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# MINUTES OF KAMLOOPS-OKANAGAN PRESBYTERY

OF BRITISH COLUMBIA CONFERENCE  
The United Church of Canada

October 22 - 24, 2010

FIRST UNITED CHURCH  
KELOWNA, BRITISH COLUMBIA

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## FRIDAY OCTOBER 22, 2010

### PRESENT:

**Ministry Personnel:** (24) Wayne Atkinson, Juanita Austin, LeAnn Blackert, Graham Brownmiller, Bari Castle, Bruce Chalmers, Richard Chung, Bruce Comrie, Elaine Diggle, Sharon Ferguson-Hood, Leonard Fraser, Judith Hardcastle, Steve Hershey, Kent Israel, Kathleen Jones, Ken Jones, Karen Medland, Teri Meyer, Rick Potter, Sandra Stickney, Laura Turnbull, Sharilynn Upsdell, Lily Watson, Ruth Wright

**RDLM-** (3) Jim Hannah, Carol Stokes, Ann White

**Students:** (2) Leanne Benoit, Diane Robinson

**Lay Delegates:** (38) Marie Allen, Micki Andrews, Heather Atkinson, Betty Chenoweth, Tom Cole, Nan Dickie, Grace Duncan, Donna Easto, Eva Farquhar, Mary Fields, Ian Fraser, Norma Fraser, Leona Harrison, Nan Hendrie, Marion Hollingshead, Linda Hutchinson, Linda Langevin, Doreen MacDonald, Janet Makar, Ted Makar, Connie Martens, David Matthew, Janet McDonald, Linda McWhinnie, Althea Naundorf, Dieter Nitsche, Vicki Pedlar, Kenneth Perritt, Donna Peterson, Marilyn Pullan, William Pullan, Edith Rice, Reta Robertson, Abigail Rutley, Clifford Turner, Judy Valks, Michele Walker, Jack Walmsley, Peggy Whitley

**Members at Large:** (7) Martha Ashbaugh, Louise Burton, Lee Fraser, Leslie Stirling, Susan Sullivan, Jim Taylor

**Youth Council:** (13) voting: Emily Burke, Alex Dreger, Jake Highfield, Barrett Hoops, Zoe McNair, Aiden Rice, Stephanie Samson, Raffi Tieto; non-voting: Christine Angle, Kathe Coolidge, Lize Izatt, Nina Maricle, Morgan Swift

**Youth Minister:** (1) Joanne Koster

**BC Conference Staff:** (1) Ivy Thomas

**Camping Ministries Representatives:** (1) Marj Bailey

**Resource Centre:** (3) Bette Cardinal, Irene Hart, Brenda Timm

**Registrar:** (1) Bob Hendrie

**Past Moderator:** (1) Marion Best

**Retired Order of Ministry:** (5) Harvie Barker, Heather Burton, David Martyn, Bev Milton, Dawne Taylor

**Guests:** (9) Jack Best, Beth Campbell, Louise Corbeil, Dee Hershey, Suzanne Israel, Kathy McMillan, Ralph Milton, Jeannine Perritt, Ken White

