

Leadership Circle meeting
At Trinity United Church, Vernon
Wednesday June 2, 2010

Present: Jim Hannah, Lily Watson, Judith Hardcastle, Ivy Thomas, Ian Fraser, Dawne Taylor, Jim Taylor

Regrets received: none

Judith called the meeting to order at 10:17 a.m..

Jim had not planned to talk about the Celebration of Ministry event, but did. He vented a few frustrations about the process, the timing, the decision-making, and the permissible garb. We commiserated.

Jim T led us in a brief devotional based on Proverbs 8, God's creation of Wisdom (Sophia) as a partner from the very beginning.

Judith outlined some items for an agenda:

- Visioning for LC
- Transformative leadership workshop, speakers etc
- Triennium work, how it is affecting us
 - Correspondence about Nora Sanders, etc.
- Joint discussion with MT, Thursday
- Review of questionnaire from Presbytery
- Planning October Presbytery meeting
- Gifts and Callings: Worship animation team
- Structure of Presbytery, roles and responsibilities: MT vs LC
- Update of policy re working units
- LLWLs, Dawne, has heard absolutely nothing. Got one questionnaire back from one LLWL.
- New Business

Dawne requested that an agenda be set up and sent out to members beforehand.

Minutes

Moved Jim/seconded Dawne, carried: *that we adopt the minutes of the March meeting, as circulated and corrected on the master copy.*

Announcements

BC Conference 2011, are still looking for a local chair for Penticton. To date we do not have one. Financially and facility-wise, Penticton was way better than Kamloops; personnel-wise, vice versa.

Ian Fraser reported that he had been contracted by BC Conference to do an audit of compliance to the Conference governance model. This is done about every three years.

Consideration of the Triennium report, from Nora Sanders, General Secretary

Ivy explained that Nora Sanders was charged with looking at how we can move forward as a church, financial challenges, etc, into a mode of abundance rather than survival.

Nora had several proposals (summarized):

- curb spending, 15 pages thereof, specifics sent to GC Executive, who approved them.
- focus on identity and connection, greater range of ministry possibilities
- initiate consultative processes to redefine courts of church
- hold GC meetings for shaping denominational identify
- shift pastoral relations from Presbytery to Conference, with different models
- encourage greater range of ministry possibilities outside of traditional congregational ministries
- establish a New Ministries fund
- implement a People And Partnership project for mission
- simplify our processes, to reduce the size and complexity of the Manual

Ian explained that this is the second time that GC Executive has tried to do some long-term planning, instead of lurching along year to year. Over 85% of GC office funding comes from M&S, which has flatlined for 20 years at around \$30 million. About half of that is used for staffing expenses. The other half is grants: global partners, education, conferences, etc.

As inflation pushes up the fixed costs, the capacity of GC to do its other work is impeded. Tinkering with cuts here and there will not work. There was felt a need to make some major changes. That resulted in some cuts to grants and staffing. The same is happening again this time around.

Salaries have been frozen – no cost of living or increments coming.

The things that will affect us (Ivy)

- already working on simplifying the Manual; it should be done in three months. The Manual will be split into Policies and Procedures.
- theological institutions face cuts, including VST. Grants are now only 4% of VST budget. The support will to have to come from other ways.
- home missions grants have been cut by 10%.
- human resources moves out of Presbytery into Conference. This will probably shift onto the Conference Minister in the various Presbyteries. It removes from Presbyteries the potential conflict when your peers could be in judgement of your performance. Ian says that we have to find better ways for Presbyteries and Conferences to work together. They have to become, in some senses, an unofficial single level.

Jim H notes that we are going to have to make and re-make these decisions during the next dozen years. Ian says that at the moment, the polity is holding us back.

Ivy noted a greater range of ministry possibilities; opening the door to alternative kinds of communities of faith. The new ministries fund consists of \$1 million

The report requires no specifics of us. It's a done deal. Our job is to keep aware of the possibilities, and to see how we dovetail with its recommendations.

