

# Agenda

- 10 – 10:30 Opening prayer, Grouping and framing the day
- 10:30 – 11:00 Visioning exercise – what does success look like
- 11:00 – 11:30 Inward vs Outward – what does this mean?
- 11:30 – 1:30 Reviewing/analyzing the recommendations – (we can break for lunch some time in here where there is a natural break
- 1:30 – 2:30 Summarizing action items and responsibilities
- 2:30 – 3 Finalizing and next steps

# Community of Faith Profile

# Findings

- The current situation of the United Church in Regina is not sustainable in the long term, and we believe that it is **critical for Eastside to be involved in the “Cluster” conversations with the other communities in the Regina area.**
- **The covenant that we hold with our Living Spirit Centre is highly valued** and critical to our path forward. We need to continue to work with our partners to discern ways to continue to live out the covenant.
- **There is an important balance in our community between the “inward focus” of the community** (including Sunday morning worship, pastoral care and community focused activities) **and the “outward focus”** (including outreach activities, social justice and service to others). Most members of the community believe that both are important, however there are conflicting ideologies about the right balance. **Addressing this perceived imbalance in the activities in the community is critical to the future of Eastside.** This paradox will need to be managed as we move forward.

# Recommendations

1. Budgeted revenues and expenses can be supported through 2021
  - recent donations have repaid the outstanding liabilities and have cash in the bank
  - based on current PAR and pledges, should be reasonable to sustain these levels

# Recommendations

2. Eastside continue with the existing staff level, including a full time minister and a part time administrator, for the next 3 years.
  - we believe current scenario is not sustainable in the long term
  - goal of the community should be to have a different structure in the long term, whether that is partnership, sharing of resources, or other work within the Regina Cluster of churches, or within the Living Spirit Centre
  - We do not believe a reduction in ministry time would help us achieve this goal

## 2. Action items - Cluster

- Russell involved in the cluster committee
- Identify 1 – 2 people to participate in the Region and Culture conversations
  - Doug the liaison between the leadership team and the cluster
  - Identify another
- 1 joint program by the end of 2020

## 2a. Action items - LSC

- Setting aside shared projects, becoming a United/Anglican amalgamated community – appreciating that there are opportunities but we are stymied by external factors – set aside until after 2021 or unless something significant changes with St Phillip
- Continue to work in shared ministry with the programs and projects in the LSC

## 2b. Action items – Job Description

- Tasks for M & P – By the end of 2019, In conjunction with the congregational care team and strategic plan from today, come back to the Leadership Team with recommendations for Russell’s work plan for 2020 and if there are any tasks that need to be adjusted
  - When opportunities for new activities come up, M & P will look at the job description and understand whether it fits or not and what will we let go to make it happen
  - Spiritual self care of the minister
  - Same work will continue for Suzanne
- House group coordinator – Leadership team in partnership with Faith Formation to work on house groups in order to ensure that it is functioning



# Recommendations

3. We recommend that communication around the financial wellbeing of the community should be critical moving forward.

Specifically we recommend that:

- the Gratitude Team should continue and should undertake a regular stewardship campaign
- Regular communication on cash flow, weekly contributions and financial standings should continue in as many formats as practical
- To the extent that the cash flow is not available to meet any requirements on a current basis, the Leadership Team should communicate that situation immediately to the community
- The Community should work to build and sustain a cash flow reserve equal to 3 months of cash flow obligations
- All programming should be managed with a goal of being financially sufficient, including covering the relative costs of overhead

## 3. Action Items

- Gratitude team - ongoing
  - monthly minute for mission
  - Weekly emails
  - Keep in front of people, consider framing stewardship as house group work
  - Letter with charitable donations
  - Volunteer appreciation dinner
- Communication on financial – leadership team - ongoing
  - Communication in email as well as announcements – last weekly newsletter
  - Posted once a month in the weekly email
  - Post in the church at work
  - Post on the announcement slide
  - Frequently verbal announcements

### 3. Action items

- Cash flow 3 month
  - Leadership team identify what that amount is and the Gratitude team can make a plan by the end of 2019 to find the additional funds to support
- Programming being self sufficient
  - Communication on self sufficiency, information by program
  - New programming should be reviewed
  - Basket at programs
  - Annual review of programs to determine what is working and what is not

# Recommendations

4. We recommend that the community continue to hold Intergenerational engagement as a priority and consider whether this can be developed through work with our LSC partners or the other Regina United Churches

## 4. Actions – Action items

- Faith Formation
- Messy church – continues to be a part of the work for families and youth
  - have a grant that is paying for a sign
- confirmation and youth work within the cluster
- Organize a Eastside focus group – early in 2020 to examine ways that we can serve youth and children in our community
  - may include hiring a Sunday school
  - Faith Formation work on continuing intergenerational worship – examine new ways of engaging baptism families

# Recommendations

5. We acknowledge that continued work needs to be done to balance the need for spiritual nurture and service to the broader community
  - Additional focus on the needs of the community is needed
  - Support for the minister through various means
  - Support and communication between M & P and Leadership team

## 5. Action items

- One year review of programming
- Worship and reflection team
  - Team is Delia, Sheila Kerr, Jayne Krueger, report to Faith Formation
  - Round out team
  - Russell has developed a feedback form, meet to establish parameters,
  - Russell has found a mentor

## 5. Action Items

- Communication with community
  - transparent review of programming
  - Church @ work – posting the minutes
  - Gratitude team phone calls to check on community members, ask for feedback
    - ensure we give fair warning that the calls will come
  - Congregational care follow up with anyone who is identified
  - Leadership team will need to put a process in place to address feedback
  - Regular communication about challenges



## 5. Action items

- Leadership and M & P
  - now working, regular attendance by M & P at leadership team meetings
- Leadership team needs to focus on priorities for the coming year and report back to the community, make goals and vision for the coming year
  - In program review, leadership team to identify programs that should be discontinued

Questions and Discussion?