### REGRETS:

Cornelia King, Megan Loyer, Lorraine Powell, Martha Scales

<b>DINNER</b>	Supper was served by volunteers from First United Church.
<b>GATHERING IN MUSIC</b>	We sang a few musical selections to bring us together to this meeting.
<b>GREETINGS &amp; INTRODUCTIONS</b>	Judith Hardcastle, Chair, welcomed folks to Presbytery and thanked First United for the hospitality that has already been offered. Judith offered some housekeeping items and asked that new members to Presbytery might be introduced and welcomed.  Karen Medland offered some further local logistical arrangements.  Greetings were brought from Eunice Easton, Chair of the Board at First United Church. Eunice read a letter of welcome from the Mayor of Kelowna, Sharon Shepherd.  For new members to Presbytery, there will be time tomorrow to learn about Presbytery and the roles of the Working Units.  Members from the Worship team were introduced; Jim Hannah, Leanne Benoit and Karen Medland offered some introduction to the experience of Worship during this weekend.
<b>AUTHORITY &amp; CALL TO ORDER</b>	Pursuant to the authority of the 2010 Spring Meeting of Kamloops-Okanagan Presbytery (KOP), the 2010 Fall meeting was Called to Order at First United Church, Kelowna, BC and was declared open to conduct the business properly before it, Chair Judith Hardcastle presiding. A quorum was present.
<b>MINUTES OF PREVIOUS MEETING</b>	<i>MS (R. Robertson / K. Medland) that the minutes of the February 19-21, 2009 meeting of Kamloops-Okanagan Presbytery be adopted as circulated. <b>Carried</b></i>
<b>CORRESPONDING PRIVILEGES</b>	<i>MS (N. Hendrie / L. Burton) that Corresponding Privileges be granted to visitors and guests to this meeting of Kamloops-Okanagan Presbytery. <b>Carried</b></i>
<b>WELCOME TO THE THEME PRESENTER</b>	Leslie Stirling was invited to introduce Janet McDonald, our Theme Speaker for the weekend. Janet is the Executive Director of Naramata Centre among many other titles and skills. The Court welcomed Janet.
<b>THEME #1</b>	Janet introduced us to the theme of our Presbytery Meeting <i>Facing the Future</i> . (see Appendix I)
<b>EVENING WORSHIP</b>	The Worship team led us in evening worship. They asked us to reflect on Habakkuk 2.1-3 and the questions: <i>What brought you to the United Church of Canada? What keeps you here? What makes it hard to stay?</i>

## SATURDAY OCTOBER 23, 2010

<b>CALL TO ORDER &amp; ANNOUNCEMENTS</b>	After gathering in song, Judith Hardcastle called us back to order at 8:30 am with announcements, housekeeping and a review of the day's agenda.
<b>MORNING WORSHIP</b>	The Worship team led us in morning worship; we reflected on Nehemiah 1.3-6 and the questions: <i>What significant changes (positive and negative) have you witnessed? What of those changes feel like loss? What do you lament?</i>
<b>THEME #2</b>	Janet McDonald led us through our second theme exploration <i>Facing the Future: Contextual Shifts</i> . (see Appendix 1)
<b>WELLNESS BREAK</b>	
<b>"PRESBYTERY: GETTING FOCUSED"</b>	Judith introduced Ian Fraser, member of the Leadership Circle and Conference Executive Representative; Ian has been invited to guide our thinking and process around the governance and operation of Kamloops-Okanagan Presbytery. (see Appendix II)  Following his presentation, Ian fielded some questions and offered some further clarification raised by the court.