Jim T notes that we are already doing some of these. Transformative Leadership Workshops is one. David Webber's work in New Zealand is another. The questionnaire to congregation about what they would do if they didn't have a minister, or a building, would they still have a ministry of any kind also explores innovative ministries

For example, Ivy noted that Celista is theoretically is a shared Anglican/United parish, but also includes Lutherans Catholics, Pentecostals, Unitarians. They have a retired Anglican priest who does Anglican communion once a month, United once a month, four or five lay leaders. Attendance 40-50 a Sunday, in a building that will hold 40 – this goes beyond a shared ministry, to a full ecumenical ministry.

Jim H points out that awareness is the first thing we need to look at. Many congregations just don't get it yet. Maybe we need to do coaching visits rather than oversight visits.

Ivy notes that Cariboo has taken a lead from Kootenay, and has gone beyond it. They're training lay people beyond the worship leadership model, to do pastoral care,

Oversight visits rarely give the whole story. Judith would like to hear more stories of the various places.

Lily described how Lumby has used the Emerging Spirit, Wonder Café, etc., to build evenings during the week. But the Sunday morning congregation has started to decline at the same time. The problem is the level of commitment and energy within the congregation; they are facing burnout.

Judith talked about the way that St. Andrew's Wesley and Canadian Memorial are exploding with energy and new programs.

Function of Leadership Circle

The idea behind this group is to decide where we want the Presbytery to go, and we tell the management Team that we want to do it. In practice, it was felt, they tell us what they're doing, and we try to fill the cracks and holes. This did not feel satisfactory.

We broke for lunch at 12:00, and ran a check-in from about 12:30 to 1:30.

Working units

There was some animated discussion about the functions of working units, the budgets for them, the mission of the Presbytery, etc.

Working units need a working, committed core, who are on-going. It makes no sense to have a different working unit gathered at each Presbytery meeting, with no assurance that those people will be available again at the next meeting.

Christian Formation (Lily's responsibility) needs to have somebody willing to take notes, so that the information can be sent around to other chairs and committees.

We have a problem in that we don't hear what the working units are doing, what the congregations are doing. We are charged with spending 30% of our time listening – but how do we do that. Jim T argues that we need to invite working units or congregations to come to meet with us.

Discussion of imported leaders, and implications for operating

Peter Short was not available. So we go to Janet. MT said we don't have the funding to hire someone for that much money. We got approval for \$2000. We make suggestions, but the MT decides whether we have the money to do it.

Jim H noted that the block seems to occur only on financial matters. We are told we cannot do things because there is no money there for it. We could instruct the MT to assign a budget to LC for use.

It was suggested that if there is not enough budget, then it is the job of MT to go after the money from other sources such as grants, or to find other means of raising money such as charging fees for participants, raising presbytery fees, etc. The owner of the budget is the full Executive; it is not the MT per se. If the full Executive wishes to change the budget, the Executive has that right; the MT has to propose means of letting that happen.

Ian outlined a sequence: vision, priorities, goals, which lead to budget – which is the bottom of the pile. The budget needs to be a tool to achieve the goals. Our task is to see how well the budget corresponds to the goals, priorities, visions, etc. Jim T argues that budgets are often put together from fixed factors, to which we are committed come hell or high water, and the rest of the budget is what's left over.

Several people commented that for the first time they had a clear understanding of what the Leadership Circle was supposed to be doing.

Our group should be looking only at the “end” not the means. Our job is to identify transformational ministries, then take it out to all congregations.

Lily offered a model of how to define policy.

- a) these are the fences of the things that you must do
- b) these are the fences that define the things you must not do.
- c) everything in between is up to your creativity. Do whatever you can within the bounds of those two fences.

Our job as Leadership Circle is to stimulate people into exercising that creativity.

Part of our policy making is to say that Transformative Ministry is our priority for the next two and a half years.

