

Regional Council Staffing Models

Assumptions and background information behind these models:

Purpose of regional council staffing:

1. The purpose of having regional council staff is...
 - a. To resource and support the mission and ministry of communities of faith
 - b. To ensure that polity and legal requirements are met
 - c. To ensure good communication and act as a liaison between the councils of the church
 - d. To implement the priorities of the regional councils
 - e. To reflect the priorities of the denominational council.

Draft staff models and hiring:

1. Staffing levels within the regional councils are yet to be determined. The final report of the Boundaries Commission will be a key factor.
2. The three models presented here anticipate 17 regional councils based on the interim report of the Boundaries Commission.
3. The model recommended to the General Council Executive will be based on feedback received from Conference Presidents/Leading Elders and Staff Leaders, and approved by the General Council Executive or sub-Executive following the release of the final report of the Boundaries Commission.
4. Position descriptions for all staff serving regional councils will be based on the responsibilities of the regional council, so may look very different than current presbytery or Conference staff positions.
5. In accordance with current policy, Executive Ministers will be appointed by the General Secretary and the General Council Executive following consultation with the regional council. Because the regional councils do not yet exist, this consultation will be with current Conference and/or presbytery leadership who will be part of the regional council. All appointments prior to GC43 will be considered provisional appointments to be confirmed after GC43, if GC43 enacts the remits.
6. All other regional staff will be appointed later by the Executive Minister following United Church human resources policies, reflecting the procedures and priorities of the regional council. As in #5, above, the Executive Ministers will have consulted with current presbytery/Conference leadership as part of the hiring process.
7. Denominational Council deployed staff, i.e. Office of Vocation and Financial Development Officers are appointed following consultation with the regional councils, as in #5, above.
8. Each regional council may hire additional staff based on its available resources and/or willingness to apply an additional assessment.
9. The staffing structure for the new national Indigenous organization within the church will be determined separately through on-going conversations and will be paid from existing Indigenous Church budget plans.

Budgets:

1. The staffing models reflect the instruction from GC42 that the church will live within its means. As explained to the GC Executive in November, 2017, “The bottom line is that we simply will not have the resources to offer service at the current level”.
2. The three models indicate a significant reduction in staff available throughout the church at the regional council level.
3. Budgets include staffing costs, shared services costs and governance costs within the regional councils.
 - a. Staffing costs are divided into two categories – as approved by the General Council Executive in November 2017, governance and shared services costs are paid through assessments, and mission and ministry costs come from Mission & Service givings.
 - b. Shared services costs: Remit #1 calls for centralized technical services provided through the Denomination Council to provide efficiency; this will reduce the amount of staffing needed at the regional council level. Recommendations to the Remit Implementation Task Group on shared services will be ready in early February.
 - c. Governance costs like travel meetings, offices, etc.: the specific amounts available to each regional council will be based on a formula to be determined by the current Executive Secretaries/Speaker in early March.
 - d. Just as position descriptions may look very different than current position descriptions, there may be significant new ways of thinking about offices and meetings.

Timeline*:

January 10–19: The Remit Implementation Task Group will receive feedback on the three proposed staffing models.

March: The task group will make a recommendation to the General Council Executive or sub-Executive, depending on the release date of the final report of the Boundaries Commission.

March: Depending on the model approved by GCE, all or many Executive Ministers will be appointed provisionally by mid-March to allow for further planning.

