

# BOARD UPDATE

Red Deer Lake United Church

January 21, 2024

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# AGENDA

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- McDougall, Ogden, and Red Deer Lake Memorandum of Understanding (MOU)

# PROPOSAL



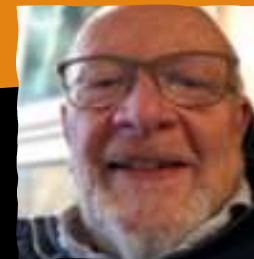
Bill  
Weaver



Danah  
Cox



Joanne  
Anquist



Grant  
Dawson

## 3.0 Shared Ministry Team across three communities of faith

**McDougall + Ogden + Red Deer Lake**

**1.5 + .25 + 1.25 FTE**

# INPUT QUESTIONS

Date: December 31.2023

Input Questions for Draft Memorandum of Understanding

Input to be provided by:

- Rev. Joanne Anquist , McDougall United Church
- Rev. Bill Weaver, Ogden Unted Church
- Doug/Michelle Den Hoed, Red Deer Lake United Church

Funding [Joanne Pritchard and Doug/Michelle Den Hoed will draft a funding proposal for this MOU](#)

1. Background

- a. Why are we doing this? Why is this partnership important?
- b. What is the theological rationale for the partnership?

2. Purpose

- a. What are the Goals for this partnership? What do we hope to achieve?
- b. What activities do we want to share? Who will lead these activities?
- c. What activities do we want to retain separately?

3. Duration

- a. What is you understanding as to the duration of this agreement? Start date/ End date?/Ongoing?

4. Reporting

- a. Who do you suggest be included in the evaluation team for this initiatives?
- b. When do you think this evaluation should happen?

# INPUT GRID (DRAFTED)

Section (5 min/item)	McDougall	Ogden	Red Deer Lake
Funding	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted
1. Background (a, b)	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted
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3. Duration	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted
4. Reporting (a, b)	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted	<input checked="" type="checkbox"/> Drafted

# REVIEW MEETING

- Michelle
- Rev. Grant
- Joanne
- Barrie
- Dave
- Karen
- Rev. Joanne
- Rev. Bill
- Rev. Danah
- Peggy
- Doug

The screenshot shows a Zoom meeting with a grid of participants at the top. Below the grid is a presentation slide titled "1. Background" with a sub-heading "a. Why are we doing this? Why is this partnership important?". The slide contains a table with three columns: McDougall, Ogden, and Red Deer Lake, each with a list of bullet points.

McDougall	Ogden	Red Deer Lake
<ul style="list-style-type: none"> <li>• unprecedented challenges due to demographic shifts and an increasingly secular society.</li> <li>• Innovation crucial.</li> <li>• Budget constraints; stress on clergy               <ul style="list-style-type: none"> <li>▪ burn out, leaving profession, increased isolation.</li> </ul> </li> <li>• Need a new model of Ministry</li> <li>• Teams are most efficient model               <ul style="list-style-type: none"> <li>▪ collaboration.</li> <li>▪ Clusters encouraged</li> <li>▪ Shared burdens and benefits</li> </ul> </li> <li>• CoFs attached to buildings               <ul style="list-style-type: none"> <li>▪ Amalgamations too often unsuccessful as too often from positions of weakness</li> <li>▪ feeling of "takeover" instead</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• increasing strain on congregations across the church – the times are changing</li> <li>• OUC no longer has a building, has established relationships and sense of shared commitment at MUC</li> <li>• UCC presence in Ogden community is still needed; the project may have been exited, but the community needs remain</li> <li>• national strategy seems to be shifting away from existing CoF's – robust, sustainable ministry is dependent on "sharing the load"</li> </ul>	<ul style="list-style-type: none"> <li>• creates a web of support and collaboration for our ministers, leaders, staff, and congregants</li> <li>• similar to how our respective teams all collaborate</li> <li>• allows us to imagine what we can do if we can't find "one" minister (difficult times)</li> <li>• intend to respect each others identities but collaborate and share resources and learn from each other</li> <li>• encouraging and affirming of the ministers who are participating: an opportunity for them to try something new and find a new path and not just having to bear</li> </ul>

At the bottom of the slide, there is a video player interface showing a play button, a progress bar at 00:15:29 / 01:03:43, a volume icon, and a "Speed" control with a square icon.