Ivy's questionnaire developed a sequence

- Facing realities
- Connecting to the wider world
- Moving Forward
- Visioning
- Leadership
- Spiritual Practice – these two are the underpinning for everything else
- Worship

3:15 p.m. Welcomed Karen Medland and Marion Hollingshead to the meeting.
Judith summarized the discussions of the morning.

Purposes of the Leadership Circle

- Set visions, priorities, goals – or whatever the terms are in the policy manuals.
- Set policies
- Plan meetings

Jim T urges inviting a Working Unit to meet with us each meeting, so that we can actually hear what they are doing, and what are the difficulties that they encounter in trying to fulfill their mandate.

Judith wonders if this would constitute bypassing the Discipleship Coordinator, Norma Fraser. Theoretically, all of the units are accountable to the Discipleship Coordinator. We're not clear how this would be part of the listening function.

Karen feels that there is a disconnect between congregations and presbytery. Presbytery is going off doing its own thing, and congregations only get attention

- a) if they are doing something exciting and innovative, or
- b) if they are in trouble.

Her delegates enjoyed the pre-presbytery workshop and the follow-up to it, but not the plenary discussions.

Lily suggests that there should be a plenary time for congregational sharing. We could do it as a mixer.

Jim H is glad that we no longer have tedious reports that look backward. But we should now have reporting that looks forward. You're not allowed to say a word about what you've done, but you can speak about what you're looking ahead to. This applies more to working units than to congregations. Maybe if congregations realized that there are a lot of congregations looking for ways to change, they might be less likely to feel that they are totally alone.

Transformative Workshop Guest Speakers (reprise)

Our job is not to choose the speakers, but to define where we want to go. We can make suggestions.

We may want to have a representative to work with members of the Management Team to collaborate on the selection and arrangements, and then hand it over to the MT to complete.

We had discussion about whether LC and MT should meet separately or together. We feel a need to meet on our own to do visioning. We also need to meet together so that we can all get on board the same bandwagon, and not work at cross purposes. The preference seems to be to meet less often, for longer times.

Judith suggests three meetings, each of two days. Lily would rather have reasonable hours over two days than one loooooong day.

Lay worship leaders

Dawne talked about the questionnaire that went to all LLWLs, congregations, and ministers. They asked if anyone could identify persons who might be suitable for these programs.

The letter of endorsement to the E&S committee is to be by June 30. The course will take place in the Fall, at a place to be determined.

LLWLs are being involved in congregations that have no regular ministry. Worship is the heartbeat of the congregation. If they can do it themselves, fine, but let's make sure it is quality worship. Dawne is concerned that one person becomes the de facto minister of that congregation. The program specifies that an LLWL can only preach in a congregations three weeks in a row. Pastoral relations should push those congregations to start the process of declaring a vacancy and seeking professional leadership.

Jim wants us to spend more time on visioning, of what we want to achieve, not jumping to how we're going to achieve it.

We imagine communities of faith that bubble with creativity and vitality, exploring worship, community, and responsibility

Equipping leaders for transformational leadership

Equipping congregations to benefit from transformational leadership
Then we have X working units, which undertake these sub-tasks.

Healthy congregations and more

We're not looking so much for transformational leaders as transformed congregations, for which we need a particular kind of leader.

Some people are asking how they can change. Others are asking, why bother? They are comfortable as they are.

We were challenged to define, in 30 words or less, how we imagine a perfect congregation. Three of us accepted the challenge.

Our mission statement is not really about healthy congregations but healthy disciples – that will generate healthy congregations. Discipleship and congregation are linked, they can't be done one without the other. So what we need to consider is "healthy".

Converting people to Christ is irrelevant. Bringing illumination to their thinking, their values, their ethics, is crucial. Fred Beauchner says that ministry comes when our deepest yearnings meet the world's deepest hungers.

What is the motivating factor behind our questioning? Are we just trying to fill our pews again? Or are we looking at the deeper issue, of who are we, and what are our responsibilities as disciples of Christ?