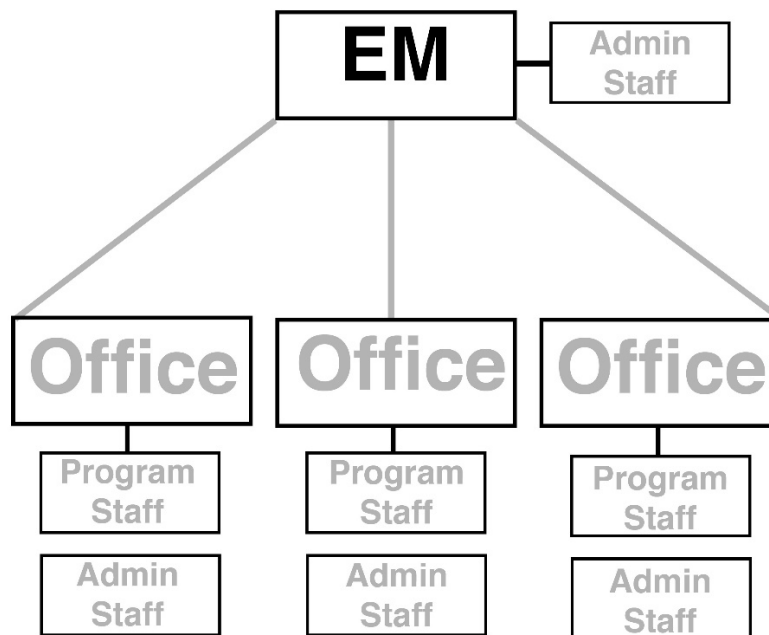
* A detailed timeline will be prepared for the appointment of the Executive Ministers, deployed Office of Vocation staff, and other regional council staff following the March GCE meeting.

Additional documents:

The following documents provide additional background material which may answer some of your questions. Click on the links below to take you to the relevant documents:

- [Responsibilities of the regional councils](#)
- [Financial material regarding costs of the regional councils](#)
- [Role of the Office of Vocation deployed staff \(draft version\)](#)
- [Role of the Philanthropy Unit deployed staff \(draft version\)](#)

Regional council staffing model – Orange



*Organizational chart

Summary: In this model, each regional council will have its own office and staffing, overseen by an Executive Minister who would serve a number of regional councils.

Highlights of this model:

- 17 offices (depending on the final number of regional councils)
- Five or six FTE* Executive Ministers responsible for governance, budgeting and supervision of staff within the regional councils being served plus denominational liaison
- Five or six FTE administrative-level staff related to Executive Minister
- In each office...
 - One FTE specialized program-level minister (funded half governance/half mission and ministry)
 - One FTE administrative-level staff

* FTE means Full-time Equivalent

- Total staff based on 17 regional councils: 46
- Total number of offices based on 17 regional councils: 17
- Note: additional staff resources are available through the Office of Vocation (six FTE deployed throughout the church) and the Philanthropy Unit (six FTE deployed throughout the church)

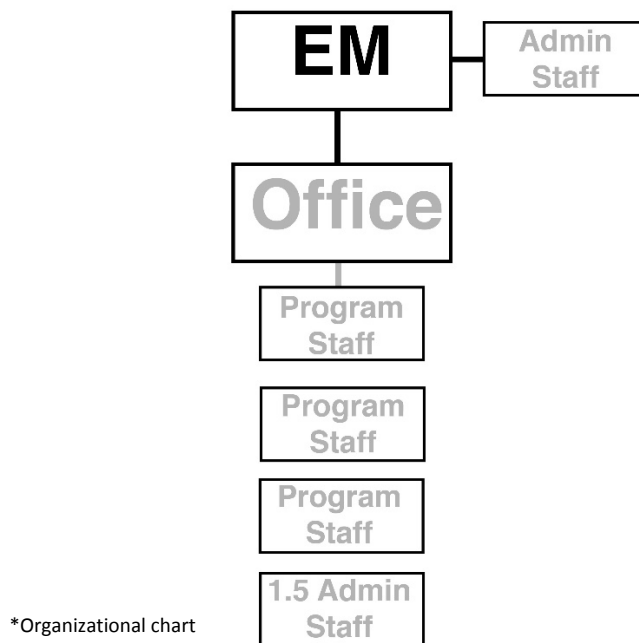
Things to think about in this model:

- Governance work will be housed within a single staff position
- Program-level ministers will focus on mission and ministry work
- The body currently known as Staff Leaders (GCO Management plus CESS) would be smaller and less costly if done in the current manner
- The regional councils will have a greater distance from their governance staff person
- It may be difficult to find individuals willing to cover the distances
- Travel costs for the Executive Minister would be higher.

