

# **Mission and Ministry Plan**

**Part 2**  
**(Optional)**

## Creating a Mission and Ministry Plan

The Bishop of Huron has asked that every parish/regional ministry in the Diocese create a Mission and Ministry Plan for the 5 year period 2018-2022, to be submitted to Annual Vestry 2018 and to the Diocese (1 copy to the Territorial Archdeacon and 1 copy to the Executive Archdeacon) by March, 2018. The intention is to identify a way forward for every part of the Diocese, with clearly identified mission purpose and concrete goals to support that purpose. This booklet is useful for advanced portions of that plan. It may also be used to define further goals in later years. **There is no deadline for completion of Part 2 of the Mission and Ministry Plan.**

We have provided a template (attached) that all parishes/regional ministries are expected to use, along with some advice on process (attached). This booklet contains advancement and stretch goals that parishes are encouraged to consider. You may choose to identify goals from among those suggested or enter your own under "Other." There is a column for "Proposed Action." Here is where you enter your plan for fulfilling the goal.

The template is divided into sections: five based on the Five Marks of Mission, and others on Ministry and Leadership, Congregational Health, Long-term Future, Buildings, and Finances. Each section includes an explanation and room for goal-setting.

## Suggested Process

In order to simplify the task of creating a plan, we've identified a process that we think will be helpful. Your parish/regional ministry may have its own way of moving forward and that's fine. Steps 6 and 7 are not optional, however. The Mission Plan must be passed by Vestry and submitted to Church House and the Territorial Archdeacon.

1. Create a task force to response to the challenges of the five marks of mission as identified within the mission plan. It is suggested that this visioning not be made another task of the council or wardens, but that a separate task force be created that will involve fresh and experienced eyes. The task force must include the Rector/Priest-in-Charge.
2. Terms of reference should be prepared by council to ensure that the committee has a clear focus of what their tasks and deadlines are. This will include the requirement that regular reports be provided to the Parish/Regional Council. The task force should consider the results of the Self-Assessment, the phased goal benchmarks in the diocesan mission plan and other available resources.
3. Concurrently the council should complete the Parish Self-Assessment. Knowing where you are can help you to know where you can go. The questions asked in the Self-Assessment are intentionally arranged to prepare you for answers that you can enter into your Mission Plan. It will be an essential resource for the work of the Task Force. However completing it should not become one of its tasks.
4. Separately the Clergy/Council/Wardens/Finance/Building Committee should respond to the goals set in sections 6 – 10 of the mission plan.
5. Distribute the draft to the congregation(s) and invite amendments and other responses; a Town Hall meeting or some similar form of engagement is a good idea within the month of June. The findings of the task force should be shared with wardens and council before any vestry submission or presentation.
6. The final plan must be accepted by motion of Vestry.
7. Submit final copies to: 1) the Executive Archdeacon of the Diocese of Huron, the Ven. Tanya Phibbs, and 2) the Territorial Archdeacon. Together the archdeacons will review and respond to each submission.

## **Mission and Ministry Plan**

### Sections

1. Evangelism: The First Mark of Mission
2. Discipling: The Second Mark of Mission
3. Service: The Third Mark of Mission
4. Transforming Society: The Fourth Mark of Mission
5. Safeguarding and Renewing the Earth: The Fifth Mark of Mission
6. Ministry and Leadership
7. Congregational Health
8. Long-term Future
9. Buildings
10. Finances

### 1. Evangelism: The First Mark of Mission

“To proclaim the Good News of the Kingdom” is to share the news that in Christ God is reconciling the world to himself (2 Cor. 5:19), in words. How can you speak the Good News to the world around you?

| Evangelism: Advancement Goals  | Proposed Actions and Completion Dates |
|--|---------------------------------------|
| <p>Create an Evangelism Plan for your parish/regional ministry</p> <p><i>-an Evangelism Plan helps your congregation(s) to consider vocation and possibilities around communicating the Good News of Christ Jesus to those whom you can reach</i></p> <p><i>-the Congregational Coaches or Director for Mission and Ministry can provide a training session in how to create an Evangelism Plan</i></p>  |                                       |
| <p>Appoint an Evangelism Team for your parish/regional ministry</p> <p><i>-an Evangelism Team can help you to identify ways to speak the Good News to those whom you can reach</i></p> <p><i>-an Evangelism Team can help you to set parish/regional ministry priorities that will foster evangelism</i></p>   |                                       |
| <p>Create an ongoing fresh expression of church programme</p> <p><i>-an ongoing fresh expression of church programme is an activity that your congregation does routinely and on a sustained basis that communicates the Good News and engages people with Christianity explicitly</i></p> <p><i>-it is oriented toward people who aren't in your congregation and they are the predominant attendees</i></p> <p><i>-this may include “Messy Church,” “Praise and Pizza,” “Beer and Bible”... (as long as the predominant attendees aren't usual congregation members)</i></p> |                                       |

|        |  |
|--------|--|
| Other: |  |
|--------|--|

| Evangelism: Stretch Goals  | Proposed Actions and Completion Dates |
|--|---------------------------------------|
| Plant a new congregation, in your building or somewhere else<br><br><i>-This is a challenge that the Bishop and Director for Mission and Ministry would be pleased to help with. A new congregation won't likely look like your traditional one. It will most probably be a fresh expression, as described above, in the Advancement Goals section. The idea of a new congregation is that it isn't focused on connecting with the existing congregation, but will develop its own life.</i> |                                       |
| Other:   |                                       |

