

# Moving Forward Report Information Sessions

June 2020

# Agenda

- Session Information
- Holy Manners
- Prayer
- Report Overview Presentation
- Questions and Feedback
- Next steps and wrap-up
- Closing Prayer

# Session Information

- **Purpose of these sessions**

- **Review the Moving Forward Report and Recommendations** with the Deer Park And St. Andrew's Communities of Faith

- Several sessions

- **Get your feedback and answer any questions** you may have

**We need your input into our Exploration of what Amalgamation would look like.**

- **Review current Status and Next Steps**

- **Hosts – Amalgamation Steering Committee Members**

- Presenter & moderators

- **Attendees**

- Up to 15 people per session

- Attendees for this session are:

# Session Information

- **Confidentiality**

- We will capture the information from the sessions but will respect confidentiality of attendees
  - no links between feedback received and who provided the feedback

- **Sessions are being Recorded** to ensure feedback is captured as correctly as possible

- Video capture of the sessions
- Chat capture (turn on chat option)

- **After the Session**

- If you are uncomfortable voicing an opinion during the session or
- If you think of something after the session

**Please contact a member of the steering committee**

## Session Suggestions

- Open Chat – set to "everyone" - use to capture your feedback & questions – one of the moderators will monitor
- Mute your speaker when not talking
- If you would like to ask a question or make a comment during the session – Hold up your hand and one of the moderators will ask you to speak
- During the presentation set View Options to 50% - then you can see the speaker and chat box at the same time with out covering up the presentation screen.

# Holy Manners

Our commitment to the creation of safe and brave space  
(The Host will mute everyone – but read along with the host)

**We come to this space knowing that God loves us as we are and yearns for us to be in closer relationship with all of God's beloved.**

**In our behaviour, our words, and our attitudes we promise to relate to one another with:**

- **Respect**
- **Humility**
- **Patience**
- **Open mindedness**
- **Courage**
- **Compassion**
- **And we promise to treat ourselves with kindness.**

# Holy Manners

## **Keeping God at the center, we will:**

- **Listen empathetically to others with our whole selves: our physical senses, intuition, imagination, and intellect**
- **Speak for ourselves in the spirit of truth and gentleness, avoiding unhelpful judgments, generalizations, and stereotypes**
- **Allow others to speak without interruption**
- **Pause before speaking to ponder what others are saying and what we feel**
- **Affirm the deep wisdom of silence**
- **Be sensitive to differences in the way we each communicate and learn**
- **Keep confidentiality**
- **Keep the discussion at the table**
- **Commit to holding one another to account when we do not keep our Holy Manners**
- **Honour the decisions made by the body**
- **Lean into God's transformative love.**

Prayer



## *We need your input!*

**Have you had a chance to review the Report and other information that was provided? Was it useful?**

**Use the Chat box & Hold up your hand if you would like to talk during the session**

**Some Questions to keep in mind:**

- Are we on the right track?
- What suggestions do you have?
- What concerns do you have?
- Is there something specific that you would like see considered?

**There will be an opportunity for each participant at the end of the presentation to share their thoughts and ask any additional questions.**

# Summary of Recommendations

St. Andrew's and Deer Park  
Moving Forward Committee

May, 2020

# Moving Forward – Shaping the Future Group

- In the Spring of 2019 both councils approved that a group comprised of:

- Jocelyn Gelinas (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 going 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. – Timing was delayed due to the Covid-19 pandemic

## Some Facts

- Reverend Tom is retiring in June 2021
  - Replacement planning should start in the fall of 2020 and needs to reflect potential future options
- Reverend Hillary is committed to remaining with St. Andrew's for several years
  - Hillary is taking 1 year maternity leave starting the beginning of June 2020
  - ½ time supply minister has been arranged
- St. Andrews is locked into the Centre's lease until October 2023
- St. Andrews Regional Ministry initiative and dedicated funds are governed by the Terms of Reference in place with Chinook Winds Region. This is for both the Management of the Regional initiatives 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 - 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 and reinforce separateness
- ✓ **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 Core Values, Mission and Vision, and creating guiding principles for the work. The Steering Committee would commission a number of various task groups 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 – complete
  - Merle Ann May and Karen Decoux from St Andrews and Bruce Dean and Shelley Spence from Deer Park were added to form the steering committee
  - Brenda McKellar will cover Rev. Hillary's position on the committee during Hillary's maternity leave