Questions

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Regional council staffing model – Blue



Summary: In this model, there would be a smaller number of offices with staff who would provide specialized services to a number of regional councils. Staff would not be dedicated to any specific regional council.

Highlights of this model:

- Five or six offices (depending on the final number of regional councils)
- In each office...
 - One FTE* Executive Minister responsible for governance, budgeting and supervision of staff within the regional councils being served plus denominational liaison
 - One FTE administrative staff related to the Executive Minister
 - Three FTE specialized program-level ministers (funded half governance/half mission and ministry)
 - 1.5 FTE administrative-level staff

* FTE means Full-time Equivalent

- Total staff based on 17 regional councils with six offices: 39
- Total number of offices serving 17 regional councils: 6
- Note: additional staff resources are available through the Office of Vocation (six FTE deployed throughout the church) and the Philanthropy Unit (six FTE deployed throughout the church)

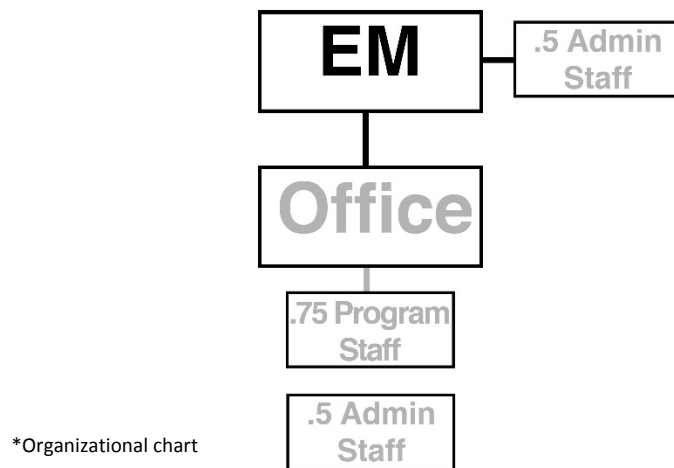
Things to think about in this model:

- Fewer offices would achieve some financial savings
- Staff could focus on specialized ministries
- Staff would be at a greater distance from some of the regional councils they would be serving
- Staff would be physically located in a single office in one regional council
- Travel costs would be higher

Questions

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Regional council staffing model – Green



Summary: In this model, each regional council would have its own office and staffing, overseen by an Executive Minister dedicated to that specific regional council.

Highlights of this model:

- 17 offices (depending on the final number of regional councils)
- In each office...
 - One FTE* Executive Minister responsible for governance, budgeting and supervision of staff plus denominational liaison plus other programmatic work to be determined
 - One .5 FTE administrative staff related to the Executive Minister
 - .75 FTE specialized program-level minister (funded half governance/half mission and ministry)
 - .5 FTE administrative-level staff

* FTE means Full-time Equivalent

- Total staff based on 17 regional councils: 47
- Total number of offices based on 17 regional councils: 17
- Note: additional staff resources are available through the Office of Vocation (six FTE deployed throughout the church) and the Philanthropy Unit (six FTE deployed throughout the church)

Things to think about in this model:

- The Executive Minister role would look similar to current CESS position descriptions where almost all CESS do some pieces of program work along with governance work

- Smaller regional councils will enable more one-on-one relationships with staff and communities of faith
- Travel costs would be lower generally
- Staff Leaders would increase in size and cost (if done in the current manner)
- Risk that less than full-time positions will be difficult to attract or retain

Questions

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Appendix - Responsibilities of the Regional Council

The responsibilities of the regional council include...

