



# Thornhill United Church

*By living our Christian faith, we answer God's call*

## A MINISTRY AND MISSION PROFILE

for Thornhill United Church

September 2015

On Sunday, September 13, the congregation of Thornhill United Church will be introduced to this document, which is called a Ministry and Mission Profile. Once this Ministry and Mission Profile has been introduced to you during our congregational meeting, it will become a very important part of the life and work of our church over the next several months. It will help us in our effort to succeed, and in our efforts to review and to evaluate our success in the ministry and mission that we do as a congregation in the future.

Please read this document with care, but keep in mind that it is intended to be a guide to us in our church's life. It is not intended to be a burden, nor does it take the place of our ever-present sense of God's guidance and God's strength in our on-going decision-making.

Thornhill United Church is a large fellowship of busy and effective followers of Jesus Christ. This Ministry and Mission Profile has been shaped by all of the discussions that you attended and worked at earlier this year, and by the input you gave using the survey in May. It has also been shaped by the Transition Team's own knowledge and insight into the character and strengths of Thornhill United Church. After it was prepared by the Transition Team it was presented to the TUC Council. The Council played a significant role in modifying and reshaping it into an even more helpful guide for us.

As we move into the future, and into the work that is at hand during the next few months, we will be looking at the Ministry and Mission Profile again. We will be asking ourselves what worked well, and what did not work so well, and why. That is when this document will be reshaped and, if necessary, rewritten. It might be changed a little, or it might have to be changed a lot. One thing we know for sure is that Thornhill United Church will be changing over the next year because, in God's world, change is always happening and change is inevitable. Change can also be renewing and life-giving.



The United Church of Canada  
 L'Eglise Unie Du Canada  
 Toronto Conference



Telling Our Story: Our Ministry and Mission Profile – August 25, 2015

Name of local ministry unit: Thornhill United Church

Address of local ministry unit: 25 Elgin Street, Thornhill, ON

Brief Description of local ministry:

Thornhill United Church is an urban church of approximately 300 households in the Greater Toronto Area. Although a new building was built in 1957, the congregation dates from 1803. In recent years, the membership is starting to become more ethnically diverse and welcomes people of all backgrounds. We presently have an Interim Minister as well as a Supply Minister for Youth, Young Families and Pastoral Care while we are working through a transition period in preparation for a new long term ministerial team.

Priority (#1 to 8)	Category Title	This is who we are as a local ministry unit: Description / Goal / Action Plan
1	Worship	<p><input type="checkbox"/> We do not have a specific goal      <input checked="" type="checkbox"/> We have a specific goal as follows:</p> <p><b>Overview:</b>                      Our congregation is predominantly middle-aged people and seniors, some being quite elderly (the median age of survey respondents was between 60 and 69). We do have a number of young families and a few people of different racial and ethnic groups. Some have come from other faith groups.</p> <p>The range of theology spans from quite conservative to members who belong to the Progressive Christianity movement. This can be an exciting challenge for the ministers.</p> <p>Music is an extremely important part of worship for this congregation. Members want a variety of music and hymns that are upbeat and joyful. We have Sanctuary, Junior and Handbell Choirs. We have guest musicians a few times a year.</p> <p>Services are a blend of traditional and contemporary. We have lay scripture readers and prayers led by lay members. Projection screens show the hymns, prayers in unison and scripture readings. Members want a balance of traditional and newer hymns. Children participate in the service (e.g. most Sundays, they are a part of the worship service before Sunday school, perform as a choir quarterly, and are involved in special events).</p> <p>The congregation wants to feel more inspired by the music, an upbeat and varied service, a time of quiet reflection. They desire a message that relates to their life today and is something they can take home and think about.</p> <p>There is an existing Worship and Music Committee; however, it is focused on the mechanics of the worship service, such as organizing volunteers, greeters,</p>

ushers, communion, etc., and is not explicitly tasked with spiritual nurture or music discussions.

Refreshments are offered in the gathering place every week after service.