- GIFTS & CALLINGS** Reta Robertson spoke to the court about vacancies that are available from Gifts & Callings. She asked folks to consider where they might be called to serve Presbytery.
- LUNCH** The volunteers of First United Church served lunch.
- WORKING UNITS** Working Units gathered to work together after lunch.
- WELLNESS BREAK**
- GATHERING IN SONG** We re-gathered our bodies and voices in song.
- RESOURCE CENTRE** The Kamloops-Okanagan Presbytery Resource Centre is celebrating 25 years of service this year; they have been housed at First United for those 25 years. Irene Hart, Chair of the Resource Centre Management Team, Brenda Timm, Resource Centre Manager, and Dorothy Woollard presented the history of the Resource Centre, and some stories of the past 25 years.
- BUSINESS** **Management Team:** Kent Israel, Chair of Management Team and Administration Coordinator, presented some items of business from the Management Team and the Administration Working Unit.
- Home Missions:** Bruce Comrie, Home Missions Convenor, gave some information about Mission Support Grants and the process. In 2010 there were 2 applications (Lumby and North Thompson – total \$19,500). In 2011 there will be a 10% cut back on Mission Support Grants, and there are 4 applications (St. Andrew's (Lillooet), Lumby, North Thompson, Oasis – total \$38,100). At this time, all 4 of those applications will be forwarded to BC Conference Home Missions Committee.
- Administration Working Unit:**
- Clearwater United Church has requested to use some monies put aside from the Sale of Property for further use as needed; the Property & Manse Committee and the Administration Working Unit have approved this.
  - First United (Kelowna) submitted a Van Dusen Grant application for *Making Connections* and that application will be forwarded to BC Conference Office.
  - There is a formal Request from St. Paul's United (Kelowna) to put a team together regarding their Redevelopment Process and the role of Presbytery in that process.
  - Kent and Leslie Stirling, Treasurer, will be looking at suggestions for ways to provide ministry in the Presbytery in a world of diminishing financial resources.
  - Leslie Stirling, Treasurer, creatively presented financial and budget information.
- MS** (L. Stirling / K. Israel) that the 2011 Budget be \$187,924.50 expenses and income, to be adjusted once we have the figures from BC Conference Office. **Carried**
- Registrar:** Knowing that there are situations that arise, please respect the deadline for Billeting and Registration for Presbytery Meetings. We may be looking to online registration and online evaluation for future meetings.
- MS** (K. Israel / L. Stirling) the adoption of this report and ratify the items in the report. **Carried**
- Correspondence:** Graham Brownmiller, Secretary, presented the single item of Correspondence for information to the Court. That item was the receipt of a *Licence to Administer the sacraments* for Jim Hannah, who was Recognized as a Designated Lay Minister at the Celebration of Ministry in June of this year, 2010. The court congratulated Jim through applause.
- Permission to Leave Early:** **MS** (L. McWhinnie / I. Hart) that Sharilynn Upsdell, David Matthew, Ann White, Bob Hendrie and Nan Hendrie be given permission to leave the court early. **Carried**
- Spiritual Care Network:** Juanita Austin spoke to the court about the Spiritual Care Network. Juanita and Carol Stokes are present and available for conversations. Juanita welcomed Laura

Turnbull, Teri Meyer and Ann White, new Ministry Personnel to the court. She spoke about the Clergy Colleague Gatherings and the importance for Clergy to gather together.

**Communication:** A reminder that Presbytery has a Licence for showing movies/films in a public setting but that the use of those films needs to be reported to Leslie Ross [lesross@telus.net](mailto:lesross@telus.net) every quarter (or every time that a film is shown).

<b>WORKING UNITS / FREE TIME</b>	Working Units that required further time met to conclude business; other members of the court had free time.
<b>DINNER</b>	Dinner was served by the volunteers at First United.
<b>GATHERING IN SONG</b>	
<b>THEME #3</b>	Janet led us through our third theme exploration <i>Facing the Future: Changes</i> (see Appendix I)
<b>THANKS TO JANET McDONALD</b>	Norma Fraser, on behalf of Presbytery, thanked Janet for her time, her work, her words and her presence with us.
<b>PERMISSION TO LEAVE EARLY</b>	<b>MS</b> ( <i>S. Sullivan / L. Stirling</i> ) that Janet McDonald, Diane Robinson, Bruce Comrie, David Martyn, Heather Burton and Wayne Atkinson be given permission to leave the court early. <b>Carried</b>
<b>HOUSEKEEPING ANNOUNCEMENTS</b>	The worship service tomorrow morning is at 10 am. We will continue our Presbytery meeting following lunch.
<b>WORSHIP</b>	The Worship team led us in evening worship reflecting on Nehemiah 4.2b, 4-5 and the questions: <i>In reimagining the United Church of Canada what building blocks do you believe are essential to retain?</i>
<b>SOCIAL TIME</b>	Following worship, a social time including the sharing of talents occurred. The Youth sold coffee, tea, and goodies to support Naari Kir.

