

Regional Council 15 (Nova Scotia and Bermuda)



Strategic Planning



Mission

Inspired by God, we are Christ's people in
Bermuda and NS,
loving each other,
following Jesus,
empowered by the Holy Spirit.





Vision

To become a transformed,
courageous, Spirit-filled
community,
risking discipleship based on
the radical love of Jesus.





Values

Connecting and strengthening communities of faith by:

- Living into expansive belonging
- Growing compassionate leadership
- Nurturing creative ways of Christian vitality
- Uniting by effective communication
- Sharing and living the Good News
- Modelling Christ's humility and justice
- Moving forward in hope and generosity



Purpose



To develop a strategic plan for
Region 15



Overall Design

Phase 1 – Working statements (with governance model) – Completed **May 2019 AGM** - Mission, Vision, Values

Phase 2 – Winter 19-20 Exec tasked Division and Future Directions to engage strategy/evaluation. Engaged EDGE (Eric Tuz-King) and small working group to plan 2 meetings May 20 & 27.

Phase 3 - Develop a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis to common understanding as to where Region 15 is currently - **May 20**





NS Map of Congregations and Pastoral Charges

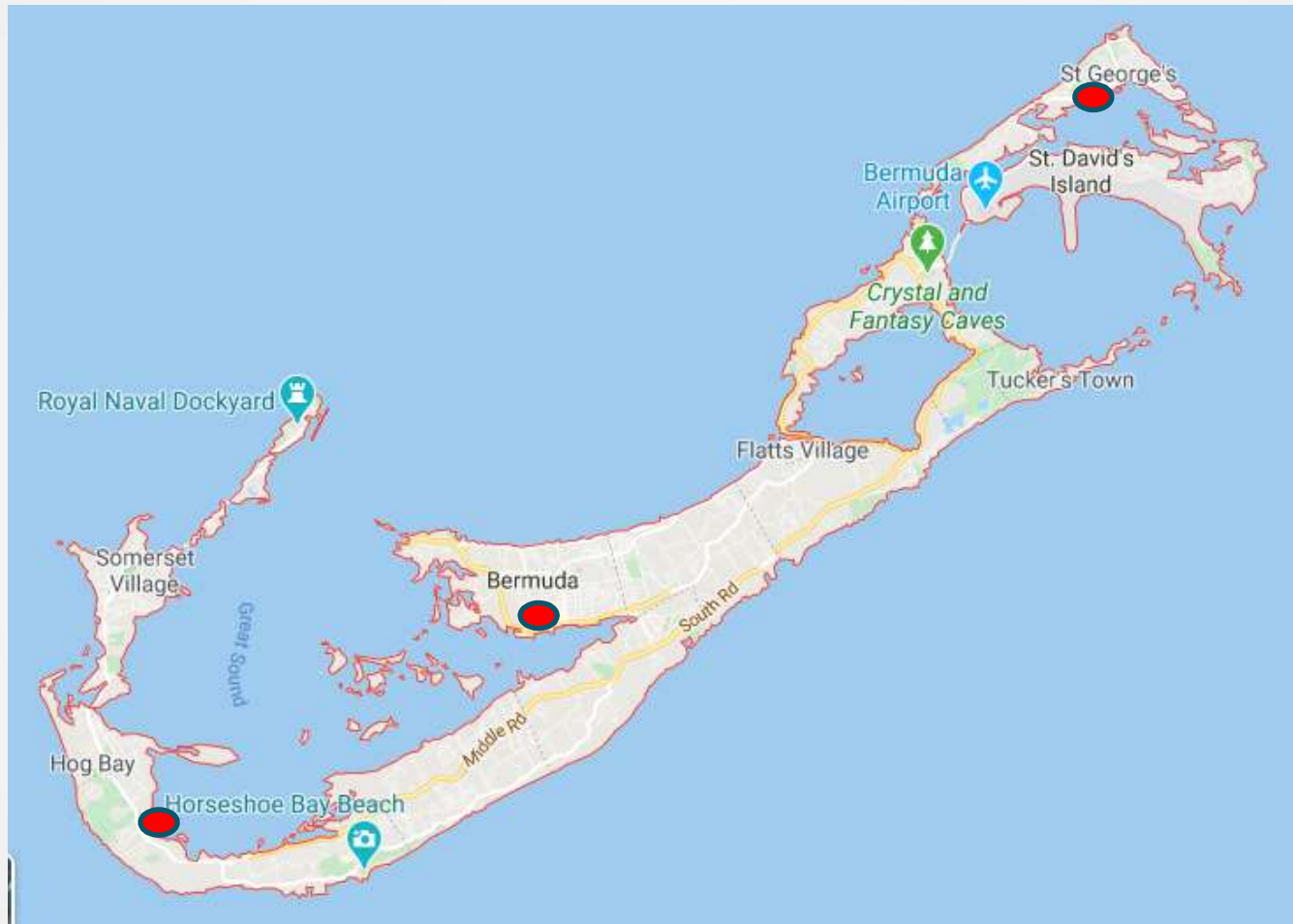


Green - Regional Co-operative Ministry
Red - Single Point with Minister
White - Multi-point - vacant

