

Motion to Adopt the 5 Recommendations

The Church Council strongly supports the Transition work of the Vision & Transition Team, under the leadership of our Interim Minister, Sean Dunker-Bendigo, as detailed in their Annual Report.

The Council has unanimously voted adopted the 5 recommendations of the Transition Team that are contained in that report.

Further the Council moves that the congregation to Adopt the 5 recommendations made by the Vision & Transition Team in their Annual Report

The 5 Recommendations

1. The Church should immediately begin a search process for a new Senior Minister to replace Jed when he retires. Since these search processes usually take 18 to 24 months, it is likely that we will not have identified a new Senior Minister until close to the time that Jed will be retiring. This Committee has identified the following list of areas of primary interest to our members under the MVV Statement, and recommends that the Search Committee seek new leadership with strong talents in each of them:

Children and Youth; Worship; Spiritual Growth / Faith Formation; Community Outreach / Involvement; Pastoral Care; Evangelism; Social Justice; Intergenerational Activities; Operations; Advocacy / Social Justice; Stewardship; Building Community; Church Community; Diversity.

2. To provide support for Jed and the Congregation in the near term, we recommend that Sean's employment by the Church as Interim Minister be extended to January 2023.
3. Following the end of Sean's time with us, the Committee recommends that the Church enter into a part-time contract with an Interim Bridge Minister to handle specific tasks or projects that the Church identifies as needing particular support.

4. The use of a part-time Interim Bridge Minister will help us to begin to reduce personnel expenses during fiscal year 2023. The Committee also recommends that the Church adopt a goal of reducing our personnel expenses to no more than 50% of our annual income during the following 3 years on a phased-in basis. We leave to the Church Council and future leaders of the Church to determine how these goals will be reached. We also do not envision that these percentage reductions must necessarily come at the expense of existing staff positions. Should annual giving be increased substantially through increased giving by our existing members or growth in membership, the need for reductions would be lessened.
5. Once a new Senior Minister is hired, we expect that he/she/they will work with the Congregation and Church leaders to develop an appropriate staffing model for the Church that is consistent with our financial abilities and the level of Congregation support.