

Mission Team Governance Model

St. Paul's people and even the newcomers value the 'family gathering' on Sundays as centring for everything else. As times and lives have shifted and changed, so too have the needs of the volunteers. For several years now, we've had gaps at our committee tables. This means some have shouldered more of a load than we wished, and some have felt regret at stepping back.

In reviewing options for United Church structures, our Council discovered a good fit with the Mission Team Model. It requires a comfortable sense of central trust as we value at St. Paul's.

- 3 Mission Teams are responsible for leadership and decision-making in critical areas.
- Groups rise up as inspired or required to learn, fundraise, or tackle activities in support of the critical areas.
- The Board meets a few times a year for future planning and the big decisions.

There will be less overlap of discussion and approval, fewer meetings with tighter focus, and creativity of a variety of viewpoints. As we rise back to life after the pandemic, the tasks and activities that matter most will come back to life as well.

The Council has debated the pros and cons of the model and feels excitement at a streamlined and lighter load. Already, the main roles are nearly filled, and the teams of 5-8 people on their way to full, drawing from new interested people and previous participants. We are optimistic that we now are ready for this new time as the family of St. Paul's.

**Spiritual
Leadership
Team**

**Church
Management
Team
(Incl. Trustees)**

**Leadership
Team
(Incl. M&P)**

**Variety of groups who gather to work on
specific or timely mission activities, affinities,
interests, & passions**

**Board
(Reps from
Teams, Chair,
Secretary,
Finance, Rep to
Region)**

FAQ's: Frequently Asked Questions about our new Governance Model:

If you have questions about the model and how it will meet our needs, you are welcome to contact either your ministers Deborah or Carolyn, or your Council chairperson Kent Palmer kentpalmer1@gmail.com

- **What are the responsibilities of the 3 Teams, Board and Groups?**
 - **Leadership Team** - supports and advocates for all paid and volunteer participants in our leadership. Includes M&P, nominating work, duty of care, and leadership development opportunities.
 - **Spiritual Leadership Team** -encompasses people working on sharing faithful ideas, experiences, caring opportunities for the whole congregation. This includes worship, nurturing care, Christian education, youth programming, Affirm, mission and service, community support. Meets needs of various ages/ stages through collaboration and creative thinking. Small teams can be inspired from this group.
 - **Church Management Team** - stewards and deploys the resources of the congregation, including finances, property, administration and use of space, etc in order to serve the ongoing mission of the congregation. Includes the Trustee committee. Small groups may support projects or tasks for this team.

- **Variety of Groups**- these teams and groups can be initiated for a purpose, a topic or task of interest, ongoing or for a limited time according to the task. These small groups might exist to support critical or additional work of the Teams, or they might rise up from the interest or passion of volunteers within the congregation. The bazaar, BBQ, band nights, coffee hour, gardening, book studies are examples. The ministers and Team participants may or may not be part of these groups.
- **Board** - meets periodically, at least 4 times each year, to consider future direction, and big decisions regarding congregational matters or to host congregational meetings; The Board comprises a Chair, Secretary, Regional Representative, and representatives from each Team. Small groups might rise up to support the work of the Board.
- **How do "Variety of Groups" get started and work with the Teams?**
A group might arise when a Team invites participants or volunteers at large to undertake a task or to come together to learn or serve. The UCW has been a strong example of a group that organizes themselves around friendship and service. Gardening, or a Band night would be other examples. If a congregation member is inspired by an idea, they can begin a group with other volunteers. We may find that a central physical bulletin board as well as a virtual one will aid us in finding ways to be involved. Communication with the relevant teams will support use of space, and any resources or direction that might be valuable in their activities.
- **What happens to the current volunteers?** Current volunteers are invited to join in the Teams (5-8 people) or join/instigate activities they value. You are welcome to participate in a way that is inspiring, faithful, meaningful, and healthy for you. You are free to let go of an activity if you're ready to move on.
- **How are duties covered for which committees were responsible?**
As an example, the worship committee has decorated the worship space, arranged ushers and people to help with communion, and sent thank-you cards etc. These tasks fall under the Spiritual Leadership

Team, and it will be their role to ensure the important tasks are done. They will invite interested people or groups to take on these responsibilities. -Another example is the Nurturing Care Committee. There is a person on the Spiritual Leadership Team that represents such work, and the Team supports it, but the people who are inspired to continue to carry out the tasks will do so as a group.

- **If there are only three teams, does this mean a lot more work for the people on the teams?** *For some time, we have had smaller numbers of volunteers at our organizing tables doing the work in front of them. This model allows the staff and teams to focus on the critical work. For 2 years, we have done what was critical and appropriate for the time. As we become busier and engaged in new ways in person, meaningful ideas and activities will emerge and come to life according to our congregation's needs and interests. It will also be the responsibility of these teams to encourage and support those who might take on some of the tasks that need to happen in the church. It is not all on the shoulders of those on the teams.*
- **What about something like the "Bazaar" - how does that come together?** *This is an example of a Group that will come together with key volunteers inviting others to join in, as it always has. Lines of communication with the Church Management team around space and resources would be important. As interest draws people, the event might scale down, or expand into a new area.*

Do the roles have stated terms and responsibilities written somewhere?

For now, we will adapt previous terms for the key roles. These include "X" years for the chair, secretary, etc etc.... Each team will review their responsibilities as per the work from the original committees, and time will be spent at the board level to update and refine the overall expectations. A Governance document is being updated that will list these terms and responsibilities. This document will need to be reviewed by Horseshoe Falls Region and approved.