## SUNDAY FEBRUARY 21, 2010

<b>SUNDAY WORSHIP</b>	Sunday morning worship was celebrated with First United Church.
<b>LUNCH</b>	The volunteers of First United Church once again served lunch to Presbyters and members of the congregation.
<b>GATHERING</b>	We gathered our bodies and voices in song.
<b>ANNOUNCEMENTS</b>	Marion Best spoke to the court, asking for Prayers for John Robertson, former Conference Minister; John is ill and in hospice in Penticton.
<b>REGISTRAR'S REPORT</b>	Bob Hendrie reported that there were 110 people present at this meeting of Presbytery. Thanks were expressed to Bob for his work on our behalf.
<b>YOUTH COUNCIL</b>	Jake Highfield and Morgan Swift, Co-Chairs of Youth Council, spoke to Presbytery about the Youth Council. Naari Kir will be March 4-6, 2011.

The Youth expressed their appreciation for their inclusion during Theme Presentations during this weekend. During their time together they spent some time with the theme of caring for all creation based on the creed, especially the line *to seek justice and resist evil*. They continued to explore how to live this at the presbytery and would like to present to the fall meeting around using locally and ethically raised meat products. Youth Council would be willing to pay to cover the additional costs for using ethically raised meats at the next meeting. The Court expressed their appreciation for this suggestion and look forward to the Youth Council presentation at the next meeting.

## REPORTS

## Administration

**Communications:** Wayne Atkinson reported that the Working Unit has reviewed the Resource Fair; there were 95 in attendance, including 15-20 resource people/facilitators. There is an overwhelming response for doing the Resource Fair yearly and so October 1, 2011 has been chosen for next year, it will be held at Trinity, Vernon again. The theme will be "Living in the Fog" (or something similar to that) and a speaker has been approached. When the Communications Working Unit has more information, they will be sharing that with the Presbytery.

## Human Resources

**Pastoral Oversight:** Lee Fraser indicated that Ministry Personnel would be receiving a letter in the next few weeks with regard to some changes to Pastoral Oversight.

**Pastoral Relations:** Martha Ashbaugh indicated that the Licenced Lay Worship Leaders (LLWLs) were re-licenced: Louise Burton, John Carlson, Darlene Cockerell, Fern Gibbard, Diane Huey, Victor Ince, Linda Langevin, Ian McLean, Lillian McLeod and Michelle Wells. An evaluation was created by Pastoral Relations for LLWLs. Contact information for the LLWLs is available through the Presbytery Secretary.

**Educations & Students:** Sue Sullivan spoke about the future work of the Education & Students Committee: Leanne Benoit had her student files transferred from another Presbytery and looking forward to being commissioned in the coming year; LeAnn Blackert is being received as an Admission from another Denomination; and Dianne Robinson has been recommended to her final Conference Education & Students Committee interview for Ordination in the Spring. The E&S Committee was also involved in the selection of the LLWLs for the coming year; there are 13 folks who have been selected for this training.

*MS (S. Sullivan / B. Castle) that Kamloops-Okanagan Presbytery recommend Diane Robinson to BC Conference E&S Committee to be considered for Ordination in 2011. **Carried***

**Discipleship:** Norma Fraser, Coordinator, spoke on behalf of the Discipleship Working Units, inviting folks up to share as possible.

**Christian Formation:** Abigail Rutley was the only member of the Christian Formation that showed up, and so she spent the Working Unit time in prayer.

**Stewardship:** There is no one from Stewardship present but there is a report in the pre-Presbytery package.

**Peace & Justice:** Kathy Johnston is in Manitoba at a Justice Event, and a few folks gathered yesterday. They wanted to highlight the Truth and Reconciliation work and information that was sent by the Secretary on Thursday, October 21.

**Worship Animation:** Leanne Benoit spoke and indicated that there is some excitement arising for Worship Animation; a number of people came out yesterday to the Working Unit time. They are excited to see what will happen.

**Outdoor Ministries:** At the meeting yesterday, the Working Unit was asked to work on their Mission Statement; they are attempting to involve not just campers, but family camps as well. There is a possibility of raising the age of campers (from 16 to 18), and doing some interfaith work.

