

Discernment Questions: 19 May: Leadership Model

1. The proposal presented an evaluation of the CGS model.
 - a. Do you have any ideas on ways in which the CGS model can be refined to better serve the Communion during an extended interim period?
 - b. How long do you feel an interim period can/should be sustained?
 - c. What might the impact of adding a fourth executive secretary to the CGS be?
2. Are there specific items you feel the Committee should take up in their work?
3. Both the reports of the SPPG and Officers' Committee noted a need to develop a new working model that shifts the secretariat from implementing programmes to providing strategic leadership in networking, coordination, collaboration, and communication. How might this positively or negatively impact the work and witness of the WCRC?
4. Both reports also noted the need to become more flexible in securing the necessary staff capacity for programmatic work. What are the positives and negatives of accepting seconded staff?
5. Do you have any reactions to or comments on the specific proposals from the Officers' Committee report?

The Officers' Committee proposes the following actions for discernment and decision:

1. The Executive Committee postpones the election of a general secretary until such a time when an election is feasible.
2. The Executive Committee continues the interim period with delegation of the responsibilities of the general secretary to the Collegial General Secretariat (as defined in 2021 Executive Committee, action 22), and including the Executive Secretary for Mission and Advocacy upon her/his appointment, until a general secretary is installed into office.
3. The Executive Committee appoints a Committee that shall consist of individuals from the General Secretary Search Committee, Sustainability Task Group, and Strategic Plan Programme Group, with the Collegial General Secretariat participating as *ex officio* members.

This Committee is mandated to:

- focus on the short- and mid-term sustainability challenges described in this report;
- explore ways in which the WCRC can develop a model that allows flexibility in cooperation with member churches and partners to pursue the vision and mission of the WCRC;
- present a report with proposal(s) to the 2023 Executive Committee meeting on how the conditions can be created that would:
 - a. allow the election of a general secretary;
 - b. assure sufficient staff capacity to coordinate the work of the WCRC.

4. The Executive Committee welcomes additional staff capacity that is funded by programme grants or through cooperative agreements with member churches and partners, which may include a more decentralized working model.