



Anglican
Diocese of
Ottawa

SPMC Eleven Actions—10: Equipping parishes to thrive

A PLAN FOR PARISH DEVELOPMENT

For approval by Synod 2023 (see motion on page 3)

Introduction

Our ADO Synod of 2022 gave resounding approval to Proposal 2 from the Shape of Parish Ministry Consultation (SPMC). Proposal 2 called us to focus on our strategic priority of lifelong formation, and to meet our deep desire to nurture and honour the work of all the baptized, including lay people, deacons, priests, and bishops.

Nurturing the communities in which the baptized and seekers gather can happen through the work of parish development.

This document has been prepared by the following people, appointed in consultation with the Bishop: The Rev. Kerri Brennan (Lead); The Rev. Matthew Brown; Leslie Giddings; Heather Maclachlan; The Rev. Rosemary Parker; assisted by The Rev. Canon Dr. Peter John Hobbs.

What is Parish Development?

Parish development is about equipping congregations with core knowledge and skills that are essential to thriving—particularly during times of significant change. It is crucial we understand how healthy parishes work and how to work within our parishes. This knowledge and skill development applies to every parish and congregation, of whatever size, and in every part of our diocese: rural, towns and villages, suburban and urban.

The Plan

The accumulated knowledge and resources we gained from participating in the School for Parish Development for several years, in addition to new educational and training resources from other SPMC Actions, can be built on and expanded into a program of modules for parish development. This component of modules, as part of a collection of congregational development tools, will better equip individual parish or congregational councils, leaders, and their clergy to thrive.

The modules will be provided as short (maximum 30 minutes) videos, easily accessible from our ADO website, and would initially address five key areas such as parish governance, building healthy communities, visioning and priority-setting, effective stewardship, and engaging with the wider community. Because the knowledge and skills related to parish development are essential to thriving, it is expected the leadership teams (Corporations and Councils) of each parish and congregation will complete the modules. Modules will be reviewed, revised, or re-developed over time to ensure that current best practices are being made available and content remains relevant and up-to-date.

The modules will be one component of parish development in our diocese, and will be complemented by other activities such as occasional in-person and/online learning events. Ideally, the Learning Commons will set in place Resource Hubs and Knowledge Networks to provide additional parish development resources and support.

How will the Parish Development be Established?

Parish development will be the responsibility of a sub-committee of our ADO Education Committee. The subcommittee will be accountable to Diocesan Council through the Education Committee. The Appendix shows the proposed terms of reference for a Parish Development Sub-Committee (PDev).

PDev will work collaboratively with diocesan staff and other leaders and groups to produce modules. These modules will be short, cost-effective, slide-based, voice-over videos, which will be housed on our diocesan website. A built-in control will provide acknowledgement when modules are completed by individual parish or congregational councils, other key leaders, and their clergy. Each module will point to additional resources, include the ability to forward questions, and offer evaluative feedback to PDev.

PDev will also source or prepare additional parish development learning opportunities, including occasional in-person and online events.

The Initial Modules

Module 1: ADO Governance

Content will offer an overview of the structures of the governance within our Diocese.

- Our Diocese
 - Episcopal function
 - Synod, Diocesan Council, Standing Committees, CBRs
- Parish structure
 - Corporation and Vestry
 - Parish Council / Parish Central Committee / Congregational Councils

Module 2: Healthy Community

Content will explore the centrality of trust in building relationships for thriving ministry.

- Trust Development Theory
- Trust-Building Methods and Tools in Congregational Life
- Addressing Conflict
- Inter-Group Relations

Module 3: Parish Visioning and Priority-Setting

Content will introduce essential elements of, and the necessity for addressing strategic thinking, visioning, and priority setting.

- When to lead a visioning process?
- What format can your visioning take?
- Who to involve in the visioning process?
- Who facilitates the visioning process?

Module 4: Parish Stewardship

Content will complement and serve as introduction to content prepared by Sandra Hamway, Director of Communications and Development, and her Stewardship Team.

- What research tells us about Stewardship effectiveness
- Identifying the essential elements of an annual stewardship program
- When and how to run a stewardship campaign
- Addressing resistance

Module 5: Contextual Mission

Content will compliment and serve as introduction to work led by the Contextual Mission Sub-committee.

- What is Contextual Mission?
- Why is it needed and how is it relevant for today's Church in light of diverse contexts and demographics?
- What is meant by a New Worshipping Community?
- How does a parish begin the process of exploring Contextual Mission?

Budgetary Considerations

It is expected video content creation and communications efforts (to raise awareness and motivate ADO key audiences to participate) will be managed by the Parish Development Sub-Committee in consultation with Sandra Hamway. The five initial videos will be developed and released in 2024, and the total cost of video editing, based on local market research, is estimated at between \$4,500-5,000.

Timetable

Following approval by Synod 2023:

November 2023	Chair of PDev appointed by Bishop and membership approved by Diocesan Council.
June 2024	Modules 1, 2, 3 completed and posted. Linkages made with Learning Commons. Implement communications plan to raise awareness and motivate participation.
November 2024	Modules 4, 5 completed and posted.
March 2025	Evaluation and Report prepared for Diocesan Council Proposals for new/revised modules or learning events
April 2025+	Ongoing monitoring, refinement, and development

MOTION: That Synod approve the *Plan for Parish Development*, as presented.

Appendix: Terms of Reference for Parish Development Sub-committee

Context:

Proposal 2 of the Shape of Parish Ministry Consultation called for the development and implementation of a parish development program that would be offered with flexible timing and formats to maximize accessibility for all parishes in our diocese. The Parish Development Sub-committee (PDev) shall undertake this work.

Mandate:

To provide video modules and other opportunities for individual parish or congregational councils and their clergy, along with other key leaders, to acquire essential parish development knowledge and skills.

Accountabilities, Authority and Responsibilities

PDev is a sub-committee of the Education Committee (EC) and is accountable through the EC to Diocesan Council.

The Education Committee has authority over PDev on matters related to programs, services, and budgets within its mandate.

PDev is responsible for the development, implementation, and ongoing monitoring and evaluation of *the Plan for Parish Development approved by Synod 2023*. The Plan calls for equipping parishes and congregations with core knowledge and skills about parish development that are essential to thriving—and apply to every parish and congregation, of whatever size, and in every part of our diocese: rural, towns and villages, suburban and urban.

Membership and Composition

PDev will include a diverse mix of clergy and lay members, as well as a Chair. Ideally, these roles will represent both urban and rural communities. Membership should also reflect expertise in the substantive and practical requirements of the PDev mandate.

Membership will be determined by the EC in consultation with the Bishop.

Meetings

PDev will meet as required to fulfil its mandate.