

Summary of Recommendations

St. Andrew's and Deer Park
Moving Forward Committee

Moving Forward – Shaping the Future Group

- In the Spring of 2019 both councils approved that group comprised of:
 - Jocelyn Den Otter (Chair of DPUC Council),
 - John Palmer (Chair of SAUC Council),
 - Reverend Tom Melvin,
 - Reverend Hillary van Spronsen,
 - Richard Betts (member of SAUC Council)
 - Jan van Egteren (member of DPUC Council)

“Continue to examine how the 2 congregations can work and grow together go forward.”

- The group held 5 group discussions with members of the 2 congregations (1 joint session and 2 additional sessions for each congregations) reaching 120+ participants
- An online survey was also carried out.
- The Group committed to analyzing the results of the sessions and survey and provide go forward recommendations to the councils in Feb 2020.

Some Facts

- Reverend Tom is retiring in June 2021
 - Search for replacement should start fall of 2020
- Reverend Hillary is committed to remaining with St. Andrew's for several years
 - Hillary is taking 1 year maternity leave starting the end of June 2020
 - Search for ½ time supply minister has commenced
- St. Andrews is locked into the Centre's lease until October 2023
- St. Andrews Regional Ministry initiative and dedicated funds are are governed by the Terms of Reference in place with Chinook Winds and the United Church Foundation. This is for both the Management of the Regional Initiative and the use of the dedicated funds
 - The intent is that the Regional Ministries Initiative remain in place for several years even if Deer Park and St. Andrew's Amalgamate

Options Considered and Primary Recommendation

- Dissolution of the Existing Shared Service Arrangement
 - Rejected – this was only suggested as an option by a few participants IF the congregations could not find away to work together more effectively
- Maintain the Status Quo
 - Rejected – preponderance of survey responses suggested closer ties and a desire to become a single entity
- Two Point Pastoral Charge
 - Rejected – This would add complexity - to still have 2 councils plus the addition of a joint council. This is primarily a minister salary sharing approach and would represent a step backwards from current shared services agreement
- ✓ **Amalgamation**
 - **Recommended**

Establish an Amalgamation Steering Committee ASAP

- **Setting up an Amalgamation Steering Committee is critical to the process and would be the key group to establish a plan for moving forward.**
- **This would include first looking at our Mission and Vision, creating guiding principles and then creating various task groups that need to be formed to discuss things like location, staffing, finances, programs, name, etc.**
- **Each congregation to appoint 5 members to the steering committee – include current Moving Forward Group Members (?)**
- **Inaugural meeting in April**

Resolutions

Motion 1:

- **That St. Andrew's United Church in conjunction with Deer Park United Church agree to work towards the amalgamation of our two communities of faith into a single entity.**

OR

- **That Deer Park United Church in conjunction with St. Andrew's United Church agree to work towards the amalgamation of our two communities of faith into a single entity.**

Motion 2:

- **That a joint Deer Park United Church and St. Andrew's United Church Amalgamation Steering Committee be established as soon as possible and that both St. Andrew's and Deer Park appoint 5 people to the committee.**

If the motions are approved by both councils:

- The Amalgamation Steering Committee has its initial meeting by mid April (April 19 or 26?)
- The Amalgamation sets a **"PLAN"** to move forward.
- The **"PLAN"** goes to the congregations by June 14 or June 21 and is endorsed for moving forward.

Areas to be considered during the Amalgamation process

Requirements and Areas of Consideration

- **Develop (preliminary) Vision, Mission and Faith Statements for the new entity**
 - What we will do and what we won't
 - How will this impact our current ministries & programs and new ones we might develop
 - How well defined do these need to be before we start addressing the many things involved in amalgamating?
- **Timing – Easter (Apr. 9) 2021 to June 2022?**
 - Sense of urgency to get it DONE – don't want to lose momentum
 - We've already been working together in some form for more than 7 years
 - Need to make sure we do this right
 - How do we manage through ministry leadership changes
 - Hillary's maternity leave and replacement for Tom
- **Understand and Manage the Chinook Winds (and National Church) requirements and expectations**

Considerations & Sub-recommendations

Requirements and Areas of Consideration

- **Staffing**
 - Current staffing – leave unchanged
 - Future Staffing – determine through a “Visioning” process
 - How to work through searching for and hiring
 - Supply during Hillary’s maternity leave
 - Commencing the search for Tom’s replacement this fall
- **Governance – maintain separate Councils** until amalgamation but convene Joint Council information sessions as needed.
- **Ministry and Personnel Committees – maintain separate** until amalgamation but will need to agree on collaboration needs for hiring supply for Hillary’s maternity leave and search for Tom’s replacement

Considerations & Sub-recommendations

Requirements and Areas of Consideration

- **Ministries and Programs**
 - Which are aligned with new vision and Mission?
 - Opportunities for coordination/consolidation?
 - New programs/ministries for growth etc.?
 - Alignment with St. Andrew's Regional Ministries/
- **SAUC Regional Ministries management and funding continue as is under the existing terms of reference** - the terms of reference will need to be updated and submitted to Chinook Winds if amalgamation is agreed to
- **Name** – new fresh name (not some combination of current names)
- **Information Technology/Social Media** – need to assess the viability of melding the information technologies/Social Media of the 2 congregations

Considerations & Sub-recommendations

Requirements and Areas of Consideration

- **Space & Location – several areas to be considered** – will need to establish Group/Committee to look at short and long term options
 - **St. Andrew's Centre**
 - St. Andrew's is tied into its lease until Oct. 2023 – staff offices, meeting space, program space, not for profit and others rentals.
 - How will the centre be managed under amalgamation & What is required post Oct 2023?
 - **Deer Park Building**
 - Staff offices, worship and program space
 - There is not sufficient space to house current staff and programs of both congregations
 - Should Expansion be considered??
 - Refurbishment – should refurbishments such as furniture, paint, worship service accoutrements be done to encourage feelings of togetherness be done in the short term

Considerations & Sub-recommendations

Requirements and Areas of Consideration

- **Space & Location –Continued**

- **New/Different Facilities (longer term)**

- Build seniors or similar facility on Deer Park Lands?
 - Build/Acquire Larger Building more accessible to communities in SE Calgary?
 - Part time rental access to run programs in various locations as needed.

- **Finances** – strike a finance committee with members from both SAUC and DPUC to:

- exchange financial information
 - assess the relative finances, and obligations of both congregations.
 - assess the financial implications of the recommendations put forward by various committees.
 - Establish financial structure and accounting practices for the new entity