# REVIEW MEETING SLIDES

## MEMO OF UNDERSTANDING (MOU) INPUT QUESTIONS GRID

McDougal, Ogden, and Red Deer Lake United Churches  
January 9, 2023

## PROPOSAL

30 Shared Ministry Team across three communities of faith  
McDougal + Ogden + Red Deer Lake  
1.5 + .25 = 1.75 PE

## SHARED MINISTRY TEAM BENEFITS

- Balances McDougal + Ogden's surplus with RDLCU's needs
- The Ministry Teams serve across both locations
- Will save time doing Sunday Services
- Will be onsite 93 days / week at each location
- Allows each Minister to focus on their area of strength
- Provides support (and backup) for each other
- Retains the independence and culture of each location
- All agree that this is not an amalgamation

## "INPUT" FROM

- Rev. Joanne Anquist & Barrie Clayton  
McDougal United Church
- Rev. Bill Weaver  
Ogden United Church
- Doug & Michelle Den Hoed  
Red Deer Lake United Church

## "DRAFTED" BY

- Joanne Pritchard
- Doug Den Hoed

## "REVIEWED" BY

Team members from...

- McDougal United Church
- Ogden United Church
- Red Deer Lake United Church
- Chinook Winds Region

## MOU INPUT QUESTIONS

McDougal, Ogden, and Red Deer Lake United Churches  
January 9, 2023

## INPUT QUESTIONS GRID

Section (5 min/item)	McDougal	Ogden	Red Deer Lake
1. Background (a, b)	Reviewed	Reviewed	Reviewed
2. Purpose (a, b, c)	Reviewed	Reviewed	Reviewed
3. Duration	Reviewed	Reviewed	Reviewed
4. Reporting (a, b)	Reviewed	Reviewed	Reviewed

## Funding: \$319K to \$341K/year\*

McDougal Ogden Red Deer Lake

## 1. Background a. Why are we doing this? Why is this partnership important?

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## 2. Purpose c. What activities do we want to retain separately?

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## 3. Duration What is your understanding as to the duration of the agreement?

McDougal	Ogden	Red Deer Lake
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## 4. Reporting a. Who do you suggest be included in the evaluation team?

McDougal	Ogden	Red Deer Lake
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## 4. Reporting b. When do you think this evaluation should happen?

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## NEXT STEPS

- Joanne and Doug will update the Input Questions Grid based upon the January 9, 2023 review meeting
- Karen, Joanne and Doug will prepare the Memo of Understanding (MOU) based upon the Grid
- The MOU signatories will review, revise (if needed) and ratify the MOU (ideally before Jan 31, 2023)
- The MOU participants will proceed as per the MOU

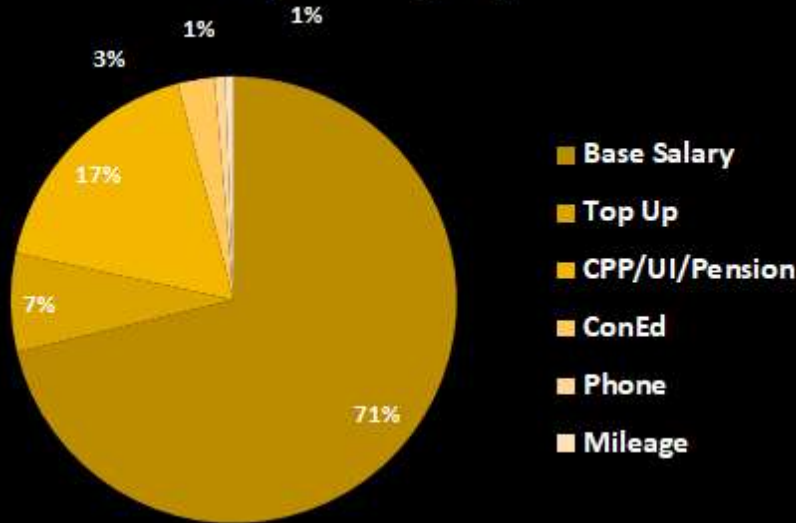
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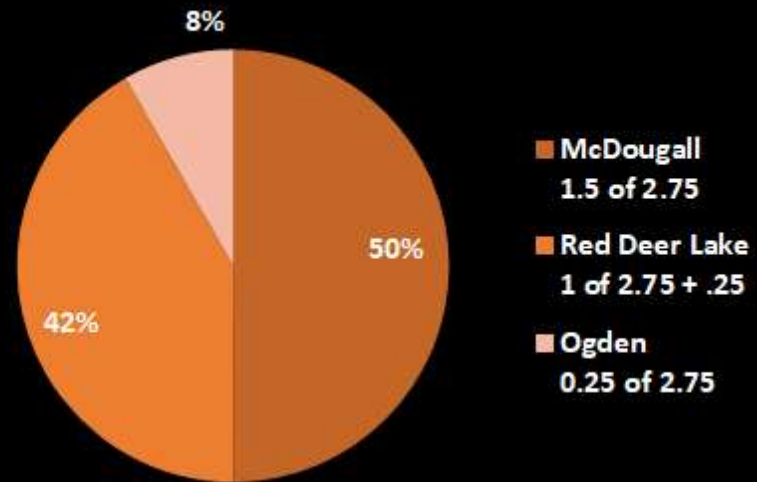