Mission and ministry

1. Providing on-going leadership training for ministry personnel and lay persons
2. Providing funding partnerships with United Church educational and leadership training centres and camps as determined regionally
3. Support emerging new ministries
4. Support communities of faith in their life and work
5. Promoting articulation of mission and ministry
6. Joining our collective hearts, voices and resources to witness to the gospel and vision of Jesus for a compassionate and just society, both in Canada and around the world
7. Engaging in local regional national and global initiatives and partnerships (community, ecumenical and interfaith) for ministry, mission and justice work
8. Engaging in ministry with children, youth and young adults
9. Honouring and living into intercultural ministry and mission
10. Living in covenant with Mother Earth and All my Relations in Earth community
11. Recruitment and discernment of persons for ministry
12. Accompaniment and supervision of persons in the ministry preparation process
13. Celebrating retirements
14. Encouraging and supporting ministry personnel towards health, joy and excellence in ministry practice
15. Promoting and fostering direct dialogue between communities of faith and the denominational council councils

Governance and shared services

1. Recognizing a new community of faith by entering into a covenantal relationship with it
2. Living in a covenantal relationship with each community of faith, with mutual responsibilities for the life and mission of the community of faith, and fulfilling its responsibilities under the covenant
3. Living in a covenantal relationship with ministry personnel
4. Providing support, advice and services to communities of faith in human resource matters
5. Providing support, advice and services to communities of faith in dealing with congregational property
6. Managing regional archives
7. Administering policy set by the denominational council, and setting appropriate regional policy
8. Buying, selling, leasing and renovating community of faith property in cooperation with communities of faith, and distributing any proceeds within denominational guidelines
9. Buying, selling, leasing and renovating regional property, and distributing any proceeds within denominational guidelines

10. Receiving, dealing with, and forwarding on proposals from communities of faith to the denominational council based on denominational policy
11. Setting and maintaining its annual budget including revenue from the denominational assessment and setting any additional regional assessment for any additional services the regional council wishes to undertake
12. Participating in determining priorities for mission and ministry work through Mission & Service
13. Meeting at least annually as the entire regional council or through its executive
14. Ordination and commissioning of members of the order of ministry
15. Recognition of Designated Lay Ministers
16. Licensing of Licensed Lay Worship Leaders
17. Celebrations of admissions and readmissions
18. Cooperating with communities of faith in recruiting, choosing, calling, appointing and covenanting with ministry personnel and communities of faith, and in ending calls and appointments/covenants with ministry personnel and other staff
19. Assisting with informal conflict resolution processes
20. Maintaining the roll of ministry personnel and informing the office of vocation of those ministry personnel in good standing
21. Electing members to serve on denominational council
22. Receiving, dealing with, and forwarding on proposals from members of the community of faith to the denominational council communities of faith
23. Assuming control of a community of faith in extraordinary circumstances where the community of faith is unable or refuses to meet its responsibilities or acts outside of denominational policies
24. Serving, supporting and providing oversight when necessary of camps and incorporated ministries in the region
25. Reviewing and periodically auditing the self-assessments of communities of faith in light of the covenant between the community of faith and the regional council
26. Ensuring compliance with the policies and polity of The United Church of Canada and reviewing any relevant records
27. Through staff, supporting the regional council in meeting its responsibilities

Regional Council Finances

The United Church of Canada
The General Council Office
updated January 04, 2018

2019 Outlook - Combined Operating Statement for the Regional Councils (\$000's)

	Orange Model	Blue Model	Green Model
Revenue	10,260	10,260	10,260
Assessment	5,670	5,670	5,670
M&S	4,590	4,590	4,590
Regional Council *	-	-	-
Expenses	10,260	10,260	10,260
Staff			
Assessment	2,908	2,457	3,707
M&S	746	790	559
Regional Council *	-	-	-
Other **			
Assessment	2,762	3,213	1,963
M&S - Mission Support	1,600	1,600	1,600
M&S - Current Grants via Presbytery/Confere	2,000	2,000	2,000
M&S - Other	244	200	431
Regional Council *	-	-	-

* **Regional Council** may choose to use some of their assets for governance or mission & ministry

