

## Proposal: Establish a Provisional Council and Governance for Crossroads United Church, Kingston

**Origin: Crossroads Emergency Response Commission, with approval from the Crossroads Congregation on (Date)**

**1. What is the issue?** The Crossroads Pastoral Charge wishes to set aside the governance model established in January 2010 and put in place a provisional model that will serve to guide the Crossroads Community of Faith until such time as the congregation, working with a new minister, can create a model that will serve as a framework for the current and future ministry of Crossroads United.

### **2. Why is this issue important?**

- When it was formed in 2010, the Crossroads United Church congregation established a governing model based on who they were at the time as a newly amalgamated congregation. That governance model set up the framework for what ministry they wished to do, based on what leadership and financial resources were available to them. This is all laid out in the Crossroads United Church Governance Handbook, January 10, 2010.
- In 2019, after almost a decade of use, it was determined by the Crossroads Council that this model, that had served well the needs of the congregation, no longer fit with who they were. Work began on establishing a new governing model, but this was halted in March 2020 when the Covid-19 pandemic was declared. At that time, the Crossroads Council established the Crossroads Emergency Response Commission (ERC) *“with the power to act to find creative ways to continue our ministry, until disbanded by Council; the Commission has the power to add to its participants as deemed **necessary**.”* (From the Council minutes of March 15, 2020)
- At that time, there was no way to know that the ERC would be still, over a year later, be having to guide the congregation and that we would still be waiting for a time when we could return to our building for worship and other activities.
- There have been attempts to create a new model during this pandemic, but other major issues, including establishing policy about the safe use of our building during the pandemic, pending staff retirements and the work needed to replace them (Office Administrator and Minister), have burdened this small leadership team.
- In order to have a smoother transition from our current minister, who retires on November 1st, and a new minister yet to be called, the current governing body (ERC) wishes to replace the current model by establishing a Provisional Governing Model with a Provisional Council and Committees, fulfilling all of the requirements of The Manual 2021.
- In so doing, the congregation will be able to put energy into creating a new vision and a new way forward that isn't tied to past expectations. To not so, leaves in place a model that is beyond this congregation's ability to fulfil, and will continue to burden the leadership with expectations that are not attainable.

### **3. How might the Congregation and Regional Council respond to the issue?**

The Crossroads Congregation could support this proposal and request that the Easter Central Regional Council Action support and approve this change.

The East Central Regional Council could concur with the congregational request to replace the current governing model with the one presented below.

***The Model: Crossroads Provisional Governance:  
CROSSROADS PROVISIONAL COUNCIL***

**Elected Directly by the Congregation:**

Chair (1)

Secretary (1)

Treasurer (For the Congregation and the Mission and Service Fund) (1)

Members at Large (2)

One of 2 Regional Representative from the Congregation (1)

Representative of Ministry and Personnel Committee (1)

Representative of the Board of Trustees (1)

Representative of the Worship and Membership Committee (1)

Representative of the Stewardship Resources Committee (1)

**The Minister** (or in the case where there is no Called or Appointed Minister, a Appointed Regional Representative) **is required for quorum.**

**(11 Persons in Total)**

**Note: All members of the governing body must be Full Members of The United Church of Canada at Crossroads United, so those representing the committees on the Council must be Full members of Crossroads United.**

***STANDING COMMITTEES***

**1. Worship and Membership Committee**

- Worship
- Faith formation (study groups/programs for all ages/stages)
- Care of members/adherents (pastoral care, phone tree, social activity, newsletter)
- Makes decisions regarding Membership, Baptism, Weddings

**2. Stewardship of Resources Committee**

- Finance management
- Fund raising
- Property management (includes all equipment and physical structures)
- Makes Recommendations to Coordinating Council regarding the allocation of Outreach support funds (a small group could take on this task and present their suggestions 2 or 3 times a year)

**Board of Trustees (as required by The Manual 2021)**

**Ministry and Personnel Committee (as required by The Manual 2021)**