



SOC Restructuring

Draft Overview and Discussion

Inputs to restructuring

- From board, chartering action groups
- From congregations (survey, meetings):
 - Assisting with clergy search and call
 - Christian education for lay people, youth
 - Liaison between congregations, wider church
 - Clergy support
- Conference mission:
 - To promote congregational vitality and the health of covenant relationships

Core processes (SOC work)

- Promoting congregational vitality
 - Education program development/delivery
 - Liaison/communication
 - Clergy support
 - Crisis/conflict resolution
- Promoting covenant we share:
 - Pastoral search
 - Discerning/supporting calls to ministry
 - Managing finances, real property

Key roles

Conference roles

- Conference minister
- Administrative support
- Minister of education
- Financial support

Association roles

- Associates for Church and Ministry
- Crisis/conflict resolution stewards
- Education stewards

By the numbers ...

Current

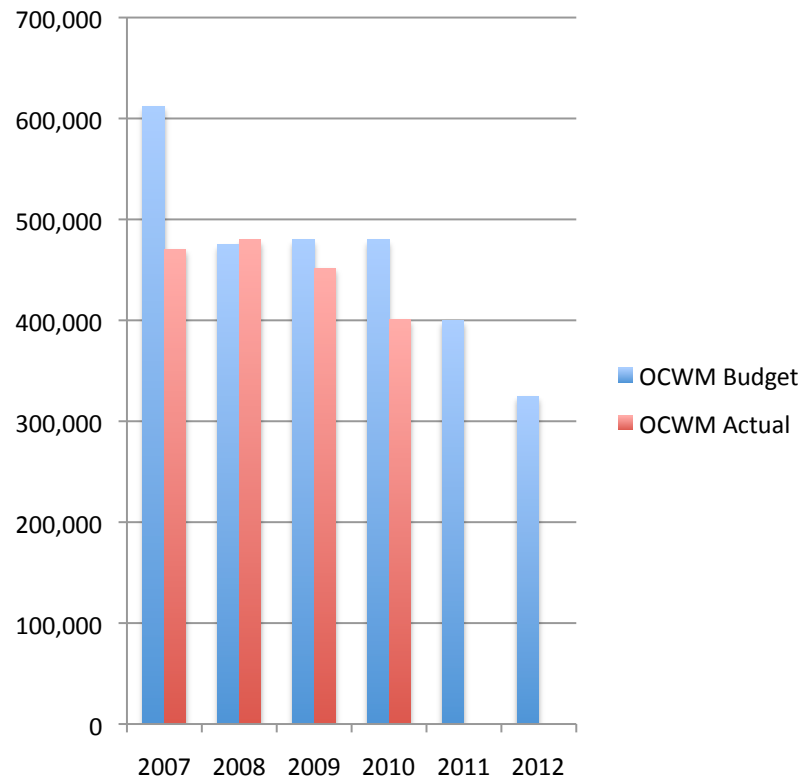
- OCWM-funded staff
 - Conference Minister
 - 3 ACMs (@ $\frac{3}{4}$ time)
 - 1 administrative assistant
 - 1 financial advisor (3/4 time)
 - 3 admin assistants (1/2 time)
 - Stipendiary role: outdoor ministry
- The equivalent of 6.5 full-time staff

Proposed

- OCWM-funded staff
 - Conference Minister (1 full-time)
 - Associates for Church and Ministry (3 part-time)
 - Administrative assistant (1 full-time)
 - Financial support ($\frac{1}{2}$ time or less)
 - Minister of education ($\frac{1}{4}$ time)
 - Stipendiary roles: Outdoor ministry, crisis/conflict management stewards, education stewards
- The equivalent of 4 full-time staff

Funding

Budgets, giving trends



OCWM, year by year

- 2007 budget: \$612,000
2007 actual: \$470,528
- 2008 budget: \$475,000
2008 actual: 479,694
- 2009 budget: \$480,000
2009 actual: \$451,694
- 2010 budget: \$480,000
2010 actual: \$401,166
- 2011 budget: \$400,000
2011 actual: TBD
- 2012 budget: \$325,000

Budget impact

- Staffing these roles generates costs above and beyond the 2012 budget
- Ways to stay within budget:
 - Complete agreement with Catawba to manage Black Lake (off our books)
 - Reduce compensation for the conference minister
 - Obtain grant monies from national office
 - Stage the implementation over two years

Next steps

- Listen to association annual gathering participants; use feedback to revise
- Present to SOC Board, November 2012; gather feedback and revise
- Deliver to constitutional change action group
- Support transition planning

Questions

- What do you find of value in this plan?
- How might you, and others from your local congregation, participate?
- What might be added or modified to make the plan stronger?
- What else would you like to know and what else do you want us to know about your response to the proposal?