** **Other** expenses include travel, meetings, office and other costs still to be determined

2019 Outlook Staffing Models for the Regional Councils (\$000's)

	FTE	Required Funding
Orange Model	46.0	3,654
Assessment	37.5	2,908
Executive Minister	6.0	740
Support for Regional Council Executive Minister	6.0	371
Specialized Program-Level Ministers	8.5	746
Administrative Support	17.0	1,052
M&S	8.5	746
Specialized Program-Level Ministers	8.5	746
Blue Model	39.0	3,247
Assessment	30.0	2,457
Executive Minister	6.0	740
Support for Regional Council Executive Minister	6.0	371
Specialized Program-Level Ministers	9.0	790
Administrative Support	9.0	557
M&S	9.0	790
Specialized Program-Level Ministers	9.0	790
Green Model	46.8	4,266
Assessment	40.4	3,707
Executive Minister	17.0	2,096
Support for Regional Council Executive Minister	8.5	526
Specialized Program-Level Ministers	6.4	559
Administrative Support	8.5	526
M&S	6.4	559
Specialized Program-Level Ministers	6.4	559

2019 Outlook Staffing Models for the Regional Councils (\$000's)

	FTE	Required Funding
Orange Model	46.0	3,654
Assessment	37.5	2,908
Executive Minister	6.0	740
Vacant, Vacant - O10S6	3.0	347
Vacant, Vacant - L10S6	3.0	392
Support for Regional Council Executive Minister	6.0	371
Vacant, Vacant - L4S3	6.0	371
Specialized Program-Level Ministers	8.5	746
Vacant, Vacant - O8S3	4.3	350
Vacant, Vacant - L8S3	4.3	396
Administrative Support	17.0	1,052
Vacant, Vacant - L4S3	17.0	1,052
M&S	8.5	746
Specialized Program-Level Ministers	8.5	746
Vacant, Vacant - O8S3	4.3	350
Vacant, Vacant - L8S3	4.3	396
Blue Model	39.0	3,247
Assessment	30.0	2,457
Executive Minister	6.0	740
Vacant, Vacant - O10S6	3.0	347
Vacant, Vacant - L10S6	3.0	392
Support for Regional Council Executive Minister	6.0	371
Vacant, Vacant - L4S3	6.0	371
Specialized Program-Level Ministers	9.0	790
Vacant, Vacant - O8S3	4.5	371
Vacant, Vacant - L8S3	4.5	419
Administrative Support	9.0	557
Vacant, Vacant - L4S3	9.0	557
M&S	9.0	790
Specialized Program-Level Ministers	9.0	790
Vacant, Vacant - O8S3	4.5	371
Vacant, Vacant - L8S3	4.5	419
Green Model	46.8	4,266
Assessment	40.4	3,707
Executive Minister	17.0	2,096
Vacant, Vacant - O10S6	8.5	984
Vacant, Vacant - L10S6	8.5	1,111
Support for Regional Council Executive Minister	8.5	526
Vacant, Vacant - L4S3	8.5	526
Specialized Program-Level Ministers	6.4	559
Vacant, Vacant - O8S3	3.2	263
Vacant, Vacant - L8S3	3.2	297
Administrative Support	8.5	526
Vacant, Vacant - L4S3	8.5	526
M&S	6.4	559
Specialized Program-Level Ministers	6.4	559
Vacant, Vacant - O8S3	3.2	263
Vacant, Vacant - L8S3	3.2	297

