministers? YouTube video could go far in this instance. | Human Resources Commission Congrega0onal Support Commission |
| Too few candidates | Broader question around recruitment to ministry | National Church and Theological Schools |
| Develop resources to support lay-led worship | Those resources are out there but maybe they need to be easier to ﬁnd. Maybe have a page on the website that shares these resources for lay-led worship. | Staﬀ |
|  | People miss connec0ons | Some are looking for the Regional Council’s blessing: “we hear you, we hear that you miss presbyteries, and we bless you to form your own gatherings and inter-community events”. | Executive |
| We miss hearing the news | See #2 around communica0ons. |  |
| Leadership from Regional Council segng up networks/clusters is needed | Execu0ve might map out what clustering is, what it oﬀers, and how to support communi0es of faith to gather in their own way. | Executive |

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|  |  | **Thoughts & Ideas** | **Responsibility** |
| **Networking communi&es of faith** | Gather based on shared interests | Might this kind of clustering happen through the Discipleship and Jus0ce Commission? People could also meet around their roles. What if liaisons met to support one another? | Discipleship & Justice Commission |
| Region-wide Pulpit Exchange | This might also depend on geography. It could also happen within clusters. What about having urban worship leaders come to an rural centre and vice versa or other varie0es to expand our experience. Not sure who would do this though. This could also be a topic of discussion at table groups at an in- person mee0ng. | Executive to determine who might implement this. |
| ‘Networking’ Days (Halton Presbytery model) | The day in June being planned by the execu0ve falls into this category. When clusters form, this could be an interes0ng idea to plant. | Executive and Regional Clusters |
| We need to be realis0c; the Regional Council may not be able to ‘do it all’ for us | Maybe when clusters are formed, all the work won't be expected to fall on Regional Council. |  |
| **Enhancing "health, joy and excellence in ministry**  **prac&ce**" | Longing for Collegial Support | Where is collegial support happening now that presbyteries are gone? Does the crea0on of clusters of communi0es of faith help with this? Do ministry personnel need to create their own clusters? Maybe once clusters are in place, the “persistent friend,” which was when conference staﬀ visited presbytery mee0ngs, could visit the clusters. This could be staﬀ or execu0ve and commission members. | Executive |
| Feeling Powerless | How do people regain the agency they feel they’ve lost? | Executive |
| Mandatory Regional Retreats | If there was more inten0onal retreat work done, that was funded and communicated carefully to communi0es of faith, there might a decline over 0me of the number of needs for a 911 Line (see below).  Could this be the role of the regional pastoral minister and the Human Resources Commission - to create funded retreats for clergy. Many will object to ‘mandatory’ retreats, but there needs to be a mechanism that encourages clergy to aNend. | Human Resources Commission and Pastoral Support Minister |

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|  |  | **Thoughts & Ideas** | **Responsibility** |
|  | 911 Line for Clergy | What is the role of the regional pastoral minister? Does it need to be made more clear for the Region and is it a key piece around connec0ons with clergy? Maybe there could be a team that works with staﬀ that makes these connec0ons? A 911 line or email might be helpful, but might this work be shared with a team so it all doesn’t land on one person. Also, in a healthy cluster, hopefully isola0on will be less and there would be more support between colleagues. | Human Resources Commission and Pastoral Support Minister |
| Concern about excessive workload of Regional Staﬀ | How do we put more work on volunteers? There needs to be more work on ﬁnding regional reps, which might happen more organically through clusters. Also, how do staﬀ release work to volunteers? | Executive |
| Promote October as Minister’s Apprecia0on Month | Region might highlight this month more and communicate it more. Again, if clusters were aware, they could also support this ini0a0ve. | Human Resources Commission |
| **Connec&ng with re&red ministry personnel** | Iden0ﬁed Needs | social and communica0on, a complete accurate and up-to-date list of re0rees, recogni0on and apprecia0on, ministry is a life-long calling, no connec0on is an awful waste of wisdom and experience for the region, opportuni0es to gather around food are a lifeline | Human Resources Commission |
| Clusters | How do we get a team going? Maybe two or three people (a special task group repor0ng to Discipleship and Jus0ce) to communicate with re0rees in the region or bring them together for a social gathering. How do they connect to clergy gatherings happening in their area? How do we deﬁne re0red? Is it re0red in ac0ve ministry or re0red and inac0ve? Would this all fall under Human Resources or would only those in ac0ve ministry report to Human Resources? We wonder if re0red and inac0ve ministry personnel would fall under Discipleship and Jus0ce, like the UCW. | Executive |
| When people re0re | Provide a brochure on what the RC provides, give thanks for service and assign people to a geographical cluster with a contact person | Human Resources Commission |
| Inclusion of DLMs | Re0red DLM’s need to be connected in the same ways as other ministry personnel. | Human Resources Commission |

