

## **TRANSITION TEAM FINAL REPORT TO COUNCIL**

### **Revised October 19, 2019.**

The formation of the SAUC Transition Team, to be led by Rev. Sally Boyle, was proposed at the June 2018 AGM. This Transitional Ministry followed a year of JNAC meetings and the formation of two search committees: one for a part time ministry personnel position and one for a part time program administration position. The hiring for these positions had stalled and a new vision was requested.

The members of the team: Elizabeth Powell, Gord Welsby, Neil Lonsbury and Wendy Poirier with Rev. Sally Boyle have met consistently for one year. The purpose of the team was to reorganize the operations of the church to improve efficiency in the church office and to streamline the activities within the committee structure of St. Albert United Church. The team reported to Council and the congregation at a congregational meeting January 20, 2019; again on June 6 to present the proposed model; and then at the Annual General Meeting, June 16, 2019 with a motion to accept that model.

The Team's first action was to create a more comprehensive role for the Office Administrator. Laurie Symbulak was hired in February 2019 as Office Administrator to facilitate the updating of office procedures and to improve the consistency of accurate reporting to various positions on Council and to the administrative bodies of the UCC.

As the term of the Transition Team progressed, various committees in the church began to fold. First the Christian Education Committee felt their work was redundant: therefore they folded. The Spiritual Care Committee felt overwhelmed. The Chair of the Committee resigned and the remaining members of the committee decided they could not continue their work in the current format. The Stewardship Committee Chair resigned and the team is currently struggling to cover the important "welcoming of new members" portion of the work. It became apparent to the Transition Team that a re-visioning of the Committee Structure of SAUC was required. People serving in the various capacities were feeling "burnt out".

At the AGM in June, the Transition Team proposed a new model that resembles the new structure and operations adopted by the National Church. This model is meant to support the various groupings within SAUC, but at the same time, give them autonomy. Five Ministry Circles were identified, with the groupings to fall under each Ministry Circle. The proposal was accepted by the congregation in June, knowing that it is a work in progress.

This is where we stand today:

#### Clergy and Office Administration Circle:

Rev. Mervin Gallant: full time ordained minister

Rev. Deborah Hoekstra : three-quarter time ordained minister

Laurie Symbaluk: office administrator 25 hours/week

#### Ministry of Council:

Troy Sartison: Chair of Council

Ministry of Administration:

Bruce Clark – lead

Ministry of Outreach and Inclusion:

Betty Mackey – lead

Ministry of Worship and Education:

Dr. Holly Parker – lead

Betty Welsby- Sunday School Co-ordinator

Ministry of Spiritual Care and Wellness:

shared by Rev. Mervin Gallant and Rev. Deborah Hoekstra to be developed under their guidance

We encourage each Ministry Circle and their associated groups to operate in a manner consistent with their comfort level. Their duties and patterns of meetings are to be developed according to the needs of the groupings within each Ministry Circle. The hope of the Transition Team is that this structure will develop a more autonomous method of operation over time and require fewer “face-to-face” meetings to accomplish the work of the groups within the Circle.

The Transitional Ministry position of Rev. Sally Boyle officially concluded on June 30, 2019. Council was approached by the Transition Team and agreed to consider a proposal from the Team for a consulting role for Rev Sally as the new model is implemented.

Rev. Deborah Hoekstra will officially begin her ministry with SAUC October 1, 2019. Rev. Hoekstra's hours for the month of October are to be distributed as needed from July to the end of October.

The Transition Team is no longer meeting regularly, but will be available if Staff, Council or Ministry Circles need assistance.

Respectfully submitted,

Wendy Poirier

On behalf of the Transition Team