Data For the 2019 Outlook for the Regional Councils

Type	Model	Nature	Description	FTE	Amount	Funding	(\$000's)	Unit Cost	Units	Adjmt	Order
TXN	Orange	Assessment	Assement funds	37.5	5,670,000	Assessment	5,670			5,670,000	Assessment
TXN	Orange	M&S	Funds from the M&S Fund	8.5	4,590,000	M&S	4,590			4,590,000	M&S
TXN	Orange	Regional Council	Regional Council revenue from other sources		-	Regional Council	-				Regional Council *
TXN	Orange	Staff	Paid Staff	37.5	2,908,000	Assessment	2,908				Assessment
TXN	Orange	Staff	Paid Staff	8.5	745,802	M&S	746				M&S
TXN	Orange	Staff	Paid Staff	0		Regional Council	-				Regional Council *
TXN	Orange	Volunteers			-	Regional Council	-				Regional Council *
TXN	Orange	Meetings	Annual and ad hoc meetings		850,000	Assessment	850	50,000	17		Assessment
TXN	Orange	Travel	Cost of travel for staff and volunteers		623,900	Assessment	624	36,700	17		Assessment
TXN	Orange	Resources & Cor	Development and distribution & social media		-	Assessment	-				Assessment
TXN	Orange	Professional	Audit & legal		170,000	Assessment	170	10,000	17		Assessment
TXN	Orange	Office	Rent and office support		340,000	Assessment	340	20,000	17		Assessment
TXN	Orange	Finance & IT	Finance & IT support		340,000	Assessment	340	20,000	17		Assessment
TXN	Orange	Archives	Archival resources		476,000	Assessment	476	28,000	17		Assessment
TXN	Orange	Other	General		(37,900)	Assessment	(38)			(37,900)	Assessment
TXN	Orange	Mission Support	Mission Support		1,600,000	M&S	1,600			1,600,000	M&S - Mission Support
TXN	Orange	Current Grants vi	Current Grants via Presbytery/Conference		2,000,000	M&S	2,000			2,000,000	M&S - Current Grants via Presbytery/Conference
TXN	Orange	Other	General		244,198	M&S	244			244,198	M&S - Other
TXN	Orange	Other	General		-	Regional Council	-				Regional Council *
Not TXN	Orange	Locations	Number of locations	17			-				
TXN	Blue	Assessment	Assement funds	37.5	5,670,000	Assessment	5,670			5,670,000	Assessment
TXN	Blue	M&S	Funds from the M&S Fund	8.5	4,590,000	M&S	4,590			4,590,000	M&S
TXN	Blue	Regional Council	Regional Council revenue from other sources		-	Regional Council	-				Regional Council *
TXN	Blue	Staff	Paid Staff	27	2,457,000	Assessment	2,457				Assessment
TXN	Blue	Staff	Paid Staff	9	789,673	M&S	790				M&S
TXN	Blue	Staff	Paid Staff	0		Regional Council	-				Regional Council *
TXN	Blue	Volunteers			-	Regional Council	-				Regional Council *
TXN	Blue	Meetings	Annual and ad hoc meetings		850,000	Assessment	850	50,000	17		Assessment
TXN	Blue	Travel	Cost of travel for staff and volunteers		1,020,000	Assessment	1,020	60,000	17		Assessment
TXN	Blue	Resources & Cor	Development and distribution & social media		210,000	Assessment	210	35,000	6		Assessment
TXN	Blue	Professional	Audit & legal		170,000	Assessment	170	10,000	17		Assessment
TXN	Blue	Office	Rent and office support		120,000	Assessment	120	20,000	6		Assessment
TXN	Blue	Finance & IT	Finance & IT support		340,000	Assessment	340	20,000	17		Assessment
TXN	Blue	Archives	Archival resources		476,000	Assessment	476	28,000	17		Assessment
TXN	Blue	Other	General		27,000	Assessment	27	14,700	17	(222,900)	Assessment
TXN	Blue	Mission Support	Mission Support		1,600,000	M&S	1,600			1,600,000	M&S - Mission Support
TXN	Blue	Current Grants vi	Current Grants via Presbytery/Conference		2,000,000	M&S	2,000			2,000,000	M&S - Current Grants via Presbytery/Conference
TXN	Blue	Other	General		200,000	M&S	200			200,000	M&S - Other
TXN	Blue	Other	General		-	Regional Council	-				Regional Council *
Not TXN	Blue	Locations	Number of locations	6			-				
TXN	Green	Assessment	Assement funds	37.5	5,670,000	Assessment	5,670			5,670,000	Assessment
TXN	Green	M&S	Funds from the M&S Fund	8.5	4,590,000	M&S	4,590			4,590,000	M&S
TXN	Green	Regional Council	Regional Council revenue from other sources		-	Regional Council	-				Regional Council *
TXN	Green	Staff	Paid Staff	38.3	3,707,000	Assessment	3,707				Assessment
TXN	Green	Staff	Paid Staff	6.4	559,351	M&S	559				M&S