Leadership is not necessarily to do things. It is to organize the people so that they can work together, whether or not they understand what they are doing, or why. If they don't have a sense of what they're called to, it will die.

Jim T quoted David Crawley, that community results not from proximity but organization.

Jim H: some congregations simply want someone to chaplain them to death, which is fine as long as they quit bemoaning the lack of young people. Marion says that it's not just that they're getting old, but that they're tired.

We adjourned at 5:00 p.m. for supper, to reconvene with the Management Team as a full Executive tomorrow morning.

Judith Hardcastle
Chair

Jim Taylor
Note taker



MINUTES OF
MANAGEMENT TEAM
Kamloops Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE
The United Church of Canada

June 2, 2010

TRINITY UNITED CHURCH
VERNON, BRITISH COLUMBIA

- PRESENT** Kent Israel (Chair), Leslie Stirling, Norma Fraser, Graham Brownmiller (Secretary), Ivy Thomas (Conference Minister), Louise Burton, Reta Robertson, and Joanne Koster
- GUESTS** Kelly Grittner
- AUTHORITY & CALL TO ORDER** Pursuant to the authority of the 2010 Spring Meeting of Kamloops-Okanagan Presbytery (KOP), the Management Team of Kamloops Okanagan Presbytery was Called to Order at 3:15 pm at Trinity United Church, Vernon, BC and was declared open to conduct the business properly before it, Chair Kent Israel presiding. A quorum was present.
- OPENING WORSHIP** Worship was led by Graham Brownmiller based on Isaiah 30.15 *“For thus said the Lord God, the Holy One of Israel: In returning and rest you shall be saved; in quietness and in trust shall be your strength.”*
- CHECK-IN** We checked in with each other using two words reflecting who we are as we come to this place for this work.
- PENTICTON COMMISSION** Kent Israel gave some background information about the situation with the Penticton Commission. Kelly Grittner made himself available to us today in order to communicate information about the situation there.
- MS** (L. Stirling / N. Fraser) that the KOP Management Team authorize the Commission, comprised of Kelly Grittner, John Burton and Kim Haslebacher, to complete the work of creating a mortgage between Penticton United Church and Oasis United Church. **Carried***
- Appreciation was expressed to Kelly Grittner, John Burton and Kim Haslebacher for the hard and arduous work that they have given to this Commission over the past 3 years.
- MINUTES** ***MS** (L. Stirling / L. Burton) that the minutes of the January 19, 2010 Management Team Meeting and the March 29 – April 5th, 2010 Management Team Email Meeting be adopted as received. **Carried***
- CORRESPONDENCE** Graham presented items of correspondence; most of which has already been dealt with: either by filing, forwarding to the correct people or recycling. Items of note are the Memorandum of Understanding from the Church of St Paul (Barriere), a Transfer for the Rev. David Stone and the Application for the Rev. LeAnn Blackert to be received as Order of Ministry in the United Church of Canada at the next Conference General Meeting.

