

Half-time Minister plus Consultant Scenario

BENEFITS

- Consistent, professional voice for 20 - 22 Sunday services + Christmas Eve per year
- Worship committee's need to find speakers is similar to what it has been (30-32 services/year vs 26 in 2021-2022)
- Skilled professional Consultant to provide guidance in clarifying congregation's values, mission and ends and appropriate governance model to implement them
- Professional supervision/guidance for staff
- Professional pastoral care
- Overall familiarity
- Cost savings over FT Interim Minister
- Diversity of voices, perspectives
- Opportunity to "test drive" potential longer-term prospect
- Opportunity to try different formats
- New model likely to energize both our fellowship's and individual members' growth and commitment

RISKS/CHALLENGES

- Half time Minister may not be present enough to connect fully to the fellowship, especially if hired for just one year
- Half Time Minister may not have enough time to provide sufficient pastoral care
- Half Time Minister may not have the bandwidth to sufficiently engage in consultation process
- Half Time Minister unlikely to attend most board meetings due to time constraints
- Board will have added responsibility with professional Consultant and change process
- Supervision of staff would be minimal
- Duties based on Half Time Religious Educator not working as planned, possibly excess tasks for minister
- Ensuring quality every Sunday
- Heavier dependence on volunteers, including pastoral care committee, music, WA's, worship committee, religious education committee
- Need strong worship committee leadership & structure – monthly themes, broad network, creativity

MITIGATION STRATEGIES

- Make adjustments within contract parameters (e.g. number of Minister- led services, at least two years employment offered)
- Instituting personnel committee to help oversee staff
- Develop formal strategy for regular communication between Minister and Board

- Find and support a pastoral care committee chair who acts as coordinator. Minister offers spiritual guidance and steps in where required
- Support of Religious Educator by RE committee
- Strong Administrator, full-time, and volunteer assistance
- Assure at least 4 weeks overlap between current and next Administrators
- Board members open to the likelihood that work with the Consultant will be energizing
- Worship committee's first priority is facilitating spiritual and meaningful services