Data For the 2019 Outlook for the Regional Councils

Type	Model	Nature	Description	FTE	Amount	Funding	(\$000's)	Unit Cost	Units	Adjmt	Order
TXN	Green	Staff	Paid Staff	0		Regional Council	-				Regional Council *
TXN	Green	Volunteers				Assessment	-				Assessment
TXN	Green	Meetings	Annual and ad hoc meetings		584,800	Assessment	585	34,400	17		Assessment
TXN	Green	Travel	Cost of travel for staff and volunteers		419,900	Assessment	420	24,700	17		Assessment
TXN	Green	Resources & Cor	Development and distribution & social media		-	Assessment	-				Assessment
TXN	Green	Professional	Audit & legal		170,000	Assessment	170	10,000	17		Assessment
TXN	Green	Office	Rent and office support		340,000	Assessment	340	20,000	17		Assessment
TXN	Green	Finance & IT	Finance & IT support		340,000	Assessment	340	20,000	17		Assessment
TXN	Green	Archives	Archival resources		476,000	Assessment	476	28,000	17		Assessment
TXN	Green	Other	General		(367,700)	Assessment	(368)			(367,700)	Assessment
TXN	Green	Mission Support	Mission Support		1,600,000	M&S	1,600			1,600,000	M&S - Mission Support
TXN	Green	Current Grants vi	Current Grants via Presbytery/Conference		2,000,000	M&S	2,000			2,000,000	M&S - Current Grants via Presbytery/Conference
TXN	Green	Other	General		430,649	M&S	431			430,649	M&S - Other
TXN	Green	Other	General		-	Regional Council	-				Regional Council *
Not TXN	Green	Locations	Number of locations	17			-				

Appendix – Office of Vocation Ministers

Draft January 3, 2018.

A) The Role of the Deployed Staff.

i) Candidacy Pathway:

- Collaborate with Chair and members of candidacy board; co-ordinate with Office of Vocation.
- Staff resource to the candidacy boards (6 across the country)
- Ensure paperwork from candidacy board added to OV database.
- Available for vocational conversations with those thinking about ministry.
- Co-ordinate the mandated orientation sessions for those discerning and the discernment retreats or other events.
- Training candidacy boards once the pattern of new members is established.
- Supervised ministry education: resource to communities of faith around becoming a learning site; ensure training of lay supervision teams; partner with OV re equipping and naming educational supervisors.

ii) Mutual Recognition:

- Orient ministry partner to the new covenant (pastoral relations) system.
- Prepare community of faith to receive their ministry partner in partnership with regional council staff.

iii) Admissions:

- Ensure each person in the admission process who is serving a community of faith has a trained mentor.
- Provide orientation to Admission applicants before their appointment.
- Ensure communities of faith are prepared to meet the requirements on them with respect to immigration and orient them to receive someone who is likely to be from another culture.

iv) Ministry personnel:

- OV ministers will have relationships with ministry personnel so that there can be follow up around vocational issues including sick leave, retirement, and compliance with mandatory training.
- Support the various components when ministry personnel go on restorative care or long-term disability. Partner with regional council staff to support the community of faith, especially for 'return to work'.
- Support disabled ministry personnel – ensure requirements for accommodation are in writing. Partner with regional council staff to support the community of faith so that those accommodations are met.
- Partner with CIM around their work with racialized ministry personnel.