**Goals:**

1. Further define and understand what the congregation means by 'worship services that are spiritually nurturing'. (E.g. what do they look like / sound like/include? Do they embrace both traditional and contemporary ideas?)
2. Reflect/promote variety in the music with a balance of old and new hymns, and different styles of music; creativity in involving different instruments/soloists/local school choirs, etc.
3. Review and consider the notes compiled from the after-service discussions held in the Spring of 2015 and IMNA survey results.
4. Prioritize hospitality and newcomer welcoming.

**Actions:**

1. Explore options for changing/expanding the scope of the Worship and Music Committee, by early 2016, to assist the ministerial team in a) defining spiritual nurture, and b) discussing the music program. Could be developed via task groups or collaborative work with the Christian Development Committee.
2. Have the Minister, Music Director, and Worship and Music Committee :
  - a. Communicate the current process for hymn selection by the Minister and Music Director to the congregation by November 2015.
  - b. Offer a collaborative path for music suggestions by early 2016.
  - c. Offer a collaborative path for worship suggestions by early 2016.
  - d. Discuss with the ministers ways to offer greater accessibility to the worship themes before and after Sunday service (e.g. synopsis in the eBlast, options for those not receiving eBlasts, posting sermons after on the Web site, etc.). The discussion will begin immediately and be ongoing.
3. Have the Minister work in collaboration with the Fellowship Committee and the Worship and Music Committee to develop an action plan for newcomer welcoming/hospitality by early 2016.
4. Supply Minister to make connections with youth in the congregation to better understand their needs/desire/gifts for worship and report back to Council by Nov. 2015.
5. Speak to local high schools with a music program to see if there are any musicians who might volunteer their talent in Sunday services. Target Nov. 2015.
6. Add 'next week's scripture readings' in the weekly bulletin as soon as possible.

**Resources:**

- \$200 per annum for gift cards to thank volunteer musicians.

**Roles:**

- Lead Persons: Worship and Music Committee Chair, Rev. Tim Dayfoot,

		<p>Fellowship Committee Co-chairs.</p> <ul style="list-style-type: none"> <li>• Team Members: Rev. Eiko Hosaka, Ethel Briggs (Music Director), Worship and Music Committee members, Transition Team members, Fellowship Committee members.</li> <li>• Role of Ministry Personnel: Leading and researching.</li> <li>• Role of Other staff: Office staff to help develop materials needed.</li> </ul> <p><b>Measurement:</b></p> <ol style="list-style-type: none"> <li>1. Worship and Music Committee has documented an outline of options for changing its scope.</li> <li>2. Congregation will have a collaborative path for music and worship.</li> <li>3. Minister, Music Director and Worship and Music Committee will provide a summary of the variety of musical experiences offered during worship in the annual report.</li> <li>4. Results from conversations with youth and local high school visits are presented to the appropriate committees.</li> </ol> <p><b>Reporting:</b></p> <ol style="list-style-type: none"> <li>1. Ministers report monthly at the Council meeting, and for the Annual Meeting.</li> <li>2. The Worship and Music Committee will report monthly to Council, in Sunday Worship according to the showcase schedule (defined below), and for the annual meeting.</li> </ol>
2	Leadership	<p><input type="checkbox"/> We do not have a specific goal      <input checked="" type="checkbox"/> We have a specific goal as follows:</p> <p><b>Overview:</b></p> <p>Leadership rests with the Ministers and Council and is collaborative. The lay leadership falls frequently to the same small number of people, although we have a couple co-chairing who are new to council this year. Burn out is an issue. Little in the way of leadership development is being done now. Some lay leadership positions are currently vacant.</p> <p>Our church has a large number of business and professional people with talents to offer. However, many are reluctant to assume leadership responsibility, are more willing to offer money before time and talent, and we have no training program for them. Also, this year, the Transition Team and Interview Team require a significant number of volunteers, leaving fewer volunteers available for other activities.</p> <p>Members sometimes express that they feel in the dark about what happens in the church although Council minutes are publicly available in the library, and members are welcome to attend Council meetings. This may also be why the sense of connectedness to the church appears lower in the IMNA survey than the national average. The number of changes in clergy over the past 3 years has also contributed to this.</p> <p><b>Goals:</b></p> <ol style="list-style-type: none"> <li>1. Foster open, transparent, respectful two-way communication between leaders and congregation members as well as among members in all aspects of church life in preparation for a new leadership team.</li> <li>2. Provide greater awareness of committee members, lay leaders, volunteers and make their roles more approachable to a) improve</li> </ol>

