Broad View UNITED

Dear friends,

For the past two weeks we've told you the board was taking time to prepare a fuller statement about our recommendation. This is that statement, and thank you for your patience while we wrote it. We took that time on purpose. These are decisions about people's lives and work, and about pastoral relationships many of you hold dear, and we wanted to get this right, with guidance from the Pacific Mountain Region and legal counsel, rather than get it out quickly. We're sharing it now so you have time to read, reflect and ask questions before we gather on Sunday, November 22.

Since the October congregational meetings, many of you have reached out with questions and concerns, and for some of you, real grief and hurt. Thank you for letting us know of your concerns. In this message we want to explain as plainly as we can why the board is recommending what it is, and to be honest about what we can and can't share before November 22.

The short version

The Strategic Direction which the BVU congregation endorsed in April calls for a full, stable ministry team. It asks for a sustainable model of pastoral care, stronger ministry with children, youth, families and young adults, and clear roles, so that no single person has to carry everything. On October 25, the BVU congregation provisionally accepted a staffing model built to deliver that: a Lead Minister working closely with a team of ministry staff and an Operations Director.

That model works only if the people in it can work closely together over years. The board has several years of direct experience in this area within BVU and with other organizations. Based on that experience, we are not confident we can build and keep that team if we maintain our existing ministry staff. That is the heart of our recommendation. It isn't about two ministers who didn't get along, and it isn't a judgment on anyone's gifts. It's about whether we can staff the ministry you've asked us to deliver.

- On November 22, the board will ask the congregation to conclude the calls of both co-lead ministers, and to appoint Rev. Mark Green as Transitional Minister to provide continuity through the search and onboarding. The board is not recommending an ongoing role for Rev. Ha Na Park.

What we can't share, and why that's hard

We recognize the discomfort many people are feeling. You are being asked to make decisions about the pastoral relationships with Mark and Ha Na without seeing everything the board has seen. This is not a small thing, and we don't take it lightly. Our governance gives responsibility for personnel matters to the board, which is why your trust in that process matters so much right now.

Some of you have asked us to set out our concerns specifically. To do so would violate the principle of confidentiality in employment matters. Firstly, this is confidential information between the board and the individuals concerned, and we take seriously our commitment to the staff, volunteers and congregants who spoke with the board in confidence. Secondly, making public remarks against any minister could impact their ability to serve in ministry elsewhere, and would also put the pastoral relationships many of you have with our ministers in a painful place. We keep personnel matters confidential to protect everyone.

Two things we'd like to clarify

What "good standing" means. As our November newsletter explained, "good standing" is a minister's status with the national church's Office of Vocation. It means a minister is accredited and is not under the denomination's review or disciplinary processes. Both Rev. Ha Na Park and Rev. Mark Green are ministers in good standing, and nothing in this process changes that. Good standing isn't an assessment of fit for a particular role or team, and it isn't a measure of how a minister's work is going in a particular congregation. That is the responsibility of each community of faith, through its Ministry & Personnel Committee. Changes to a community of faith's staffing structure are a separate matter again.

"The board is acting for one side, or in the heat of the moment." Board membership has changed every year, and it has included people who joined at the encouragement of each of our co-leads. We have worked through this question over many months, from the Strategic Direction in April to the board's ratification of the model in September. Coming from different starting points and perspectives, the board's lay members have arrived at one recommendation together.

What we're holding onto

Intercultural ministry, Affirming welcome, and care for people who have been hurt by the church have been part of BVU's values since its beginning, and they will continue. They are written into the model: the intercultural ministry role continues, Affirming ministry is core to our Strategic Direction, and our Community of Faith Profile asks every future leader to carry these commitments. We will invite our intercultural and Affirm communities to help shape the search, and we will report on this in our quarterly updates.

With gratitude
We are grateful for Ha Na's ministry among us: her gift for welcome, her preaching, her pastoral presence, and her ministry with our 2SLGBTQIA+ community. Many of you have told us she is why you came to BVU or why you stayed. We see that too.

We are grateful for Mark's ministry among us: his vision, including our social enterprise work, his music, and his progressive reading of scripture. He carries much of our institutional memory, and for years managed many operational demands before we had roles to share them. We're thankful he will help carry us through the transition ahead.

We are grateful for Min Goo's ministry among us: his calm, quiet and welcoming presence, and his connection with UVic. He has helped grow a vibrant new intercultural community of young adults who gather on Saturday evenings to share food and cultural traditions. That ministry continues as part of BVU's ministry team.

What's next
Congregational meeting: Sunday, November 22, 2:00 pm, in the Sanctuary. Treena Duncan, Executive Minister for the Pacific Mountain Region, will be joining us, and the business portion will be supported by a neutral parliamentarian. Remote voting is available through the registration form, and rides to church can be arranged through the office or board@broadviewunited.com.

Search team: applications are now open until Monday, November 30. See the separate item in this email.

More detail, including a timeline of how the model developed **HERE**, the leadership qualities the search team will look for, and answers to common questions, is on the Board page: https://broadviewunited.com/our-board-and-committees#upcoming.

Questions are welcome at board@broadviewunited.com.

This is a painful season for many of us. We will keep sharing what we can, as clearly as we can.

With care,

The Board of Broad View United