**Youth and Young Adult Working Unit:** LeAnn Blackert is interested in recruiting more members to the Working Unit. LeAnn spent time with Youth Council during the Working Unit time yesterday and was so impressed with their leadership and their commitment to the work of this Presbytery.

**Gifts & Callings:**

Reta Robertson reported that a few positions were filled since her earlier announcement of vacancies:

Gifts & Callings – David Sparks

Leadership Circle – Elaine Diggle

E&S – Richard Chung has agreed to Co-Chair for another term

Pastoral Relations – Laura Turnbull

Kent Israel introduced the members of the Management Team: Leslie Stirling (Treasurer), Graham Brownmiller (Secretary), Louise Burton (Human Resources Coordinator), Norma Fraser (Discipleship Coordinator), Kent Israel (Administration Coordinator), Ivy Thomas (Conference Minister), Joanne Koster (Youth Minister), and Reta Robertson (Gifts & Callings)

Kent also shared with the court that David Sparks, Kathy McMillan and himself are going to coordinate the Regional Planning for BC Conference 2011, May 26-29 in Penticton, BC

Judith Hardcastle introduced the members of the Leadership Circle: Ian Fraser, Jim Hannah, Marion Hollingshead, Karen Medland, Dawne Taylor, Jim Taylor, Lily Watson, Judith Hardcastle and Reta Robertson (Gifts & Callings plays a dual role in the Executive).

**WHAT ARE WE TAKING HOME** We compiled a list of “What We Are Taking Home” to make it easier for folks to make a presentation to their congregations about what happened during this meeting of Presbytery. This list will be posted on the website.

**EVALUATIONS** There are a few evaluation forms available here, but they are also available online. If you have already filled out your evaluation, please give it to Graham; if filling out online, please email your responses to him.

**COURTESIES** Thanks were expressed to the musicians for our meeting of Presbytery.  
Thanks and appreciation were given to those who are retiring and leaving positions in our Presbytery, especially Jim Taylor who is leaving Leadership Circle at the end of this year.  
A special thanks to Judith for her leadership as Chair.

**MOTION TO EMPOWER** *MS (G. Brownmiller / M. Ashbaugh) that the Presbytery Executive be empowered to carry out the business of presbytery until we meet again February 25 - 27, 2011 at Westbank United Church, West Kelowna, BC. **Carried***

**WORSHIP SEND OFF**

**ADJOURNMENT** Judith Hardcastle, Chair, entertained a motion *M (L. Watson) to adjourn.*

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Judith Hardcastle, Chair

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Graham Brownmiller, Secretary

**Note from Kamloops-Okanagan Presbytery Secretary**

These are notes that I took during the Theme Presentations by Janet McDonald. They are in no way exclusive, nor official. I have included them here for information and for perusal.

**Appendix #1 – Theme****THEME #1 – FACING  
THE FUTURE**

Janet introduced us to the theme of our Presbytery Meeting *Facing the Future*. She explained that in order to face the future, we need to recognize that implies a present and a past; and that we need to have some understanding of both of those, as well as the future.

Janet invited us to introduce ourselves to each other, as well as a member of the Pastoral Charge who is not present. This was to remind us that we are not here for ourselves at Presbytery but here on behalf of other people and places from which we come – remember others, remember yourselves, and remember who is beyond this gathering. She implored us to remember that in facing the future, there is a need to think outside the box and that we need to do that again and again; sometimes we need to practice failure in order to succeed.

People remember 10% of what is heard, 15% of what is seen, and 80% of what they engage – talk about, question, touch. Janet asked us to engage the question: “What metaphors will be holding us as we explore the context of facing the future?”

Janet introduced one metaphor: that of the three legged stool – one leg symbolizes the people (WHO is gathered), another symbolizes place (WHERE we are gathered/we represent), the third leg symbolizes the unknown.

She reminded us that people used to gather at church as a common space but now the common ground/space has changed; the arena, the shopping centre, the casino – people gather together as people who have things in common. The primary institution of society is family and it has the least amount of change – it hasn’t changed as dramatically as other institutions over the years.