		<p>transparency; b) increase volunteering.</p> <ol style="list-style-type: none"> <li>3. Provide greater awareness of work and decisions by council.</li> <li>4. Provide leadership training to lay people.</li> </ol> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. The Transition Team will develop a communications plan to foster open, courteous, respectful communication in all aspects of church life.</li> <li>2. Council will oversee development of a 'showcase schedule' to recognize the leadership we have now and build on that (e.g., perhaps a poster or other visual with pictures/names of those in leadership positions and a description of their role; regular short announcements during Sunday services, or announcements in the Bulletin, by committees on a rotating basis regarding issues they are dealing with at the moment).</li> <li>3. Council will provide a monthly update in church the Sunday after the monthly Council Meeting. They may also evaluate alternative communication forums for council minutes to improve awareness of decisions (e.g. Bulletin /eBlast).</li> <li>4. Council will ensure there is a clear description of each Committee and church group, its mandate, activities and members in the Annual Report. The Annual report will be posted on the website.</li> <li>5. Before the end of their term, the Transition team will forward and encourage Council and Committees to review and act, as appropriate, on all feedback derived from the after-service discussion groups (Spring 2015), IMNA survey results and missional goals.</li> <li>6. Council will update the Constitution and make it available to the congregation by late June 2016.</li> <li>7. Ministers and M&amp;P will prepare an orientation handbook for the incoming ministerial team and prepare the congregation to welcome and support them by Jan. 2016.</li> <li>8. Ministers will research resources through the United Church or other sources for lay leadership training by Jan. 2016, and carry out training by June 2016.</li> <li>9. Council will recognize/thank our leaders at the Annual Meeting each year.</li> </ol> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Supplies and photocopying / general office expenses.</li> </ul> <p><b>Roles:</b></p> <ul style="list-style-type: none"> <li>• Lead Persons: Heather Morris for Transition Team, Joan Elliott for M&amp;P, David and/or Glenda Gilliland for Council, Rev. Tim Dayfoot.</li> <li>• Team Members: Rev. Eiko Hosaka, Heather DeGraaf, Beverley Deutsch, Sandi Hill, Duane Nelson, M&amp;P committee members, Council members.</li> <li>• Role of Ministry Personnel: Transition Team member/resource.</li> <li>• Role of Other staff: Support for computer input and copying.</li> </ul> <p><b>Measurement:</b> <i>To Develop the Ministerial Team</i></p> <ol style="list-style-type: none"> <li>1. Ministers and M&amp;P provide an orientation handbook for the incoming ministerial team.</li> </ol>
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		<p><i>To Develop/Recruit Lay Leadership</i></p> <ol style="list-style-type: none"> <li>2. Communications plan delivered to Council by Transition team.</li> <li>3. A showcase schedule is established and added to the annual church calendar.</li> <li>4. Council will provide a feedback forum for the congregation on missional goals annually.</li> <li>5. Council has included a clear description of each Committee and church group, its activities and members in the Annual Report and placed it on the website after the Annual Meeting.</li> <li>6. Council will update the Constitution and make it available to the congregation by late June 2016.</li> <li>7. Lay leadership training delivered by June 2016.</li> </ol> <p><b>Reporting:</b></p> <ol style="list-style-type: none"> <li>1. Council will present the results of progress against missional goals at the annual meeting.</li> <li>2. Council makes updates occurring each Sunday after the monthly Council Meeting starting no later than October 2015.</li> </ol>
<p>3</p>	<p>Discipleship</p>	<p><input type="checkbox"/> We do not have a specific goal      <input checked="" type="checkbox"/> We have a specific goal as follows:</p> <p><b>Overview:</b>                  We have an active Sunday School program coordinated by a group of parents under the direction of the Supply Minister for Youth, Young Families and Pastoral Care. We have traditionally had a youth group, but it is currently floundering somewhat due to low numbers/interest.</p> <p>Attempts have been made to set up a Spiritual Nurture Committee, but were discontinued due to lack of volunteers. Adult study is sporadic and most commonly led by the Coordinating Minister when it occurs. At the AGM and the discussion sessions held after church in the Spring, there was a great deal of interest in study groups and opportunities to deepen our faith and to explore other faiths. The IMNA survey provided good ideas for topics of interest.</p> <p><b>Goals:</b>                  Provide opportunities for the congregation to deepen and further develop their faith via three key goals:</p> <ol style="list-style-type: none"> <li>1. Increased opportunities for spiritual nurturing of adults (e.g. Bible study, book study, meditation group, small group discussions, seminars that could involve speakers, videos, Living the Question (LTQ), etc.). Refreshments should be included if appropriate.</li> <li>2. Increased support of the Sunday School volunteers and (investing in a more robust) curriculum. Includes clarity and communication of the roles to make volunteering easier/more approachable.</li> <li>3. More youth engaged in church services (e.g. ushering, greeting, readings) and activities (e.g. movie nights).</li> </ol> <p><b>Actions:</b>                  The ministers will lay the groundwork for a Christian Development committee (hereafter, C.D. committee), tasked with the above goals, armed with the</p>