**Funding: \$341K/year\***

**By Category**



**By Congregation**



McDougall	Ogden	Red Deer Lake
Provides their 50%, collects from Ogden and Red Deer Lake, then pays Joanne, Bill & Danah	Ogden transfers their 8% portion to McDougall	RDLUC pays Grant's .25 FTE directly & transfers the remainder of their 42% portion to McDougall

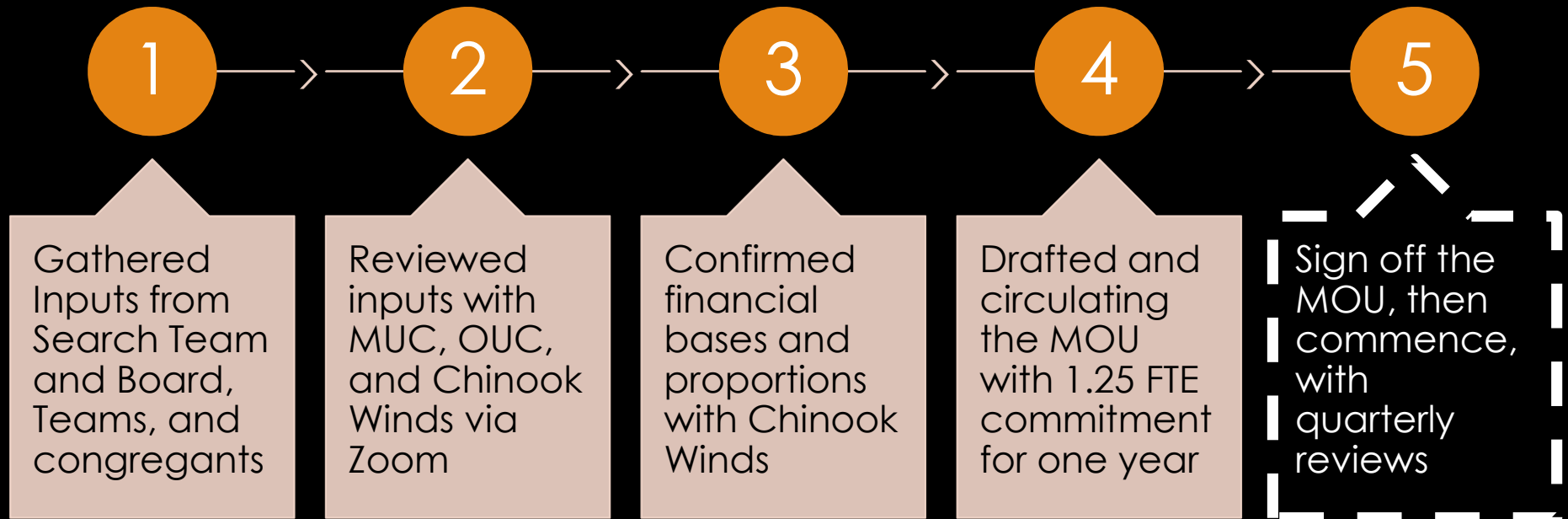
\* as per <https://united-church.ca/sites/default/files/2023-09/salary-schedule-ministry.pdf>

# THE MOU (DRAFT)

The image displays a grid of 28 thumbnail images representing the pages of a draft Memorandum of Understanding (MOU). The thumbnails are arranged in three rows:

- Top Row (7 thumbnails):** Contains introductory text, a table of contents, and two pie charts. A large 'DRAFT' watermark is visible across this row.
- Middle Row (7 thumbnails):** Features a 'PROPOSAL' slide, a 'DRAFTED BY' slide, an 'MOU INPUT QUESTIONS' slide, an 'INPUT QUESTIONS GRID' slide, and two 'What if we...?' scenario analysis slides.
- Bottom Row (14 thumbnails):** Includes a 'NEXT STEPS' slide, a 'What if we...?' scenario analysis slide, and a large table with a green and yellow color scheme.

# NEXT STEPS FOR RDLUC



# THANK YOU!

- To **McDougall / Ogden Shared Ministry Team** and **Chinook Winds Region** for this opportunity
- To everyone in the **three communities of faith** who shared their hopes, ideas, and encouragement
- To the **Search Team** and **The Board** for helping us move it forward
- To **you all** for joining us today and supporting RDLUC