

Staffing Model: Regional Councils

February 27, 2018

Background: In January 2018 the Remit Implementation Task Group offered three potential staffing models for feedback from Conference Presidents/Leading Elders, Staff Leaders, and any others who wanted to provide reactions. A fourth model was developed based on the feedback received. The feedback leaned toward

- having an Executive Minister with responsibility for two or three regional councils
- staff serving each regional council directly
- maximum flexibility based on budget available
- openness to a variety of office possibilities

The task group circulated a fourth model for feedback and considered what was received by February 26. Minor changes were made based on the feedback.

Purpose: 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

Highlights of this model:

- Executive Minister: there will be six Executive Ministers serving two or three regional councils each; the cost will be split between the Denominational Council and the regional councils on a basis to be determined, leaving additional funds available within the regional councils; the Executive Ministers will be named provisionally following consultation between the General Secretary and leadership from the regional councils.*
- Admin support: each Executive Minister will work with one full-time administrative support person; the cost will be split on a basis to be determined.
- Each regional council will receive two block grants that can be used for staffing and other purposes such as office space, travel, committees, etc.; one block grant will come from assessment money, the other from M&S; the grants will be based on a formula to be developed in the early part of March.
- Provisional Executive Ministers will work with leadership from each regional council* to determine staffing levels and priorities based on the amount of money available; regional council staff will be hired provisionally by the end of June 2018 as much as possible.
- Office of Vocation staff from the Denominational Council office will work with leadership from each regional council* to hire OV staff provisionally by the end of June 2018.
- Offices: there will be a variety of offices, determined by each regional council based on the budget available; for example, some may opt for virtual offices—i.e., staff would work from home; an arrangement could be made with a local congregation to use space as required; an existing office could be repurposed for regional council use.

- Shared services: Remit 1's outline of the Denominational Council responsibilities includes "providing centralized technical services such as information technology, communication, payroll, accounting, human resources, administration and pension plan." Other shared services being considered are archives, marriage licences, and incorporated ministries. Shared services will minimize or eliminate staff requirements in the regional council offices. Costs will be paid through the Denominational Council, not directly billed to the regional councils; because of this there will be less money available directly to the regional councils in the governance and shared services funding bucket.
- Total staff based on 16 regional councils: to be determined by the regional councils.
- Total number of offices based on 16 regional councils: to be determined by the regional councils.

*Leadership from the regional councils: conversations will take place involving people in current leadership positions who will find themselves in the new regional councils.

Roles:

Executive Minister: In each regional council the Executive Minister supports the governance and administrative work of the regional council, supervises staff, and provides leadership and liaison with the Denominational Council.

Program staff: Position descriptions will be based on the responsibilities and priorities of the regional councils.

Office of Vocation (OV) deployed staff: Up to six OV ministers will engage individual ministry personnel around oversight and discipline, and support candidacy boards and the candidacy pathway.

Philanthropy deployed staff: Up to seven Stewardship and Gifts Officers will engage communities of faith, families and individuals to support giving practices as acts of discipleship through training and delivery of proven practices and programs.

EDGE staff and consultants: The Edge Network is available to provide resources, processes, facilitation, mentorship, and leadership formation in areas of ministry innovation, renewal, community engagement, realignment of property for new forms of mission, collaboration and clustering, launching new ministries, and engaging a regional council mission plan.

Updates: April 23, 2018

- **Regional council leadership:** Conferences and presbyteries have been asked to name people who will become part of transitional regional council commissions. Names will be presented to GC43. The commissions—one for each regional council—will work on a variety of tasks, including staffing and budgeting.
- **Shared services:** Discussions about shared services have continued between the General Council and the Executive Ministers. More information is being gathered; regional councils, through the

transitional commissions, will make many of the decisions regarding which shared services will be used by each regional council, and how the funding will happen.

- Office of Vocation staffing: There will be 6.5 deployed staff. The .5 position will focus on the Indigenous Church.

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