		<p>feedback from the after-church discussions and the relevant IMNA survey results.</p> <p>They may wish to set up task groups. High priority actions should include the following:</p> <ul style="list-style-type: none"> <li>• Hold a series of spiritual nurture and/or study group sessions at least twice a year (e.g. Bible study, LTQ, Compassionate Life, etc.).</li> <li>• Hold after-church discussion sessions, at least quarterly, on theology/contemporary issues.</li> <li>• Reach out to youth, inviting them to participate in the service and help them connect their faith to contemporary issues (e.g. youth from Thornhill Secondary School).</li> <li>• Explore opportunities for youth to engage in activities with other church youth in the area.</li> <li>• Make connections with youth in the congregation to understand their needs for spiritual growth, other forms of worship, and deepening their connection with the church.</li> <li>• Provide nursery and child-care services for parents of young children.</li> </ul> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• \$1,000 (plus cost of new youth program resources) for outside leadership and materials for study groups.</li> <li>• Ministerial personnel to lead after-church discussion groups.</li> </ul> <p><b>Roles:</b></p> <ul style="list-style-type: none"> <li>• Lead Person: Initially the current Minister(s) and then the to-be-called Christian Development Minister together with the chair of C.D. Committee when formed. Heather DeGraaf to make contact with the high school to help with the Fall Fair, Christmas baskets and music as part of school volunteer credits.</li> <li>• Team Members: Minister(s), Chair of C.D. and other C.D. Members.</li> <li>• Role of Ministry Personnel: Help in identifying potential members for C.D. Committee. May require guest leaders for study group.</li> </ul> <p><b>Measurement:</b></p> <ol style="list-style-type: none"> <li>1. Christian Development Committee formed.</li> <li>2. Small group workshops and seminars will be established for adults interested in furthering spiritual growth.</li> <li>3. Greater number of Sunday School leader volunteers.</li> <li>4. Greater youth involvement in church activities.</li> </ol> <p><b>Reporting:</b></p> <ul style="list-style-type: none"> <li>• Christian Development Chair will report monthly to Council, 1-2 times at Sunday worship according to the "showcase schedule", and will report for the annual meeting.</li> </ul>
4	Pastoral Care/ Spiritual Care	<p><input checked="" type="checkbox"/> We do not have a specific goal      <input type="checkbox"/> We have a specific goal as follows:</p> <p>Pastoral Care in our congregation involves both lay people and ministers. It is a very important area for this church as we have a large number of quite elderly seniors. Ministers spend about 30% of their total time visiting members in homes or hospitals, meeting with members for baptisms,</p>

