**Review of Executive Structure**

After 5 years of living into our new structure, the Nominations Team was given the task at the Spring General Meeting in 2023 to review concerns that have been expressed about the way the current Executive is elected, functions and engages with other bodies of the Regional Council. This was also emphasized in the Strategic Plan adopted this fall.

The issues that have been raised include the following:

* The Executive is too big (19 representatives plus staff who serve as non-voting corresponding members)
* The Executive is composed primarily of people who are not elected by the members of the Regional Council
  + 8 of the 19 are elected by the Regional Council membership (three of which are President, President-Elect and Past President)
  + 9 representatives are named by Leadership Teams and other bodies and accepted with the full report of the Nominations Team at the Spring Meeting
  + the Treasurer is a non-elected position without a term
  + and the Regional Executive Minister is an employee without a term
* Leadership Team membership is independently established and is not subject to elections. They each find their own ways to bring in members. They propose their representatives to the Executive which are formally approved at the Spring General Meeting.
* Our structure facilitates the nomination of people who are already well-connected within the Regional Council.
* Diversity at the Executive is difficult for the Nominations Committee to achieve when preparing their list since they have no ability to determine who will occupy 11 of the 19 positions.
* Some decisions take too much time to go through the process of a Leadership Team and then the Executive. There would be benefits to having Commissions who can take final decisions rather than a two-step process.

The benefits of the current model that have been expressed:

* There are strong connections between the Leadership Teams and other bodies with the Executive because the Leadership Teams and other bodies are the ones who name people to represent them at the Executive.
* Having more voices at the table can help bring different perspectives to the discussions.
* Allowing other bodies to name people to the Executive provides them with direct authority, and can be less ‘top-down’ in the relationship between the Team and the Executive, even though they are not chosen by the full court.
* Representation on the Executive with separate legal entities like La Table and Finance & Extension Board would be complicated under other models.

The Nominations Team has looked at other Regional Council structures and models. Three possible have been discussed to date, and an entirely new model may yet emerge. We seek your feedback and conversation on these preliminary ideas.

**Model 1 (Representation from Executive into Leadership Teams)**

* A group of 10 people are elected annually at the Regional Council Spring Meeting.
* From within this group of 10, people are chosen to sit on Leadership Teams and other bodies to be the connecting point/reporting back.
* The President is chosen from amongst the 10 to serve for that year. A vote amongst the members of the Executive is held each year. There is no President-Elect position and no Past President requirement
* The terms would be staggered over three years (3 elected the first year, 3 the second year and 4 the third year)
* The Treasurer would be a corresponding member (non-voting)

**Model 2 (Representation for Subject Matters Formally Nominated)**

* Executive is a group of 13 members, almost all elected by Regional Council (except for Treasurer, La Table rep and Regional Executive Minister)
* Subject Matter Leads are elected as part of the nominations process
* Subject Matter Leads are focused on areas of work rather than by Leadership Team
* Four Subject Matter Leads elected: Policy/Strategy, Supporting Ministry, Finance and Property, Human Resources
  + Policy/Strategy = Strategy Oversight and Implementation, Policy Development, Emerging Ministry Support, Event Planning
  + Supporting Ministry = Community of Faith Support and Visitation, Justice, Right Relations, Youth ministry, Cluster development, hub ministries
  + Finance and Property Commission = Strategic Funding, Property Strategy, Treasury and Investment, Finance, Granting and Enabling Joint Committee
  + Human Resources Commission = Pastoral Relations, Supervision, Liaisons, Training, LLWL
* President (nominated and elected), Past President, Treasurer, La Table Rep and Executive Minister are Executive members
* Five Members at Large elected at Regional Council meetings.

**Model 3 (Shared Commission/Executive)**

* Executive is a body of 12 members composed of 6 people representing commissions, 6 people who are members at large
* Members at large would meet every month and be joined by the 6 members of commissions every second month
* The six commissions would be:
* Finance and Extension Board (GELT would be a team of F&E)
* La Table des ministères en français
* Living into Right Relations
* First Third Ministries
* Justice and Community
* Pastoral Relations
* The responsibilities of the Members at Large would be:
* Connect and empower the Nominations Team
* Connect and empower the Planning Team
* Connect and empower the Strategic Planning Team
* Connect and empower Regional Council staff
* President role is chosen from within and amongst the members of the Executive on an annual basis.