Religion has changed dramatically in the past 100 years, the role of religion has decreased, the role of education has increased. The third institution that has changed dramatically is Government, and in connection to that is health (living longer, baby boom, medicine).

Janet notes that 80% of UCC congregations are in rural contexts (population < 15,000). KOP is not representative of the UCC National Statistics. [KOP = 66/33 rural/urban]. There was a time when the UCC was Dominant Protestant Religion but this is no longer the case.

We are called to morally ambiguous challenges. We will need to be more assertive; no longer a little church in our own little place – locally and globally, we need to be more involved!

Inviting us into remembering who we are, remembering others part of our context and step into the art and practice of leadership; church, school, workplace, retirement groups we are called to lead and we are called to lead because of the God given gifts and talents, called to make a difference in the world.

**THEME #2 – FACING  
THE FUTURE:  
CONTEXTUAL SHIFTS**

Janet introduced the second theme time with a reminder that Canadian Context has shifted, especially in three areas: Culture, Demography, Religions

**Culture:** Fact – 20% of Canadians are foreign born – this is the highest proportion in 75 years! In 2006 the General Council declared itself as becoming an “intercultural” church. The shift in language from “multicultural” (more familiar where we experience different cultures through celebrations of food, folk, and festivals) to “intercultural” moves us beyond mutually welcoming and racially just to being changed by intercultural engagement. This is true for the churches relationship with First Nation/Aboriginal brothers & sisters.

**Demography:** We have people who join us, how do we invite them to be part of the community of faith?

Looking at numbers is boring, but it does tell a story. There are 34 Million people in Canada – 4.5 Million in BC; 15% 0-14 years old but they’re not in our churches. We need to stop beating ourselves up because 70% of the population falls into the 15-64 age category; we’re rethinking our lives in these terms. There are 15% of the population over 65 years (except in the Okanagan Valley where the population over 65 years is closer to 30%)

**Religion:** Long-term picture of Religious Affiliation in Canada – 2001 is most recent Census data; and the number of Protestants has declined, Catholics have hung in there, the “No Religious Affiliation” since 1961 is the fastest growing group.

We built churches in the 50s and 60s to capture the baby boom, but we didn’t catch them. In the 50s there were some churches with hundreds of children and youth!

Roman Catholic = 43% of population; “No Religious Affiliation” = 16%; United Church of Canada = 9.6%; we could lament that and say “Anglicans, Baptists and Lutherans are in worse shape” but less than 10% of the population is UCC.

Emerging Spirit was both Failure AND Success – a chance that the UCC took to try and decide where the biggest opportunity to reach out was. The largest group who were not active in any church but had an interest in Spirituality = 30-45 y/o. We tried to connect some dots and there are some powerful insights based on demographic profiles; potential for emerging church!

The church and the community needs to open doors for the 15%; not to figure out how to bring them into Sunday School, but to find how to have them in community in their own context.

**And the United Church:** In the 20 year window of 1987 to 2007, change is dramatic:

- 20% decline in the number of congregations (3300 congregations)
- 50% decline in the number of people in worship (204,00 people/Sunday )
- number of people who gave to M&S decreased by 50% (132,00)
- individual person increased their givings to M&S by 90% (\$226/person)
- M&S has been flat for a decade; \$30 M maintained is not enough to keep up with inflation. 20 years of inflation with compound close to 40% and that didn’t happen.

We, as church, need to let go of some demons but also face the context. Those 200,000 UCC members must have imagination about what might come forward. Is there hope for the church as we face the future to do what we need to do? There is more potential when we work with one another than when we work alone.

Spirit Given Gifts; remembering and calling out gifts of ourselves and others. No one person has all the spiritual gifts. But a collective like a congregation or a presbytery will have these gifts in abundance. The impact of *diversification* affects all of us; those in our churches and ourselves. What is our eco-theology? How can we be good stewards? What will we do?

