

Frequently Asked Questions

- 1. Will we get the interview questions beforehand?**
 - a. Yes. During the month of May your assigned SPMC team member will contact you and provide the questions, other supporting materials and start booking interview dates. The questions are also available in the Resource Toolkit section of the web page.

- 2. How should we prepare for the interview?**
 - a. Read, distribute and consider the questions in advance of the interview. Host an internal meeting, town hall, a regularly scheduled parish council meeting and / or other group meetings to discuss how you as a parish will respond during the interview.

- 3. Who should participate in the interview?**
 - a. The clergy and the members of the parish best suited to reflect the mind of the parish in response to the questions. In order to have a meaningful conversation we recommend 6-8 people.

- 4. Our parish has limited capacity to facilitate the preparatory internal meeting, are there resources available to help?**
 - a. Yes, contact your SPMC team member to discuss details.

- 5. There have been similar initiatives in the past. How is this different?**
 - a. We're building the capacity and willingness for change by using a collaborative approach rather than an externally imposed model. Over the past 10-15 years the shape of parish ministry in our diocese has changed for many reasons. Rather than being shaped by factors not of our choosing, this process will allow us to guide the changes to the shape of our parish ministry and buildings that we must make. In addition, as part of our process we will be looking at opportunities for growth, innovation and creativity beyond our current shape of parish ministry.

- 6. We are currently looking for a new incumbent. Will this slow down the process?**
 - a. The Bishop has reassured us that any immediate or urgent needs of parishes will be dovetailed into the work of this process in a timely manner

- 7. We just went through a restructuring. Do we have to do this, again?**
 - a. The work we are doing is unique in that it focuses on our diocese as a whole with regards to development and decision making. Any recent restructuring can be used to enhance the work now taking place.

8. How is this profile different from the one prepared when searching for a new incumbent?

- a. The intent of the profiles are different. This one is a targeted response to a consistent set of questions that balance the current situation and future potential or direction of your parish within our wider diocese.

9. How do we deal with COVID?

- a. COVID is the context through which we will be working and we will pivot as necessary, adapting the process to virtual or in-person (with restrictions) meetings as appropriate and/or necessary. Additionally, our 10 years of preCOVID statistical information gives us a good basis for reviewing trends while this past year of COVID gives us an opportunity to focus on our relationships with one another and our surrounding communities to see what is possible in new and varied ways.

10. Is there a predetermined outcome to this process?

- a. Everything is on the table. We need to consider various ways of ministering to all Anglicans within our diocese, from cradle to grave. We will come to see that we are called to close some buildings and to create new ways of including everyone in parish ministry. We will also come to see that we are called to build new buildings in new places—and we will see that we have the collective resources to buy land, construct creative structures, and populate them with skilled clergy and lay teams who can build new congregations.