

Committee/Group Name: Interim Transition Team

Purpose of Committee: The Interim Transition Team (ITT) provides leadership and support to the congregation in transitioning toward a new ministry. We help the congregation work toward this goal by examining our heritage, leadership, mission and connections.

Members: Graham McFarlane - chair, Louise Charach - recorder, Ruth Patrick, Lynne Turvey, Yvonne Mireau, John Pater

Major Actions of 2020-21

- Action 1: regular and ongoing dialogue with the congregation in redefining our new vision and leadership
 - conduct a four part series of conversations between the Interim Transition Team (ITT) and the congregation. The conversations focused on four questions that members of the congregation were able to discuss in small groups following worship services in March and April 2021. Members were also able to submit answers in writing. Summaries of what we heard were shared via the monthly newsletter or the weekly email announcements.
 - What do we stand for?
 - What brought you here?
 - What keeps you here?
 - What is missing for you at UCE?
 - host a more indepth reflective workshop in April 2021 where members of the congregation could share stories drawn from their own experience at UCE over the years. Members were able to reflect on what it means to them to let go of the previous 22 year ministry of Rev. Brian Kiely and prepare to move on to a new ministry in the future.
- Action 2: establishment of task teams to examine Good Governance, Financial Management and Volunteerism.
 - The task forces were established to do some analysis on how UCE has functioned in the past and to recommend ways to best focus and organize our resources in the future to fulfil our mission and vision.
 - Members of the ITT task forces are made up of ITT members, Board members and expert volunteers from the congregation.
 - The Governance task team is made up of Louise Charach, Karen Mills, and Susan Lynch.
 - The Finance task team is made up of Lynne Turvey, Doug Eastwell and Susan Ruttan.

- The Volunteerism task team is led by Yvonne Mireau, with other members to be added.
- Action 3: providing support to our Interim Minister in exploring our communal readiness to move on from 22 years of previous ministry and in celebrating our history.
 - See report from our Interim Minister Rev. Lee Anne Washington

Outcomes Achieved

- What We Heard Report following completion of the series of congregational questions and reflective workshop. The report summarizes the feelings and ideas expressed by members of the congregation. (Anticipated completion: May 2021)
- Reports on the findings of the Governance, Financial Management and Volunteerism task teams. (Anticipated completion: September 2021)

Planned Actions for 2021-22

- Planned Action 1: complete 2020-21 actions, including support for the Interim Minister until the completion of her contract in summer 2021.
- Planned Action 2: explore with the congregation and Board any further best practice transition tasks that may be required as we begin a ministry journey with a contract minister in fall 2021.

Recommendations for Board Consideration

- Recommendations will be included in the final reports of the task teams.

Submitted by: John Pater