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|  |  | **Thoughts & Ideas** | **Responsibility** |
|  | Voluntary Associate Ministers and Minister Emeritus/a | Is this a regional or na0onal process? Are there clear wriNen descrip0ons of a Minister Emeritus or a Voluntary Associate Minister (VAM)? Do both categories need to be approved by someone? Does a VAM need more vegng and who does that? We wonder if VAMs would fall under Voluntary Associate Minister, but we’re not sure about Minister Emeritus as this feels like an honour bestowed on a re0red minister by a congrega0on. | Human Resources Commission |
| Na0onal church | This does not fall under the Region, but the Region could carry concerns to the na0onal church as needed. | National Church |
| NewsleNer | Important to mail to those who aren’t on email. Does this happen? Are there currently inten0onal ways of keeping re0red ministry personnel connected if they aren’t online? | Human Resources Commission |
| Can re0red ministers have a place on Execu0ve? | Do we need to formally ar0culate a need for elder wisdom? How do we access the wisdom of our elders? Could there be room for honouring the wisdom and experience of our re0rees without being a vo0ng member? | Executive |
| **Suppor&ng jus&ce work in communi&es of faith** | Share Informa0on | See #2 around communications. |  |
| Create clusters around common interests | Not sure how the D&J Commission is to manage what is happening at all the communi0es of faith in the region. Could this happen more organically at local church clusters? It might be easier for the Commission to connect with these clusters. Maybe at in person regional gatherings, how might people connect over these interests? Maybe have people list their outreach projects and then have them gather over similar projects. | Executive and Regional Meetings |
| Form Ecumenical Partnerships | Support Communi0es of Faith in their work with other denomina0ons and with ecumenical organiza0ons like Kairos. | Discipleship & Justice Commission |
| Educate on the diﬀerence between ‘charity’ and ‘social jus0ce’ | There are lots of resources on this. D&J Commission can lead by example and oﬀer resources as needed. Maybe a workshop on this would be helpful. Oﬀering workshops with clusters of communi0es of faith might be a good way to oﬀer these kinds of opportuni0es. | Discipleship & Justice Commission |

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|  | Create “safe” space | Not sure this is a regional responsibility, except to lead by example. The D&J Commission might oﬀer resources for crea0ng safe spaces and be available to communi0es of faith that need support crea0ng these spaces. We also wonder if ‘safe’ spaces includes some0mes being held accountable for what is said, in order to create a ‘safe’ space for all. | Discipleship & Justice Commission |
| Involve Youth | The communi0es of faith need to empower youth and encourage them to become involved. The D&J Commission is ﬁnding ways to support youth leaders and crea0ng events for youth, but these need to be supported by congrega0ons. | Congregations/Communities of Faith |
| **What is our purpose and how will we know we are living it out?** | Keep HFRC statement and live into them | “Let’s not spend 0me changing something we haven’t worked to put into ac0on”. Agreed. This is a purpose statement, not a vision statement. We need to ﬁgure out how to live into this purpose. The execu0ve needs to determine whether we are living out this statement and explore a process to help the Regional Council determine how to live out this purpose. | Executive |
| Connec0ng | See Above | See above |
| Suppor0ng | See Above | See above |
| Empowering | See Above | See above |
| **Equipping the church for "such a &me as this"** | Support for Connec0ng |  | How does Execu0ve and the Regional Council ﬁnd 0me to have bigger conversa0ons? Good at gegng through an agenda and ﬁnishing tasks, but where is the 0me found to talk bout being an an0-racist church, to look at the Aﬃrm plan, and to look at some of the topics above like connec0ng, crea0ng and suppor0ng collabora0ng ministries, suppor0ng anxiety and addressing behavioural issues, etc. Retreat is a good opportunity to have some of these conversa0ons. Having a dinner conversa0on once every few months. This helps to build rela0onships and stronger connec0ons, and to have the deeper, more meaningful conversa0ons that need to happen. |
| Support for Collabora0ve ministry |  |  |
| Change posi0on descrip0on for new HFRC posi0on | The new Growth Animator posi0on is not an HFRC posi0on. This is a na0onal ini0a0ve and the posi0on is through General Council. |  |
| Support Dealing with Anxiety and Behaviour Issues |  |  |
| Resources to be Spiritually Fed |  |  |
| Help Visioning |  |  |
| Accessibility |  |  |

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|  |  | **Thoughts & Ideas** | **Responsibility** |
|  | Support Iden0fying and Raising Up New Leaders |  |  |