## 2. Discipling: The Second Mark of Mission

“To teach, baptize and nurture new believers” and, indeed, all believers, is the work of discipling. How can your congregation(s) foster the Christian development of new participants, long-time members, and everyone in between?

| Discipling: Advancement Goals   | Proposed Actions and Completion Dates |
|---|---------------------------------------|
| Participate in an “Education for Ministry” group<br><br><i>-EfM is a diocesan and nationally supported programme of Christian formation.<br/> - information is under “Ministries” on the diocesan website</i>   |                                       |
| Run a Christianity 101 course<br><br><i>-parish resources include: Rowan Williams’ “Being Christian” and “Being Disciples,” William Harrison’s “Frequently-Asked Questions in Christian Theology,” the Episcopal Church’s “New Church’s Teaching Series.”</i>   |                                       |
| Participate in “Cursillo”<br><br><i>-Cursillo is an international organization that runs weekend courses on engaging with Christianity and has follow-up worship services and other events<br/> - information is under “Ministries” on the diocesan website</i> |                                       |
| Other:  |                                       |

| Discipling: Stretch Goals  | Proposed Actions and Completion Dates |
|--|---------------------------------------|
| <p>Provide mentor(s) for training and host an “Education for Ministry” group</p> <p><i>- information is under “Ministries” on the diocesan website</i></p>   |                                       |
| <p>Host a Huron University College advanced formation course (the Licentiate in Theology programme is intended for advanced level parish lay formation)</p> <p><i>-contact Huron University College Faculty of Theology for more information</i></p> |                                       |
| Other:   |                                       |

### 3. Service: The Third Mark of Mission

“To respond to human need by loving service” is a central aspect of Christ’s call. The challenge for us is to remember that loving service engages us personally with those in need, so that we are changed by the encounter. Simply providing a building or sending a cheque misses the heart of what Christ asks of us, indeed, offers us. How can your congregation(s) find real needs and offer service that is truly loving?

| <b>Service: Advancement Goals</b>  | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Investigate to determine what local organizations operate in your area to assist categories of people in need - food banks, assistance to refugees, services/support for the homeless etc. |  |
| Determine which of the identified organizations best correspond to the parish goals and prioritize. Initiate contact to offer human and/or financial support as appropriate.               |  |
| Other:   |  |

| <b>Service: Stretch Goals</b>  | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Annually assess the impact and effectiveness of the parish’s outreach involvement and confirm or revise such activity. |  |

Other:

#### 4. Transforming Society: The Fourth Mark of Mission

“To seek to transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation” is a call to go beyond charitable giving and help to change the world that creates human needs. How can your congregation(s) join in God’s work of building the Kingdom by participating in the transformation of society?

| <b>Transforming Society: Advancement Goals</b>  | <b>Proposed Actions and Completion Dates</b> |
|---|--|
| Appoint a contact person for Kairos Canada, the ecumenical social justice organization in which the Anglican Church of Canada participates. |  |
| Other:  |  |

| <b>Transforming Society: Stretch Goals</b>   | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Interfaith activities/dialogue: Become involved with a non-Christian faith community near you. |  |
| Other:   |  |

##### 5. Safeguarding and Renewing the Earth: The Fifth Mark of Mission

As Christians, we are called to “safeguard the integrity of creation.” Our world is a gift from God. We bear responsibility for it. How can your congregation contribute to the work of caring for the Earth?

| <b>The Earth: Advancement Goals</b>  | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Create a “bee garden”, set of “bat houses”, or make other environmentally sensitive use of church grounds. |  |
| Other:   |  |

| <b>The Earth: Stretch Goals</b>  | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| As a congregation, participate in a community green project or organization. |  |
| Other:   |  |

## 6. Ministry and Leadership

| Ministry and Leadership: Advancement Goals   | Proposed Actions and Completion Dates |
|--|---------------------------------------|
| Leadership regeneration<br><br><i>-congregations suffer when leaders remain the same, year after year</i><br><i>-inviting new leaders helps a parish to develop and grow</i> |                                       |
| Communications strategy<br><br><i>-a strategy to help the congregation and larger community know about what's happening</i>  |                                       |
| Ministry volunteer fair<br><br><i>-an opportunity for the congregation to learn about ministry opportunities and consider them</i>   |                                       |
| Exploring opportunities to cooperate with other parishes   |                                       |
| Annual Parish Council retreat  |                                       |
| Leadership training event  |                                       |
| Other:   |                                       |

| <b>Ministry and Leadership: Stretch Goals</b>   | <b>Proposed Actions and Completion Dates</b> |
|---|--|
| Team Ministry<br><br><i>-work with other parishes or denominations as a team<br/>-fully including laypeople<br/>-voice in the public square</i> |  |
| Raise up Licensed Lay Readers, Deacons, Priests for Specialized Ministry  |  |
| Other:  |  |