		<p>funerals and weddings. In addition, we have a Volunteer Associate Minister who visits members in hospitals about a day a week during about 8 months of the year. Ministers and lay pastoral care leaders meet monthly to update each other and coordinate pastoral work.</p> <p>Our lay visiting team visits the elderly of the congregation at Thanksgiving, Christmas and Easter. We have two lay hospital visitors trained by the hospital chaplain who visit members and adherents once a week at the local hospital. Cards are sent to those who are ill or bereaved.</p> <p>Under the direction of the Worship and Music Committee, a small group of people provide services on the 5<sup>th</sup> Sunday of month, as well as a monthly hymn sing with readings, in the long term care area of the Mackenzie Health Care Centre. One of the ministers organizes a coffee hour at a local retirement residence where we have over 20 members residing. There are six or seven members of our Prayer Chain. Prayer shawls are prepared by our knitters and made available to those in need.</p> <p>One minister and a member of the congregation who is a psychologist ran a 3- session workshop on "Living with Grief" this year and there was good attendance.</p>
5	Justice and Outreach	<p><input checked="" type="checkbox"/> We do not have a specific goal      <input type="checkbox"/> We have a specific goal as follows:</p> <p><b>Justice</b> We had a Social Justice Group in the past who wrote letters, collected clothing and bedding and advocated for First Nations and other disadvantaged groups. This group was disbanded last September 2014.</p> <p>We have installed solar panels and have undertaken a review of our site to be energy efficient and promote use of recyclable materials.</p> <p><b>Outreach</b> Our community outreach is very active. We offer the following activities:</p> <ul style="list-style-type: none"> <li>• Daily school breakfast program at a local school.</li> <li>• (Almost) weekly program + a 1 week long summer day camp for mentally challenged adults (Club Handi).</li> <li>• Out of the Cold program for the homeless, Friday evenings to Saturday mornings from January to March in conjunction with other local churches and faith groups. This program is funded by York Region from Provincial grants as well as by donations from church members in the area.</li> <li>• Low cost community dinners about 6 times a year, open to non-members in the community as well as members.</li> </ul> <p>We also have periodic mission notifications (primarily in the weekly bulletins) focused on global event exposure to 'broaden our horizons' and help those in greater need.</p>
6	Spirituality / Self-Care	<p><input checked="" type="checkbox"/> We do not have a specific goal      <input type="checkbox"/> We have a specific goal as follows:</p> <p>Our spirituality is an important part of our growth as individuals. There was a stated desire for more opportunities for spiritual nurturing, growth and sharing at our recent after-worship session while discussing the Discipleship missional goal (and is thus somewhat addressed there).</p>



		<p>In our congregation, some people have personal connections with other members and some attend only the worship service. Those who participate in small groups such as committees, projects or the choir appear well connected, enjoy each other's company and form friendships. Members of the small groups often support one another in difficult times. There are others who are less involved and connected and many who choose not to be involved beyond weekly attendance.</p> <p>There are groups that meet to play bridge, knit prayer shawls, and participate in woodworking, and our community dinners are popular social events. The youth group enjoys some fun activities and there are suppers and movie/family nights for young families.</p> <p>Our supply minister has recently formed a meditation group.</p>
7	Ministry Partnerships	<p><input checked="" type="checkbox"/> We do not have a specific goal      <input type="checkbox"/> We have a specific goal as follows:</p> <p>In Thornhill, the churches and other faith groups meet and cooperate on a number of initiatives such as the Out of the Cold through a group we call the Mosaic. In addition, we do a Christmas Assistance program of food baskets and toys delivered to the needy in our community. During Lent, ecumenical Sunday afternoon services are held at a different church each week with a minister/priest from another church delivering the message. Other partnerships include Yellow Brick House, Food Grains Bank, Scouting and our Breakfast Club (partnering with York Region Food for Learning program).</p> <p>TUC has two active presbytery representatives.</p>
8	Stewardship	<p><input checked="" type="checkbox"/> We do not have a specific goal      <input type="checkbox"/> We have a specific goal as follows:</p> <p>We have just completed a stewardship campaign which involved a mail out to all households asking to confirm their financial and volunteer time commitments for the coming year.</p> <p>We recognize the difficulty in finding volunteers with time and energy, and are hoping the overarching transparency goals and Leadership missional goal will contribute to improvements with time and talent contributions.</p> <p>Last year, we had to reduce our custodian's time to half time in order to stay within budget.</p> <p>While the results of last year's financial results appeared positive due to some one time circumstances (part-time staff, money from temporary parking, etc.), TUC is expected to struggle to make ends meet. We do have some money in reserve, but that is being drawn on at times and will not last.</p> <p>We need to begin looking at new, alternative/additional ways of raising funds and managing our operating expenses.</p> <p>Our building committee carefully manages the upkeep and modernization of our facility. We consider it important to be good stewards of our building as well as of our financial gifts and our time and talents.</p>

