

## June 14 Congregational Collaboration Session What We Heard

### Continuing Conversation about Second Clergy Position

We'll start where our session ended with what we heard in Exercise 3. Each table group responded to the question: *Do you think that FBCH should continue the conversation about creating a second clergy position?* Tables were asked to circle one of five responses:

- 1 - Definitely should **not** continue the conversation
- 2 - Probably should **not** continue the conversation
- 3 - Unsure / Need more information before deciding (please list in step two)
- 4 - Probably **should** continue the conversation
- 5 - Definitely **should** continue the conversation

### **All four tables circled #5 - FBCH definitely should continue the conversation**

Table groups were invited to add additional clarification or context to their response. Here are all the comments made:

- Based on the announcement & blog from Janet, there is no alternative but to continue this conversation!
- Development of job description based on what Rusty would find most helpful (over the summer)
- Candidate profile
- Someone in place for January 1, 2027 - in place for/to celebrate our anniversary
- Enthusiastic yes!
- We need support for Rusty to lead us!
- 2nd clergy supports sustainability of leadership - prevents burnout!
- \$ could be an issue but a "strong community" and a strong need will find the resources
- Good on the Leadership Team and Deacons for engaging with this discussion. We look forward to this.

## **Potential Job Description - Part One**

Congregants engaged two exercises to assist with a potential job description for a second clergy person. In exercise one, five potential position responsibilities were listed and described. Tables discussed these and then evaluated them on a scale of 1 to 5:

- 1: Not a Priority
- 2: Low Priority
- 3: Moderate Priority
- 4: High Priority
- 5: Definite Priority

Below is each potential responsibility and description. Underneath that are the individual evaluations and in bold the average across all our groups. In a couple of places, comments were added. All comments are included below.

### **Collaborative Pastoral Presence**

Share in the pastoral life of the Congregation alongside the Senior Minister, including regular preaching (approximately every 6—8 weeks), participation in pastoral care, and a strong relational presence within the community. This includes both continuity of care during periods of the Senior Minister's absence and the cultivation of relationships across the Congregation, including children and youth.

Evaluations: 5 - 5 - 5 - 5

**Average: 5 - Definite Priority**

- Pastoral support one-on-one, very specific

### **Extend opportunities to Connect to God and to Community**

Working collaboratively with the Senior Minister and Deacons, cultivate opportunities for spiritual and intellectual formation for all ages. This could include opportunities for small groups to gather around interests reflecting varied approaches to faith formation. Small groups and learning opportunities might also be formed around key areas of our justice work—i.e. growing our work with reconciliation, food insecurity, and environmental concerns.

Evaluations: 5 - 4.5 - 4 - 4

**Average: 4.4 - High Priority**

- One table felt that the following three potential job responsibilities are subsets of this one

### **Support efforts to Do Justice - Particularly Connecting People to Opportunities**

Provide leadership in connecting members of our church community with opportunities for service, cultivating new relationships with ministry partners, and supporting the church's engagement locally, nationally, and internationally. The ability to connect people to opportunities is relational work, involving getting to know the interests and skills of individuals and matching those with opportunities to serve.

Evaluations: 5 - 4.1 - 5 - 4

**Average: 4.5 - Definite Priority**

### **Nurture Digital and Online Presence**

Provide leadership to strengthen FBCH's digital presence, including responsibility for website content and online worship. While this has been identified as an important area for growth, the Congregation has not had sufficient capacity to develop it in a sustained way. Focused leadership in this area will allow FBCH to build on existing strengths and extend its reach within and beyond the Congregation.

Evaluations: 3 - 4.2 - 5 - 3

**Average: 3.8 - High Priority**

- Fundamental to our future growth!

### **University Outreach**

Lead efforts to better connect to the university community, both to provide a place of spiritual nurture for students and as an opportunity to respond to needs in our own neighbourhood, including food insecurity among students.

Evaluations: 4 - 4.3 - 5 - Nothing Reported

**Average: 4.4 - High Priority**

## **Potential Job Description - Part Two**

In the second exercise, table groups were invited to discuss additional job description priorities not listed in exercise one. They were asked to list three to five additional descriptions and evaluate them on the same scale used in exercise one.

Below are all comments made and evaluation numbers when listed:

### Table 6

- Bible Study - **4 - High Priority**

Table added note about the following three items: These items do not necessarily need to be “done” by clergy by they’d need to oversee:

- Outreach (visits/communion at home) to the people who can’t make it to church - **4 - High Priority**
- Young people’s group with a regular schedule (or perhaps there is already something like this in the community we could join with?) - **3 - Moderate Priority**
- Community Helping Hands - assisting people in the community with small needs: i.e. moving, assembling items, odd jobs - **4 - High Priority**

### Table 5

- Strengths to compliment Rusty - what does he want to see in a collaborator? What has he discerned from sabbatical and want to grow in his role himself? - **5 - Definite Priority**
- Extend hours / times of availability - **NO #**
- Adult bible study / book club / summer church - **NO #**

### Table 4

- Seniors / Shutins / Children - **NO #**

### Table Z (Zoom)

- Pastoral Care focus - face-to-face direct connection, collaborative as team, including our unpaid positions - **5 - Definite Priority**
- Global Connections - **4 - High Priority**
  - Under global connections, all within the 4 evaluation, table added:
    - clearly identifying roll with CABF
    - Young people wider world
    - Travel to Iona group
    - Spiritual growth together
    - Youth events eles where
    - Teams of travelling people to help in various forms

- Canadian Council of Churches involvement and comfortable with these conversations - **3 - Moderate Priority**
- Senior Minister / Minister shouldn't run website - paid clergy can't absorb all of that - overall team structure in the digital age