**An example of change** – McDonald's - 1948 First McDonald's, 1955 First Franchise, 1962 first indoor dining, 1967 first international store, 1968 first mansard roof style, 1971 first play place, 1975 first drive through, 1999 the resurgence begins with an *The Experience Engineer* – VP of Concept and Design; re-design and re-shape the institution.

Any executed design will alter something. Wrestling with change is at the heart of people in the church today. You don't plan and design by yourself; figure out other ways of being the Church in the World.

**Another Example of change:** Welcoming (back) the Sockeye (at the Adams River) – the fish make the journey from the ocean, 500 km upstream, to lay the eggs, and then go off and die. Can we re-interpret this for our lives as a church? Not saying that we all have to die, but as natural beings, how do we ask the big hard questions? We are called to determine *Who We Are*, not only as individuals or small communities, but ALL of us as Church in the world.

There are many models of change. We will need to consider our language. We may need to clean up our language a bit – biblical language might not make a connection for anyone else. As Douglas John Hall says – in the church we tell the story and in the world we live the story. How are we doing with these two tasks? How do we live the gospel story today?

To understand change, we will look at individual differences. Janet provided a worksheet about 4 Thinking Styles (Reference – Anthony Gregoric); we will be using this during theme time this afternoon.

**THEME #3 – FACING  
THE FUTURE: CHANGES**

Janet began our final theme time by asking for the results of the individual Thinking Styles: 17 Concrete Sequential; 17 Concrete Randoms; 44 Abstract Random; 13 Abstract Sequential

What happens when more than two or more are gathered – diversity is a given. Famous for doing everything by committee. We need to be aware of our differences and a different way of explaining information to people who think differently from us. Understanding differences and differing spiritual gifts, enables us to understand the complexity of common understanding and change.

When institutions/organizations/congregations/groups engage in change, the exercise of authority and the practice of leadership are essential for people to endure change. (References: Ron Heftiz – *The Practice of Adaptive Leadership*, Sharon Parks – *Leadership Can be Taught*)

**Exercise of Authority:**

- Provides a point of orientation
- Gives sense of direction
- Establishes norms
- Sorts out conflict
- Provides protection

**Practice of Leadership:**

- Shifts from preservation to transformation
- Fosters innovation
- Encourages new learning
- Moves from familiar to new patterns

It is not generally the same people who exercise authority and practice of leadership. During paradigm shifts (major change), different perspectives allow different challenges and solutions. From a balcony perspective, if the presenting challenge has no known solution, adaptive strategies are required. Adaptive challenges require open and honest questions for which there is typically no known answer. In contrast, from an engaged (on the dance floor perspective), the challenges are typically technical where a solution is known (not necessarily in the moment).

For example, like the *Hoberman Sphere* - Something changes – you go away to an event and something changes and you can't *quite* describe it. When you think you found something new, intrigues your imagination – you realize that there's something more! It gives us something to focus on things that are changing. Sometimes we're closed and together, sometimes we're big and broad. We move into those phases as we figure out how things might change. The *sphere* became a popular toy because of Bill & Hilary Clinton.

The church in the new world, things expanding and subtracting. We might be only one little piece, but the paradigm shift is calling us into something totally unknown – Will we be ready? How much time do we have before we have to make that shift? Keith Howard suggest about 3-7 years.

We're not going to be learning a lot, we're going to be UNLEARNING much more! Three burning questions are required in times of adaptive challenges.

1. How do you unlearn in order to learn for the future?
2. How do you discover the untapped potential of your people?
3. How do you build an adaptive organization to address the challenges of the future?

Things will need to change. There is a third teacher – how you design to transform learning. What do you do different? What will be the third teachers for us in these times of change? For example, see Leslie Stirling picture from Budget Presentation

- Moves from familiar to new patterns
- Fosters innovation
- Shifts from preservation to transformation

- Encourages new learning

This is the third teacher in a familiar environment. It is the practice of leadership.

