

Proposed Governance Structures for Highland Hills Pastoral Charge, Maple Lake United Church, and the New Church

Background

Highland Hills Pastoral Charge is a three point Charge consisting of Maple Lake United Church, Minden United Church, and Zion United Church. Minden and Zion congregations are of similar size and Maple Lake is about 1/3 their size.

Each of the churches has a similar age distribution averaging 65% over 70.

Over the past 1 ½ years a Planning Committee, consisting of anyone who wished to participate, has met to discuss the various issues associated with continuing as a three point Charge or amalgamating to try and create a stronger, effective church community. This work, included a visioning session led by Rev Bob Root, culminated in a vote at each of the three churches on October 23, 2016 to decide if each church was willing to amalgamate with its sister churches. Minden 95% and Zion 82% voted to amalgamate and Maple Lake chose not to take that step at this time. The amalgamated Minden and Zion congregations will be referred to as the New Church (to be named later) in this document. As part of the planning process for the Pastoral Charge and the three churches this document outlines the proposed governance structure for the integrated Pastoral Charge and the New Church, while retaining the Maple Lake Church Council.

Summary

We propose to create a **Unified/Combined Board** which will act as the governing body for the New Church and the Pastoral Charge. Maple Lake will retain its current Council as its governing body and the Chair of Maple Lake Council will be an “ex-officio” officer of this Unified Board with the right to vote on and participate in all matters pertaining to the Pastoral Charge.

Officers of this Unified Board will be selected from and by the New Church congregation and will be accountable to the Pastoral Charge and the New Church congregation. Members of the various committees will be selected from and by the New Church congregation and be accountable to the Unified Board.

This Unified Board will be supported in its work of guiding and managing the life of the Charge and the New Church by two categories of committees;

Category 1; these **Unified Committees** will carry out the work of the Pastoral Charge or the combined Pastoral Charge and the New Church. These committees would be Manse, Ministry & Personnel, Outreach, and Worship. Maple Lake shall have the right to appoint a representative

to be a member of each of these committees who can vote on and participate in all matters before these committees.

Category 2; these are **committees of the New Church** and would mirror and function in parallel with the comparable committees of The Maple Lake Council. These Committees or Positions would be; Christian Education, Decorating, Music, Stewardship, Pastoral Care, Property, Finance, Presbytery Representative, Board of Trustees, and UCW.

Maple Lake may request, at any time, that one of the Committees in Category 2 assume or assist with the responsibilities and take on the work of any of the Maple Lake Church Council committees.

Maple Lake will retain its Church Council governance with its own officers and committees to carry out its responsibilities and duties as currently defined in the Highland Hills Pastoral Charge Administrative Handbook of 2003.

Members of the Maple Lake Council and its committees will be selected from and by the Maple Lake congregation and will be accountable to the Maple Lake congregation. Further checks and balance will be provided in the Handbook by the requirement that “The Unified Board must call a combined congregational meeting of the Pastoral Charge if 10 members of the Charge so request such a meeting in writing”.

The Handbook has been a living document with regular reviews and updates, the latest official one being June 2010 to update the Presbytery Representatives Positions. An up to date copy of the Administrative Handbook will be made available on request in printed form or the digital version can be accessed anytime on our church webpage at...

<http://home.interhop.net/highhills/Documents.htm> The Handbook will be revised to reflect this Unified Board and Maple Lake Council structures.

Erskine Flook

Chair, Highland Hills Pastoral Charge

Lois Deacon

Integration Committee Chair

Appendix

Highland Hills Pastoral Charge is a three point Charge consisting of,

Maple Lake United Church (AM=15, OM=12, A=20), (total 47)

Minden United Church (AM=32, OM=56, A=84), (total 172)

Zion United Church (AM=55, OM=20, A=44), (total 119)

{AM= active members, OM=inactive or occasional members, A= adherents}

Each of the churches has a similar age distribution. In the fall of 2014 an estimate of the age groupings of active members was,

80+ (ML=5, M=28, Z=21),

70 to 80 (ML=4, M=43, Z=21),

60 to 70 (ML=5, M=34, Z=11),

under 60 (M=20, Z=2).

{Maple Lake=ML, Minden = M, Zion=Z}