Blue - Single point without Minister
Yellow - multi-point with Minister



Bermuda Map of Congregations and Pastoral Charges





Statistical Overview

227 Points/Congregations

139 Pastoral Charges

Collaborative 30

Searching 15

Vacant 8

Points:

1 - 81

2 - 30

3 - 27

4- 1

49 Part Time Ministries (not including collaborative ministries)

77 Part Time Ministries (with collaborative ministries)



PT makes up slightly more than half of all pastoral charges

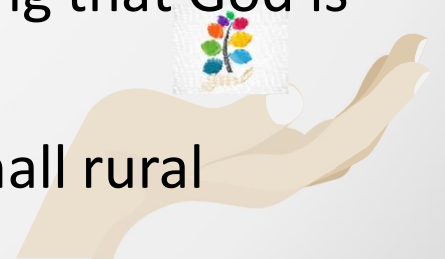
Region 15 Organizational Chart





Strengths

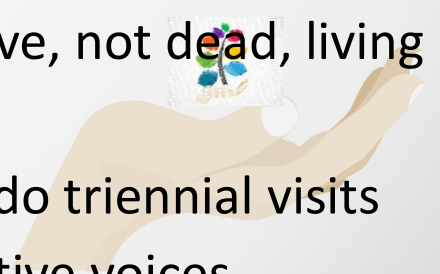
- People who are willing to step up, contribute and deal with things
- Openness
- Theological school (AST) and leadership development educational centre (Tatamagouche Centre)
- Competent regional staff, local lay and Pastoral Charges (PCs)
- Initiative to explore national association of ministers, where most regions are not looking at a national organization.
- People connect closely and often within the region
- Faith stories motivate people to articulate their stories
- Strong youth programming and leadership
- Spiritual strength, faith and theology acknowledging that God is with us
- Church is strong and positive presence in many small rural communities.





Weaknesses

- Communications, especially to PCs. Perceptions - even when info shared
- Lack of buy-in new governance.
- Not shifting from Maritime Conference, not understanding Region 15 - Identity
- Some feeling grief and others don't feel a loss of Maritime Conference
- Many lay (in region and nationally) feel discouraged about the future of UC
- Inspired PCs stay within their own and do not raise other PCs with them.
- Not telling good news stories
- Youth don't feel heard
- Maybe a lack of passion regarding ministry and discipleship.
- Restructuring has tired out the leadership. Need an educational/inspirational role rather than procedural (administrative) role
- Some PCs planning death while others feel they are palliative, not dead, living their best life.
- Not enough volunteers to fill committees. E.g., not able to do triennial visits
- Negative voices still loud on social media - Need more positive voices





Opportunities

- COVID opened conversations of pews vs chairs to achieve social distancing
- Greater exchange of ideas
- More people on-line than in person
- Technical skills have advanced on using it in new ways of ministering – particularly in rural communities
- Increased trust and collaboration among people in UC
- Individual congregations make their own decisions regarding support of the region





Threats

- Fear to come to physical church (worship) because of Covid-19
- Professional ministers are denigrated in popular culture and church. Any “spiritual” person can do that job
- Walls intended to support people within are daunting to outside
- Maybe virtual worship has met people’s needs
- General culture pressures people not to attend church
- Poor succession planning/resources to develop future leadership
- Scarcity is central to capitalism. Fear discourages acknowledging riches, gifts, and accomplishments
- Dominant Christian voice is conservative evangelical. UCC liberal Christianity has limited voice
- Ministry personnel are overextended in response to Covid-19. Minister doing everything is an unsustainable model.

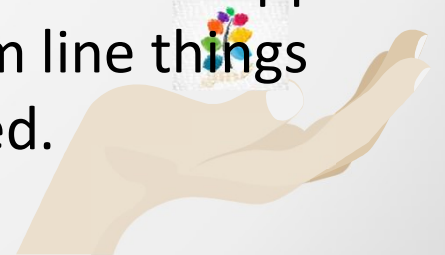




Overall Design

Phase 4 – review SWOT analysis to develop a draft plan – **May 27** – result was recommendations to Executive noted below:

- Consider and articulate ‘why’ strategy
- Establishing a smaller RC15 working group for one year. (Future Directions)
- Simple, basic, strategic plan with actionable items
- Reference existing Mission Values and Vision and link key initiatives that support Pastoral Charges (PCs)
- Establish/clarify basic geographic clusters to make connections
- Engage staff for advice, to assist with scheduling and tech support
- Encourage committees to hone activities to bottom line things and to clarify items that can be dropped/postponed.



Phase 5 – Executive reviewed and tasked future directions and 2 exec members to continue this work – **June 4**



Next Steps

Phase 6 – Future Directions meet to discuss recommendations and work on a modified simple plan with COVID response.

Phase 7 - Communities of Faith Engagement with and Endorsement of Strategic Plan - **to May 2021**

Phase 7 - Review and Acceptance of Strategic Plan – **AGM 2021**



Reflections / Questions