## Areas to be considered during the Amalgamation process

- **Develop (preliminary) Vision, Mission and Faith Statements for the new entity**
  - Define what we believe is important and what we see for our future
  - Define impacts on our current ministries & programs and new ones we might develop
  - Define key work to complete before Amalgamation decision – some work can be done over time
- **Timing – Needs further discussion**
  - St. Andrew's Centre lease is up October 2023
  - How do we manage through ministry leadership changes?
    - Hillary's maternity leave and replacement for Tom
  - Impacts on communications and plans related to the pandemic
- **Understand and Manage the Chinook Winds and National Church requirements and expectations**

## Areas to be considered during the Amalgamation process

- **Staffing**

- Current staffing – leave unchanged at the outset
- Future Staffing – determine through a process to meet new needs/programs
- Define process for searching and hiring
  - Supply during Hillary's maternity leave - complete
  - Commence the search for Tom's replacement

- **Governance – maintain separate Councils** until amalgamation but convene Joint Council 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

## Areas to be considered during the Amalgamation process

- **Ministries and Programs**

- Which ministries and programs are aligned with new Vision and Mission?
- Opportunities for coordination/consolidation?
- New programs/ministries for growth?
- 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 proceeds

- **Name/Logo/Signage** – new fresh name (not some combination of current names)

- **Information Technology/Social Media/Communications** – need to assess the melding of the information technologies/Social Media strategies of the two congregations

## Areas to be considered during the Amalgamation process

- **Space & Location –several areas to be considered** – will need to establish Working Group 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 building expansion be considered?
    - Refurbishment – consider refurbishments such as furniture, paint, worship service accoutrements be done to encourage feelings of togetherness in the short term

## Areas to be considered during the Amalgamation process

- **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

- Note: continued ability to use the St Andrew's Centre to Oct 2023 provide some time to develop future options

- **Finances** – commission a finance working group 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 working groups
  - establish financial structure and accounting practices for the new entity

# Resolutions

**St Andrew's and Deer Park councils have approved motions to:**

- **Work towards the amalgamation of our two communities of faith into a single entity**
- **Establish an Amalgamation Steering Committee as soon as possible and that both St. Andrew's and Deer Park appoint 5 people to the committee**

**Information attached to the end of the presentation :**

- **What is Amalgamation?**
- **Why Do Communities of Faith Choose to Amalgamate?**
- **What Are The Implications Of Amalgamation?**

# Amalgamation Steering Committee

- Richard Betts – SAUC - [rcbphoto.betts@gmail.com](mailto:rcbphoto.betts@gmail.com)
- Bruce Dean – DPUC - [caldean@telus.net](mailto:caldean@telus.net)
- Karen Decoux – SAUC - [karen.decoux@shaw.ca](mailto:karen.decoux@shaw.ca)
- Jocelyn Gelinias – DPUC - [jocelyn.k.gelinias@gmail.com](mailto:jocelyn.k.gelinias@gmail.com)
- Merle Ann May – SAUC - [mmay@telus.net](mailto:mmay@telus.net)
- Rev. Tom Melvin – DPUC - [TomMelvin@dpuc.ca](mailto:TomMelvin@dpuc.ca)
- John Palmer – SAUC - [palmerosa@telus.net](mailto:palmerosa@telus.net)
- Shelley Spence – DPUC - [shelleyspence@shaw.ca](mailto:shelleyspence@shaw.ca)
- Jan Van Egteren – DPUC - [janvanpersonal@gmail.com](mailto:janvanpersonal@gmail.com)
- Brenda McKellar – SAUC - [brenda@andychurch.org](mailto:brenda@andychurch.org)

**The committee has been meeting twice a month by Zoom since April, 2020**



## **What is Amalgamation?**

Amalgamation is the uniting, in all aspects, of two (or more) congregations into a single, new community of faith.

In effect, both congregations agree separately to dissolve and form a new community of faith. This is done by vote of the individual congregations.