Technology Grant Application	<p>Peachland United Church has submitted a Technology Grant Application for two screens and a new handheld microphone.</p> <p><i>MS (L. Stirling / L. Burton) that we forward Peachland United Church's Technology Grant Application to BC Conference with our Concurrence. Carried</i></p>
TREASURER'S REPORT	<p>Leslie Stirling presented the treasurer's report stating that we are in fine shape. The process for creating the Budget for 2011 is beginning, and the Treasurer has asked that Coordinators work with the Working Units to begin looking at their 2011 budgets. Leslie has looked at investments as per a conversation with the Finance & Administration Working Unit at the Spring Presbytery meeting.</p>
CAMPING	<p>There was a conversation regarding camping and what needs to happen with finding out where funding for Grafton comes from; if, in fact, Grafton is going to be one of the regional camps as suggested by the Camp Futures report of BC Conference.</p> <p>What is our role as Management Team in assisting Grafton Camp and Outdoor Ministries to help them find funding, as it is available?</p>
HUMAN RESOURCES	<p>Youth and Young Adults Working Unit (YAYAWU)</p> <p>Joanne Koster excused herself for the following conversation.</p> <p>Joanne Koster's current contract is finished June 30, 2010; Norma Fraser presented some recommendations from the YAYAWU regarding the KOP Youth Minister Position. Discussion ensued.</p> <p><i>MS (N. Fraser / L. Stirling) that we renew and implement the contract with Joanne Koster as presented by the Youth and Young Adults Working Unit under the Presbytery Youth Ministry Agreement with the following terms:</i></p> <p style="padding-left: 40px;"><i>Terms of Employment: July 1, 2010 – June 30, 2011</i></p> <p style="padding-left: 40px;"><i>Annual Salary \$8,580 (based on 330 hours at \$26/hour)</i></p> <p style="padding-left: 40px;"><i>Travel and Operating Budget based on the Presbytery Budget (2010 - \$1,850)</i></p> <p style="padding-left: 40px;"><i>Travel as logged at \$0.41 as per General Council policies</i></p> <p style="padding-left: 40px;"><i>Continuing Education of up to 20 hours yearly (maximum of \$26/hour or \$520)</i></p> <p style="text-align: right;">Carried</p> <p>Youth Minister JNAC</p> <p>The JNAC is underway and the Management Team will be consulted as needed. The YAYAWU will continue to work with Joanne in preparing the Job Description in the JNAC.</p> <p>Youth Ministry</p> <p>A question arose regarding youth attending presbytery who are not members of Youth Council, as Youth Council members have to be 15 years old and only Youth Council members attend Presbytery – is there a way to include youth younger than 15? We have recommended that YAYAWU and Joanne continue this conversation.</p>
BC CONFERENCE GM 2011	<p>Kathy McMillan and David Sparks were co-chairs of Local Arrangements for General Council 39 in Thunder Bay, and Kent Israel was co-chair of Local Arrangements for General Council 40 in Kelowna. They have volunteered to coordinate Local Arrangements for General Meeting 2011. They have had a preliminary meeting and have some suggestions and recommendations to begin with.</p> <p><i>MS (R. Robertson / L. Stirling) that Kathy McMillan, David Sparks and Kent Israel work as a team to coordinate Local Arrangements for the BC Conference General Meeting 2011 in Penticton, BC. Carried</i></p>

