

The Five-Year Plan Review Team gave their report to the Leadership Team. Below is a summary of their recommendations.

Recommendations from the Five-Year Plan Review Team:

- Invite congregations to re-covenant with Ohio Conference and clarify financial commitments as soon as possible.
- Vision casting must take place now. Develop a new vision with benchmarks for the next five years.
- Conference staffing requires restructuring.
- Review and restructure the current responsibilities of the regional pastors to align with our stated vision and mission of the Conference while reducing the workload. Some possibilities:
 - Reduce time spent with pastor peer groups by allowing a retired pastor from the area or one of the pastors attending the pastor peer group lead the monthly sessions.
 - Reduce time spent in travel. Could some of their work be completed electronically, perhaps by Skype, email, or other forms of communication?
 - Consider reduction in responsibilities and/or regional pastor FTE by creating a relationship with multiple spiritual directors around the state to relate to pastors.
- We recommend that all job descriptions and policies be updated using a consistent format.

From these recommendations, Leadership Team has taken action in the following ways.

- Leadership Team has a proposed resolution to be discussed at cluster meetings and further developed. This resolution includes proposed “re-covenant commitments” from congregations.
- Vision Casting — Leadership Team is in the preliminary stages of casting a five-year vision for Ohio Conference.
- Staff restructuring — As a conference, we are currently operating with one less regional pastor. The Leadership Team is working with Transitional Conference Leader George O’Reilly and Regional Pastor Ralph Reinford to reallocate the additional regional pastor duties between them and to other leaders in the Conference (i.e. resource teams, Credentialing Ministry Team, etc.)
- Pastor peer groups — Ralph and George are working with pastor peer groups to establish one pastor to be a point person. This person will facilitate the groups so that Ralph and George do not need to attend each time.