## A TIMELINE OF TARGET DATES

<b>Task</b>	<b>Owner</b>	<b>Target</b>
Discuss ways to offer greater accessibility to the worship themes before and after service.	Minister, Worship & Music Comm.	Sep-15
Add 'next week's scripture readings' in the weekly bulletin.	Minister	Sep-15
Develop communications plan: foster open, courteous, respectful communication in all aspects of church life.	Transition Team	Sep-15
Provide monthly updates after each Council Meeting.	Council	Oct-15
Oversee development of a 'showcase schedule' to recognize the leadership we have now and encourage volunteerism.	Council	Nov-15
Communicate the current process for hymn selection to the congregation.	Minister, Music Director, Worship & Music Comm.	Nov-15
Make connections with youth in the congregation to better understand their needs/desire/gifts for worship and report back to Council.	Supply Minister	Nov-15
Speak to local high schools with a music program to see if there are any musicians who might volunteer their talent in Sunday services.	Transition Team	Nov-15
Review and act, as appropriate, on all feedback derived from the after-service discussion groups (Spring 2015), IMNA survey results and missional goals. (Target: dissolution)	Transition Team, Various	Jan-16
Prepare an orientation handbook for the incoming ministerial team; prepare the congregation to welcome and support them.	Ministers, M&P	Jan-16
Research resources through the United Church or other sources for lay leadership training.	Ministers	Jan-16
Lay the groundwork for a Christian Development committee.	Ministers, New Task Groups	Jan-16
Make connections with youth in the congregation to understand their needs for spiritual growth, other forms of worship, and deepening their connection with the church.	Minister	Jan-16
Explore options for changing/expanding the scope of the Worship and Music Committee to a) define spiritual nurture, and b) discuss the music program.	New Task Group, Christian Dev. Committee	Feb-16
Offer a collaborative path for music suggestions; offer a collaborative path for worship suggestions.	Minister, Music Director, Worship & Music Comm.	Feb-16
Develop an action plan for newcomer welcoming/hospitality.	Minister, Fellowship Comm., Worship & Music Comm.	Feb-16
Provide nursery and child-care services for parents of young children.	Minister	Feb-16
Ensure there is a clear description of each Committee and church group, its mandate, activities and members in the Annual report.	Council	Mar-16
The Annual report will be posted on the website.	Council	Mar-16

## A TIMELINE OF TARGET DATES

<b>Task</b>	<b>Owner</b>	<b>Target</b>
Council will recognize/thank our leaders at the Annual Meeting each year.	Council	Mar-16
Hold after-church discussion sessions, at least quarterly, on theology/contemporary issues.	CD Comm. Or Task Group	Mar-16
Reach out to youth, inviting them to participate in the service and help them connect their faith to contemporary issues (e.g. youth from Thornhill Secondary School).	CD Comm. Or Task Group	Mar-16
Explore opportunities for youth to engage in activities with other church youth in the area.	CD Comm. Or Task Group	Mar-16
Hold a series of spiritual nurture and/or study group sessions at least twice a year (e.g. Bible study, LTQ, Compassionate Life, etc.).	CD Comm. Or Task Group	Apr-16
Update the Constitution and make it available to the congregation.	Council	Jun-16
Carry out lay leadership training.	Ministers	Jun-16