

## June 2017 Restructure Communication

Since February, our Regional Restructure Dialogue Group has been meeting to faithfully discuss and prayerfully discern the future structure of the Southwest Region. Over these past several months, the task set before us has felt overwhelming. The conversations have been difficult. The concerns raised have been valid. And the presence and work of the Spirit has been abundantly present as our vision and process for a way forward have come into focus.

In our last Region-wide communication regarding restructure, we shared that the Regional Council approved a structural framework that will place all administrative and staffing responsibilities at the Regional level. The Regional staff will consist of a Regional Minister, Regional Executive, and Community Regional Ministers, as well as administrative support staff. These individuals will live and work across the entire Region to help support, sustain, and grow ministry across the vast geography of the Region.

The Regional Restructure Dialogue Group quickly began to receive a wide-range of feedback from brothers, sisters, and friends throughout the Region. Folks shared their excitement and enthusiasm, ready to see changes that will strengthen our ministry and congregations within the Southwest Region. People also shared their concern and worries that these changes might negatively impact their local congregations and ministry within their Areas. Across the spectrum between these two positions, all the feedback received requires us to ask and answer one, overarching question: ***What plans and processes will we make and follow in order to ensure that restructure will positively impact ministry across the Region and throughout our congregations?***

The first weekend of this month, the Regional Restructure Dialogue group met to prayerfully formulate an answer to this question. From these conversations, we have established a Regional Restructure Action Plan. The Regional Restructure Action Plan contains four primary initiatives:

1. Assess, determine, and meet immediate staff and support needs on a temporary basis within current Areas that are without ministerial and/or administrative staff.
2. Plan and announce town hall meetings within each Area, webinars, and live-streaming opportunities for congregations and individuals across the Region to learn more about the restructure process, talk with Regional representatives, and share any questions or concerns that they may have.
3. Decide the best approach to financial funding that upholds the integrity and intention of the Region to serve local congregations and strengthen our ministry across the Southwest.
4. Establish a process for identifying populations, interests, and ministry initiatives that will be served by Community Regional Ministers. Once roles have been determined for Community Regional Ministers, follow an intentional hiring process to place Community Regional Ministers in these positions.

Members of the Regional Restructure Dialogue Group take seriously the tasks set before us, and we are eager to continue moving forward with great intention, transparency, and prayer. We are currently developing recommendations to present to the Regional Council in August 2017. In the coming weeks, we will be announcing opportunities to engage in conversation and to learn more about the next steps in the restructure process. Along with this summary of our current progress, a hypothetical budget has been created and shared.