

Sharing the Work of the Planning Phase

Congregations of Royal Heights and St. Johns

1. Pray for the ongoing work of amalgamation
2. Continue to care for and encourage one other
3. Trust in the work of the Spirit
4. Participate in the process: Listen for updates and opportunities to be involved
Communicate ideas and questions to the people on the teams
5. Assist the process:
There will lots of opportunities to help, from offering specific skills for a particular component of the work, to offering refreshments for a meeting. Let people know if you have energy to participate in some way beyond the committee work.

RH Board and SJSH Executive Council

1. Provide feedback to the Joint Steering Committee on the process and plan
2. Plan for ways to bring the congregations closer together through worship, fellowship and service
3. Invite groups of folks to begin thinking about and working on aspects of the vision that they feel called to
4. Plan ways for each congregation to celebrate their histories and make space for the feelings of grief and loss that will be with us as we move forward

Joint Steering Committee: *Vision Shepherds*

Keep the Vision at the forefront during the Planning Phase and ensure that the process follows the Agreement of Understanding

1. Oversee the work of the Staff Team, Property and Building Team, and Organizational Structure Team, offering direction and feedback on their process and proposals
2. Administer the budget for the costs in the planning phase
3. Make preliminary allocation of future resources to the Property and Building Team and Staff Team, to assist them in creating their plans (preliminary = subject to the approval of both congregations and the Presbytery when plans are presented)
4. Work with the three teams to plan ways to gather information and seek feedback from the congregations
5. Keep both congregations, their leadership, and Fraser Presbytery informed about the process, seeking their input and support when needed
6. Present proposals for all major decisions to the Executive Council of St. John's Strawberry Hill and the Board of Royal Heights for their recommendation after which the proposals will be brought to the congregations for their approval
7. Compile the Amalgamation Plan by placing together the proposals that are agreed upon by both congregations
8. Develop/oversee the creation of a five-year financial plan for the Amalgamated Church
9. Guide the process of choosing a new name for the Amalgamated Church
10. Seek outside resources that would be helpful to the process

Staffing Team: Vision Supporters

Live in and trust in the process of discerning a call for the staff of the new church

1. Touch base with all current staff to confirm their plans for the future and explore what role they are feeling called to play in the amalgamated church
2. Undertake a Joint Needs Assessment (JNAC) to explore what areas of the vision would best be enhanced by the addition of ministry personnel and to develop position descriptions for all ministry personnel
3. Consult with the Ministry and Personnel, Worship, and Building Committees to develop job descriptions for music and support staff
4. Submit proposals to the Joint Steering Committee

Property and Building Team: *Faithful Stewards*

Plan for the faithful stewardship and mission-oriented deployment of the buildings and property owned by both congregations.

1. Develop a plan for Property and Buildings currently owned by Royal Heights and St. John's including:
 - i. the sale of the 116th location (in consultation with real-estate professionals)
 - ii. the type of improvements possible to the 120th location (in consultation with the municipality, architects and engineers.)
2. Use the Vision as the guide when considering options for the physical presence of the new church
Key Ideas from the Vision include:
 - i. The Building and Property are to be for the benefit of the community
 - ii. Access for people of all ages
 - iii. Welcoming exterior
 - iv. Listening for the Spirit (in their work and in planning for a space that feels Holy)
 - v. Space for multiple entry points
 - vi. A sanctuary that enables worship
3. Submit proposals to the Joint Steering Committee

Organizational Structure Team: *Organization Imaginers*

Re-imagine a life-giving way in which the new church can live out its Vision and do the work it is called to do

1. Plan for the ways in which the new church will organize itself, by developing a Constitution and Mission Strategy
2. Work within the requirements of the United Church of Canada (The Manual)
3. Research new or innovative options that would be good fit for the vision
Key Ideas from the Vision include:
 - i. Hospitality to the stranger
 - ii. Being open to the movement of the Spirit (in their work and planning for a structure that nurtures and is open to individual and collective calls)
 - iii. Present to the community around us
 - iv. Faithfully utilizing spiritual gifts
4. Submit proposals to the Joint Steering Committee