# Why Do Communities of Faith Choose to Amalgamate?

Communities of faith choose to unite as a single entity because they believe, separately and collectively, that:

- their core values are aligned
- their mission and vision can be best achieved by combining resources and ministries.
- together it is stronger, more capable and better equipped to carry out God's plan than either of the individual congregations.

Amalgamation **is not** a “takeover” of one congregation by another or even a merger of assets and ministries.

**It is the forging of a new community of faith** that respects the legacy of each of the parts while looking to the future with enhanced capabilities that aspire to a new mission and vision.

# What Are The Implications Of Amalgamation?

(Not in order of timing or importance)

- **A new mission, vision and a set of core values** are adopted to describe the beliefs, purpose and aspirations of the new community of faith. Common short and long term goals for the new community are established.
- **A new name for the community of faith** is chosen. Signage, web site presence, logos, letterheads, social media, etc. are designed and put in place to reflect the values, mission, vision and goals of the new community of faith.
- **All members of the previous congregations become members of the new community of faith.** Adherents automatically become associated with the new community.
- **A consolidated technology and communications** strategy is put in place.
- **All assets of both congregations are merged** into the new community. (some assets, by agreement, may have specific conditions)

# What Are The Implications Of Amalgamation? (Con't)

(Not in order of timing or importance)

- **All financial resources (income, expenses, debt, obligations, receivables, bank accounts, investment accounts, etc.) are merged** into the new community. A single charter of accounts is established. The new community of faith is registered with the United Church, CRA and the Provincial government. New signing officers and financial protocols are put in place.
- **A single governance body (Council) is elected** to govern the affairs of the new community of faith.
- **Single governance processes are established** to manage the affairs of the new community. Committees of Council are established, combined and consolidated to meet the needs of the new community of faith.
- **A single Board of Trustees is established** to oversee the management of assets.
- **Facilities (land, buildings, offices etc.) are optimized** to meet the needs and objectives of the new community

# What Are The Implications Of Amalgamation? (Con't)

(Not in order of timing or importance)

- **Programming and ministries are, over time, selected and designed to meet the needs and objectives of the the new community.** Many programs are continued with broader participation and reach. Some individual programs are consolidated to avoid duplication and increase reach and effectiveness. Some programs may be discontinued.
- **Events and fellowship programs are selected and carried out to meet the needs of the new community and all are welcome.**
- **Staff resources are commissioned by the new community to meet its new mission** and vision and the ministries and programs it has chosen to put in place. Often staff resources do not initially change until informed decisions related to needs have been made.

## Feedback - Q&A

The Host will ask each person in turn any additional Feedback & Questions

### **Some Questions to keep in mind:**

- Are we on the right track?
- What suggestions do you have?
- What concerns do you have?
- Is there something specific that you would like see considered?

# Next Steps and Wrap Up

- **After the Session**

- If you were uncomfortable voicing an opinion during the session or
- If you think of something after the session

Please contact a member of the steering committee

- **Over the next several months the Steering committee will be:**

- Compiling feedback from the session to incorporate into their work
- Developing Faith, Vision and Mission statements for the new entity for consideration
- Establish working groups to look at specific areas over the next several months
  - We need to develop “enough” detail on what Amalgamation will look like to
    - allow for an informed decision to be made on whether or not to amalgamate
    - Allow for Amalgamation to proceed if approved
- Keeping the councils and congregations and Chinook Regions informed of progress and looks for additional input and feedback as needed.
- Preparing a report and amalgamation “structure” recommendation to go to councils, individual congregations and Chinook regions for approval – **sometime in 2021**

# Working Groups

We need to develop “enough” detail on what Amalgamation will look like to:

- allow for an informed decision to be made on whether or not to amalgamate
- allow for Amalgamation to proceed if approved

Over the summer, the ASC will begin to explore the following items through ad-hoc working groups made up of ASC members and other interested congregants:

- Vision, mission, and faith statements (Steering Committee)
- Timing
- Denominational policy, practice, and requirements
- Ministries and programs
- Staffing
- Continuance of SAUC’s Regional Ministries
- Name
- Space/location
- Information/technology
- Finances



# Closing Prayer