Take what we've learned and actually APPLY it to something that makes sense; *take what I know and LIVE it in the world.*

The United Church is attempting to make shifts; slowly, but they are asking these hard, burning questions. We can choose to accept the reality or keep pretending that we're going back to the Happy Days. The time is much shorter on this Church than we care to admit.

KOP – largest Presbytery Janet has visited – largest in number, but also largest in the willingness to show up. She has been to Presbyteries where there were 35 congregations, but this Presbytery is onto something. This Presbytery has the possibility of re-making itself; but we need to know in that possibility that we can't have one finger in the dyke, especially the ones that are filled with holes. Listen to our own souls and where we are called.

*Two Hands, Many Balls*; we have way too many things in the air – we have to hold and care for ourselves, and remember on whose behalf we are here on. We also have to think about working together and sharing amongst ourselves – not co-dependent but inter-dependent.

What did I learn? What context are we going to find ourselves in? What am I going to tell the people when I get home? What are we going to do with it?

What is something we could experiment with at the next Presbytery Meeting? If the Presbytery has 3 primary functions, what if we gave sabbatical to the working units, other than the three things that we are about? What would we do?

We want to do something different, but we're not sure what it is. If we could experiment what would it look like?

We come to a place of new questions and the art and practice of leadership requires a connected imagination – cannot go into this adaptive challenge without knowing and using our imaginations. It requires an informed conscience and practical competence. Christina Baldwin will invite us into the circle process, engages our practical competence that enables our story telling.

We are being called into a new form. We need perspective on the currents of change in these times. We are called to work on behalf of others for a more just, sustainable and prosperous world. Step outside ourselves, play a little bit and the possibilities are endless!

## Appendix #2 - Governance

**“PRESBYTERY: GETTING FOCUSED”** Judith Hardcastle introduced Ian Fraser, member of the Leadership Circle and Conference Executive Representative; Ian has been invited to guide our thinking and process around the governance and operation of Kamloops-Okanagan Presbytery.

Ian began by sharing some statistics regarding the United Church of Canada. There are 3,308 Congregations from Coast to Coast to Coast – buildings made by stone, some in the mountains, some by the water, some with lots of people, some with fewer. About 3 Million Canadians claim affiliation with the United Church of Canada, but there are about 526,000 on membership rolls. There are approximately 4,400 Ministry Personnel (including retired).

There are 90 Presbyteries, 13 Conferences, 1 General Council. The UCC acts as a Conciliar Church in which members from within represent each council at another; we come from one court to another. It is not a matter of representative governance; we have been chosen because our community believes we have capacity to listen, be open (to the Spirit), and do what is required for the church. It is not about sending someone to represent, but capacity to engage in the conversation and be open to the Spirit. There is no “them” and no “us” – we are all part of it.

*Congregations:* public worship, administration of sacraments, Christian Education, Pastoral Care and Membership

*Presbytery:* oversight for congregations, oversight for Ministry Personnel, and oversight for relationships between congregations and Ministry Personnel

*Conference:* Admission to Ministry, Oversight for Presbyteries

*General Council:* Legislates on Doctrine (what we believe) and Polity (how we govern ourselves) and oversight for Conferences

Ian asked Governance – what do we want to achieve? How do we discern God’s will for us at this time: 1) ensuring that the resources necessary are provided and 2) clearly defining of who is doing what

Vision = priorities -> goals -> budget

Carver – a governance model or a turkey carver; technically we do not use a Carver model in this Presbytery, but there are bits and pieces of a variety of models that we utilize

Presbytery has three responsibilities:

Creation of a vision – Leadership Circle; a group of people to help create the vision of the Presbytery

Managing – Management Team

Doing something – 13 Working Units

There are certain people with gifts and talents to serve in certain places. We try to make the best match for each of those positions.

Retain our focus – what are we fundamentally called to do focusing on those three items – oversight and care of congregations, Ministry Personnel and the relationship between them.

Ian fielded some questions and offered some further clarification following this presentation.

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