

Edmonton Presbytery Governance Group:

New Governance Model

Final Version: Motions 1 and 2 were approved by Edmonton Presbytery on Nov. 20, 2010.

Context:

- Planned process for review and modification of New Governance Proposal is complete
- Major process steps:
 - Review of comments to June 2010 on New Governance proposal
 - Meeting with New Governance Committee members in Summer 2010
 - September 2010 Presbytery Break-out groups discussion of key parts of New Governance proposal
 - Circulation of summary of comments from September 2010 Break-out groups
 - Presentation of "Straw Dog" proposal to October 26, 2010 Presbytery meeting; Break-out group feedback on proposal
 - October 26 - November 9: further opportunity for e-mail comments on "Straw Dog" governance proposal
 - Review of feedback from October 26 meeting and additional e-mail comments; preparation of proposed motions for consideration at November 20 Presbytery meeting
 - November 20: consideration of adoption of proposed governance changes
- Motion aims to make no more changes to New Governance proposal than necessary to respond to Presbytery feedback and concerns
- Motion outlines major recommended changes; subsequent points of detail can be developed and fine tuning can occur if the motion is approved and implemented
- The motion does not include elements that are unchanged, for example, staff roles or staff reporting to the Personnel Committee. Feedback suggested that enhanced staff support for teams and committees would add value. Modifications of staff roles like this can be addressed by Presbytery Council through the Personnel Committee.
- The Governance Group recommends Presbytery give these changes a try with a review of how the altered governance has worked before June 30, 2012.
- If approved, the new governance arrangement can be changed at any time through a motion of the Court of Presbytery passed by a majority.
- The Governance Group thanks all the members of Presbytery who provided such good feedback and ideas over the past months as this has moved forward. Some of the input went beyond governance changes. While these comments were appreciated as well, they have not been addressed in the proposed governance changes because they dealt with matters outside the mandate of the Governance Group.

Motion 1: Be it resolved that Presbytery adopt the following changes to its current governance arrangements, effective January 1, 2011:

1. Presbytery Council

- Change the name of the Executive Committee to "Presbytery Council"
- Adopt the following composition and terms of members of the Presbytery Council:
 - Chair, who will also be the Chair of the Court of Presbytery - 1 year term
 - 3 members - 2 year term renewable once
 - 3 members - 3 year term, followed by 2 year terms, renewable once
 - Recording Secretary - 3 year term, renewable once
- The Chair and members of the Presbytery Council will be elected by the Court of Presbytery

2. Teams

- Cluster the responsibilities currently largely performed by committees into five teams, with appropriate existing committees as sub-committees within the applicable team:
 - (1) Administration Team
 - Finance
 - Administrative Assistant
 - Accountant
 - Support function for official documents of Ministry and Congregational Support
 - Presbytery Secretary
 - Minutes and record keeping
 - Website
 - Heritage resources
 - (2) New Ministry Implementation Team
 - New Ministry development
 - Management of Property and New Church Development Funds
 - Discernment regarding Congregational closures and amalgamations
 - Shared ministries
 - (3) Ministry and Congregational Support Team
 - Pastoral oversight
 - Pastoral relations
 - Chaplains
 - Education and Students
 - Pensioners
 - (4) Partners in Ministry Team
 - Outreach Ministries
 - Inter-Church, Interfaith
 - Local and Global Justice matters
 - Liaison with the United Church Women

(5) Faith Formation Team

- Congregational Program Support
 - Children, Youth, Adult, Camp Programming
 - Stewardship Education
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- Teams will determine their own structures, including any subcommittees they need, and prepare a more detailed mandate for Court of Presbytery approval
 - Retain the Personnel Committee as a separate committee outside the Team Structure
 - Team leaders and the Chair of the Personnel Committee must be members of the Court of Presbytery and will be elected by the Court of Presbytery, with the exception of the Administration Team which will be headed by the appointed staff position, the Administrator or as otherwise determined by the Presbytery Council
 - Chairs of sub-committees within teams will be selected by sub-committee members
 - Team leaders, chairs of sub-committees within teams and the Chair of the Personnel Committee will not be members of the Presbytery Council, but:
 - They will be able to bring matters forward to Presbytery Council at any meeting, with advance notice to the Chair of Presbytery Council, and
 - Presbytery Council will be able to ask team leads, sub- committee chairs or the Chair of the Personnel Committee to come to any meeting, with advance notice
 - Teams must submit annual written reports to Presbytery Council and, through the Council, to the Court of Presbytery. Teams will be encouraged to provide other written information on their activities more frequently to the Presbytery Council and Court of Presbytery or as there are major developments to report. In addition, team minutes or meeting notes that include decisions must be provided to the Presbytery Council on an ongoing basis.
 - Teams and their sub-committees, and the Personnel Committee will be empowered to act in their mandate areas within the following constraints:
 - Budget expenditures outside their approved budgets require Council approval
 - Presbytery Council approval is required before a team, sub-committee or the Personnel Committee can represent the Presbytery publicly
 - Team mandates and any changes to the Personnel Committee mandate must be approved by the Court of Presbytery

3. Delegation from the Court of Presbytery

- Delegate to the Ministry and Congregational Support Team the ability to act on behalf of the Court of Presbytery for:
 - Licensing laity as Licensed Lay Worship Leaders
 - Receiving an Inquirer as a Candidate for Order of Ministry
 - Certifying a candidate to a United Church Theological School or program of study
 - Exercising supervision of candidates to Ministry
 - Making recommendations to Conference on Candidates
 - Providing an Act of Covenant between an individual and pastoral charge
 - Participating in Acts of Covenant by another Court
 - Adopting measures to promote the religious life of pastoral charges

- Ensuring arrangements are made for pastoral care if a Minister dies, is disabled or cannot perform duties
- Having oversight of the conduct of members of the Order of Ministry on the Edmonton Presbytery role, including authority and responsibility for initiating and concluding reviews under the Manual Section 363
- Having oversight of the conduct of pastoral charges/congregations within the bounds of Edmonton Presbytery, including authority and responsibility for initiating and concluding Reviews under the Manual Section 333
- Delegate to the Presbytery Council:
 - Approval of the Presbytery budget, subject to:
 - Prior approval by Court of Presbytery of the rate of change of the budget
 - Prior approval by the Court of Presbytery of proposed budget priorities for the budget year
 - Providing direction to teams, sub-committees or the Personnel Committee where needed
 - Any operational decisions required for the effective functioning of Presbytery administration

4. Functions specifically retained by the Court of Presbytery

- To elect the Chair and members of the Presbytery Council and hold them accountable
- To set the rate of growth of the Edmonton Presbytery budget
- To approve any proposals impacting the finances of pastoral charges
- To establish or close congregations and mission units
- Creation and approval of Presbytery Vision and Mission
- Developing and approving strategic policy and strategies furthering the Vision and Mission
- Providing direction on the overall health of congregations
- Retaining its appeal role as outlined in The Manual
- Approval of Team mandates and any changes to the Personnel Committee mandate
- Offering opportunities for spiritual practice and leadership development

Motion 2: Be it resolved that a review of the effect of the governance changes be undertaken by the Presbytery Council and that the results of that review, including any proposed additional governance changes arising from the review, be brought forward by the Presbytery Council to the Court of Presbytery for its consideration before June 30, 2012.