- Engage vocational conversations with ministry personnel around retirement, financial assistance, etc.
- Support ministry personnel committees with the matters that pertain to ministry personnel – sabbaticals, annual reviews.
- Resource regional council staff for early intervention with conflict in the pastoral relationship. Ensure formal complaints are given to the Office of Vocation.
- Partner with regional council staff to animate the various denominational programs to support the regional council's work in promoting health, joy and excellence in ministry practice.

v) **Sexual Misconduct Prevention and Response Policy and Procedures.**

Note that the policy and procedures are designed for our current system. Moving into 2019 we propose 3 SMPR Committees from coast to coast with the role of training, dealing with administrative leaves once a complaint is laid, ensuring the formal complaint goes to the OV co-ordinator. The OV minister, Chair of SMPR Committee and one or two elected members of the Board of Vocation or its committee would determine administrative leave.

- At least 3 of the OV ministers would resource the SMPR committees providing awareness raising, training, and being the 'on the ground' person for complaints.
- OV minister would be integral for working with the ministry personnel and implementing and monitoring the directed program, ensuring the reporting is completed in a timely fashion.

vi) **Accountable** to the OV co-ordinator. Part of the OV team of staff to ensure competency, sharing best practices, peer support. Six OV ministers including half a FTE for Indigenous Church who will have own candidacy board. Possibility of some specialisation e.g. one the 6 could be the main resource for admissions, or 3 of the 6 could focus on the Sexual Misconduct Prevention and Response.

B) The Role of Regional Council Staff and Regional Council:

- Depending on which staffing model is adopted the OV deployed minister could be nested in one or more regional council offices. Collaboration with regional council staff will be key as 'serve, support and provide oversight of the communities of faith' belongs to the regional council, as does 'encouraging and supporting ministry personnel towards health, joy and excellence in ministry practice', but accreditation of ministry personnel and the oversight and discipline of ministry personnel is the responsibility of the Office of Vocation. Partnership will enable this. Hospitality by regional council staff for deployed staff is helpful.
- OV minister would liaise with the regional council about accreditation, and issues of standing with respect to the new covenant process.
- Administrative support for the OV ministers would be from the Office of Vocation.

Appendix - Philanthropy Unit Deployed Staff

Draft

A) The role of deployed staffing:

We would see deployed staffing for the giving programs of the church in the new model as continuing on the current evolving path that we are now on together.

Continuing with six Stewardship and Gift Officers (actually 6.2) working with congregations, communities of faith and individuals to support their giving programs and practices as tangible acts of discipleship through:

- Direct assessment of a community of faiths current giving practices followed by delivery of proven giving programs
- Leadership and support in the delivery of conferences, workshops, webinars, conference calls, training sessions and online resources to networks, clusters, teams of volunteers and informal groupings to enhance giving programs
- Input to the development and annual improvement of pan Canadian giving programs, resources, tools and communications
- Collaboration and partnering with regional staff, executive and volunteers to maximize congregational and individual giving in the region
- Accountability to the philanthropy unit to assure teamwork and learning and the alignment of best practices, program development and delivery for Congregational Stewardship, Mission & Service, PAR promotion, planned giving, major gifts and the Foundation.

The current job description that we used to hire Roger, Karen and Dave articulate this role well and could be provided by David Armour if helpful.

Please note that our current deployed staff each cover 1,2 or 3 conferences so to have 6.2 staff covering the regions would be quite possible.

It is important to note that the above model is proposed to work with what ever regional model of staffing is settled upon. It should be equally effective if each region has its own staffing team or if staffing teams staff multiple regions. As we settle on an approach to regional staffing this could be fine tuned.

B) Role of Regional Executive and Executive Secretary and Manual:

In addition, for the church to focus it's energies on stewardship and generosity as discipleship in action it will be important to see how the Regional Executive and Executive Secretaries job descriptions and the revised manual articulate the shared responsibility for energising and supporting this part of the work of the church.