GIFTS & CALLINGS	Louise Burton announced that we will be looking for a new Administrative Coordinator (and Chair of Management Team) as of the rise of Conference 2011. Also, there is still a need for an Order of Ministry person for Gifts & Callings.
DINNER	We broke for dinner, prepared for us by the Trinity United Church Women.
POLICIES	Policies fall under Leadership Circle duties and responsibilities and they know that the policies need to be looked at, evaluated and have something done with them.
 GIFTS & CALLINGS	 There needs to be some discussion about the helpful place for Gifts & Callings to be connected with the Executive of KOP. Is it most helpful to be in Management Team (business) or in Leadership Circle (dreaming)? Probably it would be most helpful for the Coordinators from Management Team to be on Gifts & Callings. At every meeting of Presbytery copies of the Spiritual Gifts Inventory should be made available so that new members to Presbytery could indicate their interests and Gifts & Callings have an idea of who is around with which gifts.
 PASTORAL RELATIONS	 There is also a question about the relationship of the Convenor of Pastoral Relations and Management Team. Since Ivy sits on Pastoral Relations, she would bring information to the Management Team. The Secretary requested direction about distribution of Pastoral Relations minutes to the full court of Presbytery. It was decided that the report written by the Pastoral Relations Convenor for the bi-annual meetings of Presbytery would be sufficient. Management Team should pass an omnibus motion ratifying the decisions of Pastoral Relations, as provided by them. Minutes of the Pastoral Relations meetings will be kept in the minutes book by the Secretary. Graham, Ivy and Martha Ashbaugh will consult on how the information will be transmitted. <i>MS (L. Stirling / N. Fraser) that the Management Team of KOP affirm the motions and decisions made at the Pastoral Relations Committee on January 19, 2010. Carried</i>
 HOME MISSIONS	 Mission Support Grants have been cut 10% over the next 3 years. More information will come as it is available.
 YOUTH MINISTRY	 Joanne shared with us some information about Youth Ministry. Naari Kir was amazing! Numbers were the same as last year, and financially it worked well. There are some ideas of how to continue to make it better! In April, Joanne attended a BC Conference Youth and Young Adult Ministry Leader Retreat; this includes Presbytery YAYA Leaders and University Chaplains. It was helpful and much appreciated.
 TRIENNIUM PLANNING	 Ivy shared some information with us about Triennium Planning from the General Council Executive. The suggestions from Nora Saunders, General Secretary, were to reduce costs and move towards living out of abundance, not scarcity or survival. All of the changes that are suggested will be made within the existing structure: a suggestion to make a shorter version of the JNAC; a reduction of the Manual by one-third to one-half and will contain policies but procedures will be put into handbooks so that if changes are needed, no remit is required; all General Council Staff (including Conference Staff) have a wage freeze, no cost of living increase nor increment increase – however there will be some extra days off in appreciation for the cuts; there will be cuts to Theological Institutions, including VST; the cut itself is not as important as the statement that it makes; there is a suggestion to move Human Resources from Presbytery to Conference; establishing a network for Ministry Development, the New Ministries Fund seeded with \$1M from the Reserves; staff reductions equal to 15-20 FTE; United Cares Fund for specific designations; a move from General Council to every 4 years with a focus on Denominational Shaping.

SPIRITUAL CARE NETWORK The Spiritual Care Network (SCN) of KOP is not a line item in our budget. Discussion ensued regarding costs for SCN in the future.

MS (R. Robertson / L. Burton) that we allocate up to \$500 for travel as an unbudgeted expence for the Spiritual Care Network Coordinators in the fiscal year 2010. Carried

NEXT MEETING We will next meet, jointly with the Leadership Circle, on June 3, 2010.

ADJOURNMENT ***Moved by G. Brownmiller that we adjourn.***

Kent Israel, Chair

Graham Brownmiller, Secretary



MINUTES OF
EXECUTIVE
Kamloops Okanagan Presbytery

OF BRITISH COLUMBIA CONFERENCE
The United Church of Canada

June 3, 2010
TRINITY UNITED CHURCH
VERNON, BRITISH COLUMBIA

- PRESENT** Judith Hardcastle (Chair), Kent Israel, Leslie Stirling, Norma Fraser, Louise Burton, Reta Robertson, Joanne Koster, Ian Fraser, Karen Medland, Jim Hannah, Jim Taylor, Marion Hollingshead, Lily Watson, Dawne Taylor, Graham Brownmiller (Secretary), Ivy Thomas (Conference Minister)
- AUTHORITY & CALL TO ORDER** Pursuant to the authority of the 2010 Spring Meeting of Kamloops-Okanagan Presbytery (KOP), the Executive of Kamloops Okanagan Presbytery was Called to Order at 10:15 am at Trinity United Church, Vernon, BC and was declared open to conduct the business properly before it, Chair Judith Hardcastle presiding. A quorum was present.
- OPENING WORSHIP** Worship was led by Ivy Thomas based on 1 Samuel 3 and a prayer entitled "To God Who Sings Through Us"
- MINUTES** *MS (N. Fraser / L. Stirling) that the minutes of the December 9 – 11, 2009 and February 9 – 12, 2010 Executive Email Meetings be adopted as received. Carried*
- GOVERNANCE & POLICY DISCUSSION** Ian Fraser facilitated a presentation and discussion about policy, our policy manual and what we might do to continue developing policies and a system that works for the Presbytery.
- At the end of our discussion, it was recognized that the roles and responsibilities of Leadership Circle and Management Team need to continue to evolve. Leadership Circle needs to be the more visionary group which brings the vision to the Executive and then the Management Team to be the ones to implement that vision. (Research and Development vs. Operations) There is need for the gradual dissolve between Leadership Circle and Management Team. Because of this, we affirmed the need for Leadership Circle and Management Team to meet both individually and together.
- In order to be more holistic, everything needs to relate to the Mission Statement.
- Appended to these minutes is a flow chart that Ian presented to us about the Mission and flow through to Budget and goals and back through each of them.
- LUNCH** Lunch was served by the Trinity United Church Women, with thanks.
- BC CONFERENCE GM 2011** Kent Israel announced that he, David Sparks and Kathy McMillan will co-chair the Regional Planning Committee for the BC Conference General Meeting 2011 in Penticton, BC. Kent will inform Doug Goodwin, BC Conference Executive Secretary and let us know what needs to happen.