## 7. Congregational Health

| Congregational Health: Advancement Goals   | Proposed Actions and Completion Dates |
|--|---------------------------------------|
| <p>Incorporate a systems approach to handle and resolve conflict well.</p> <p><i>-study and integrate the teachings of a systems theorist such as Peter Steinke into leadership of the parish. (Healthy Congregations, 2006; Congregational Leadership in Anxious Times, 2006; How Your Church Family Works, 2006)</i></p> |                                       |
| <p>Being a fully welcoming and affirming congregation/parish</p>   |                                       |

| Congregational Health: Stretch Goals   | Proposed Actions and Completion Dates |
|--|---------------------------------------|
| <p>Adaptive leadership training for leaders in the parish.</p> <p><i>-we are in a moment of change that requires leaders to be adaptive<br/>-such training helps leaders be courageous and responsible</i></p>                               |                                       |
| <p>Incorporate a systems approach to handling and resolving conflict into congregational life.</p> <p><i>-teach and integrate the work of a systems theorist such as Peter Steinke into congregational life. (A Door Set Open, 2010)</i></p> |                                       |
| <p>Parish retreat focused as a “day away” for members of the parish to worship, pray, eat, rest, and play together.</p>  |                                       |

Other:

## 8. Long-term Future

| Long-term Future: Advancement Goals   | Proposed Actions and Completion Dates |
|---|---------------------------------------|
| <p>Do the “Reimagining Church” course</p> <p>- “Reimagining Church” is available online at:<br/> <a href="http://www.freshexpressions.ca/project/reimaginingchurch/">http://www.freshexpressions.ca/project/reimaginingchurch/</a></p> <p>-you may wish to engage a congregational coach or the Director for Mission and Ministry to lead the course, but it can easily be led by clergy or theologically trained laypeople</p> |                                       |
| <p>Develop an Evangelism Plan with neighbouring parishes/regional ministries</p> <p>-the Director for Mission and Ministry has prepared a one-day course on evangelism planning, available through the Director or the Congregational Coaches</p> <p>-you may wish to engage a congregational coach or the Director for Mission and Ministry to lead the course</p>   |                                       |
| <p>Other:</p>   |                                       |

| Long-term Future: Stretch Goals   | Proposed Actions and Completion Dates |
|---|---------------------------------------|
| <p>Enter serious discussions at the Parish Council and congregational level about the future of your congregation(s)</p> <p><i>-you may wish to engage a congregational coach to help you structure these discussions</i></p>   |                                       |
| <p>Enter serious discussions with neighbouring parishes/regional ministries about whether a closer relationship, such as partnership, regional ministry (realignment), or amalgamation (reorganization) would strengthen Christian/Anglican ministry in your area</p> <p><i>-you may wish to engage a congregational coach or someone from Church House (Bishop, Executive Archdeacon, Director for Mission and Ministry) to help you structure these discussions</i></p> |                                       |
| <p>Other:</p>   |                                       |

9. Buildings

| Buildings: Advancement Goals  | Proposed Actions and Completion Dates |
|---|---------------------------------------|
| Consider how many functions within the current building could be accommodated by the parish elsewhere or in another way.  |                                       |
| <p>Extend the list of building issues and costs to cover anticipated work 20 years into the future</p> <p><i>-work identified in the 10 – 20 year category tends to reflect age and life expectancy of building components as much as their current condition</i><br/> <i>-this information should be shared with the finance committee</i></p>   |                                       |
| <p>Consider whether your current facilities serve the goals set in your Mission and Ministry Plan. Identify goals that might require changes to the facilities, beyond simply maintaining it in good condition.</p> <p><i>-identify potential costs of any such changes</i><br/> <i>-consider options for meeting the needs in a different way</i><br/> <i>-based on projected cost develop a capital strategy for implementation</i></p> |                                       |
| Working with the finance committee, develop a projection of when major capital work needs to be completed and how it will be funded and financed.   |                                       |

| <b>Buildings: Stretch Goals</b>  | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Consider removing portions of the building that are no longer needed or expensive to repair. |  |
| Consider relocation and sharing another facility.  |  |

10. Finances

| <b>Finances: Advancement Goals</b>   | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Extra mile budget<br><br><i>-an extra mile budget includes a commitment to pay 110% of apportionment, strengthening the diocesan community</i> |  |
| Capital expenses reserve fund<br><br><i>-a capital expenses reserve fund puts money aside for future major repairs</i>                         |  |
| Other:   |  |

| <b>Finances: Stretch Goals</b>   | <b>Proposed Actions and Completion Dates</b> |
|--|--|
| Evangelism budget<br><br><i>-an evangelism budget commits money for the purpose of explicitly communicating Christian faith with people whom you hope to reach</i> |  |

|   |  |
|---|--|
| Discipling budget<br><br><i>-a discipling budget commits money for the purpose of enabling people to grow in Christian faith and understanding<br/>-this may include Christian education events, groups, and activities for the parish/regional ministry and for others</i> |  |
| Other:  |  |