REVIEW OF SPRING PRESBYTERY EVALUATION	<p>Ivy shared some information from the Spring Presbytery Evaluations:</p> <ul style="list-style-type: none"> - Feedback forms (“What did we do at Presbytery?”) are missed - All of the reports were written and oral reports were missed - Most if not all business is done by the executive (a sense that Working Units are irrelevant) - In preparation for presbytery there was resistance to the Discrimination Workshop; however on the evaluations there was much affirmation for the workshop - There was negative feedback regarding the conversation about travel allowance - There was not enough Working Unit time - Comments about singing: grateful for the musicians and that there wasn’t enough singing; community is great including the social night - Hard for Presbytery Reps who are employed to attend the preliminary workshop
FALL PRESBYTERY MEETING	<p>Based on the evaluations of the Spring Presbytery Meeting, discussion was held about scheduling and structure of the Fall Presbytery Meeting.</p> <p>MS (R. Robertson / J. Taylor) that the Executive empowers Judith, Kent and Ivy to create a Fall Presbytery schedule and structure that includes changing the times of beginning and ending.</p> <p>Carried</p> <p>A draft agenda will be brought to us when we next gather in August.</p>
BUDGET 2011	<p>Based on previous conversations between the Executive (Leadership Circle and Management Team), there are questions about budgeting for Goals and Priorities. One of the shifts that we need to begin / continue making is to have the Management Team implement the vision of Leadership Circle, especially around the idea of speakers and workshops, rather than the Leadership Circle being the ones to follow through with choosing people and maintaining that budget. Management Team will need some articulation of what ideas are in place by Leadership Circle so that Management Team can implement those plans. There might be other places to find funds and grants. We might be able to charge for certain events and workshops. We were reminded that the budget will be a draft budget until approved by the court of Presbytery; they may not approve the budget.</p>
GIFTS & CALLINGS	<p>Worship Animation is at this point lacking members; Judith and Norma right now are holding the space of Worship Animation. Please let Reta know if there are folks that you might want to recommend to this position. A conversation regarding the role of Gifts & Callings on either Leadership Circle or Management Team was held; the decision is that the Gifts & Callings person will float between Leadership Circle and Management Team.</p> <p>The three coordinators (Norma, Kent and Louise) will develop some conversation (in consultation with Jim Taylor) about creating some core members in order to keep stability in the Working Units.</p>
WORSHIP	<p>Norma Fraser, Lily Watson and Kent Israel offered to lead worship when next we gather.</p>
NEXT MEETING	<p>We will next meet August 25 & 26, 2010 at Trinity United Church, Vernon, BC. For information, the Leadership Circle will meet on the 25th beginning at 10 am and the Management Team will meet beginning at 2, the Executive will meet jointly on the 26th from 9 am until 3 pm.</p>
ADJOURNMENT	<p>Following a song, it was Moved by D. Taylor that we adjourn.</p>

Judith Hardcastle, Chair

Graham Brownmiller, Secretary

Roles and Responsibilities

