

DIOCESAN COMMITMENT to PLANTING THREE NEW CHURCHES

The Parishes of St. John Shaughnessy (SJS), St. Matthias & St. Luke (SMSL) & St. Matthew Abbotsford (SMA) with their land and buildings have been returned to the Diocese of New Westminster (DNW) as a result of the judgment of Mr. Justice Kelleher of the Supreme Court of BC, and subsequent dismissals of appeals from the Appeal Court of BC and the Supreme Court of Canada. DNW wishes to begin new worshipping communities with unique ministries in these three strategic places in response to unique ministry opportunities appropriate for their communities and locations.

DNW will facilitate new church plants at each parish by committing to a range of actions, support, and leadership resulting in the return of each of these parishes to vitality of mission & ministry and viability of financial and physical plant stewardship and conditions leading to long term sustainability as incorporated parishes of DNW.

1. DNW will work with returning members, former members, and new members in developing Anglican Church of Canada, Diocese of New Westminster worship, ministry and mission.
2. DNW will, in consultation with the individual parishes, actively seek full time clergy to plant these new churches.
3. DNW will provide leadership development and administrative support to the new mission councils, including the Church Wardens and Incumbent, as necessary, to assist in establishing a new church plant.
4. DNW will commission a complete physical plant assessment by Colliers for all of the current buildings at each of the named locations to determine the current conditions. Further, the assessments will aid in establishing what is required in order to bring the facilities in line with current fire and safety regulations in addition to addressing deferred maintenance and improvement issues.
5. DNW will, by way of grant(s) support the net financial deficits, both operating and capital, based on approved plans and budgets of the parishes for an initial three period (reviewable and renewable). The new worshipping communities will use whatever funds are available to them from the departing congregations, in addition to their current offerings, as first monies used. DNW will use any funds obtained by possible future litigation to return grants to the funds which provided the grants

The stated objective of the new church plants is "to establish Diocese of New Westminster, Anglican Church of Canada worship, ministry, and mission to SJS, SMSL and SMA". It is the desire of DNW to have, vital, viable self-sustaining parishes at each of these three locations in three to five years at a cost equivalent of planting one new church. The financial commitment for this 'once in a lifetime' opportunity of DNW will be up to \$4.5 million.

The funding is coming from the assets of the parishes returned to the Diocese by the Courts of Canada, together with significant support from the Diocesan New Development Fund as the three new church plants move forward. If, after a period of time, the Diocese decides one or other of these new church plants is not going to become vital and sustainable the project funding will be returned from the disposition of assets no longer required.

With all challenges come opportunities. We have three incredible opportunities to restore ministry in three different locations whereby we can proudly say we have brought people to Christ.

Three New Church Plants

A Plan for Leadership in the next period

Background:

Three Parishes, St. John's, Shaughnessy (SJS), St. Matthias and St. Luke , Oakridge) (SMSL), and St. Matthew's, Abbotsford (SMA), have all been returned to diocesan leadership in as a result of court decisions at BC Supreme Court, BC Court of Appeal and the Supreme Court of Canada. The Diocese of New Westminster (DNW) wishes to begin new church plants and new worshipping communities with unique ministries in these three strategic places. The DNW has committed a range of actions and resources to see vitality of ministry grow in these places.

All three parishes are working to achieve vitality in mission and ministry and viability of financial and physical plant stewardship in their locations. Each is doing it somewhat differently according to perceived needs and opportunities. In each case there is a need to build a community of skilled, experienced people who have the expertise to guide a faith community through this unaccustomed, challenging and exciting opportunity.

People, new to parish ministry, appointed to deal with the challenges in these communities sometimes feel overwhelmed by the magnitude, breadth and scope of the things that need doing.

With challenges come many opportunities. We have three incredible opportunities to plant new vital ministry in three different strategic locations whereby we can proudly say we have brought people to Christ. Vital and sustainable parishes can be attained if appropriate attention and support is provided.

To achieve this, we need a different and a more focussed approach from our normal day to day procedures...

A snapshot of what might happen

At the parish level those who are beginning need to be enabled to set out a vision – at least for the next few years - of what they believe they are being called to be and do as a part of God's mission. That vision needs to be moulded into what is possible from a diocesan perspective, and what resources need be brought to bear to enable the achievement of that vision.

From a diocesan point of view we need to establish leadership and support which can lead these three new churches from a starting point to a secure goal of being vital ministry and sustainable within a reasonably short time frame, acknowledging that the 'path' and 'destination' may be different for each community. The Diocese needs to provide funding and technical support to bring the buildings to a more appropriate standard, based in part on the Colliers assessments done at each location.

The approach recommended to be taken is to largely separate the three parishes from the normal diocesan interactions, and cluster them together in a temporary environment where a more intensive support system can be provided.

Our premise of an action plan starts with a single senior priest, in whom the bishop has sufficient confidence, to be delegated a significant amount of authority and discretion. This senior priest needs to be the leader, on task for ¼ time for Year One beginning July 1, 2012.

Suggested job description:

Key Function: As the Bishop's Missioner, and at the Bishop's direction, work to provide leadership, coaching and facilitation, as necessary, to enable the most efficient and effective restoration of

sustainable ministry in the parishes of St John (Shaughnessy), St Matthias-St Luke (Oakridge) and St Matthew (Abbotsford).

Key Relationships:

- Accountable to the Bishop of the Diocese of New Westminster
- Support the Priests at SJS, SMSL, and SMA
- Connect with leadership teams in each of the congregations
- Consult with the Director for Mission and Ministry Development, Business Administrator, Treasurer and Assistant Treasurer on a regular basis

Key Tasks:

1. In each congregation, and accepting each is different in ethos and identity, facilitate a process (3 - 5 months) of leadership team building (clergy and lay) for the development of a vision/action plan for sustainable ministry. A timeline that marks key steps in realizing the vision and implementing the action plan will be an integral part of the plan. Key values in each plan will be: engagement in God's mission with a ministry plan to achieve the respective vision in each church plant, commitment to growth in numbers of contributing parishioners, shared leadership, and all grounded in prayer and spiritual discernment.
2. With each parish team, evaluate progress towards the achievement of the vision and adjust, where necessary, to take into account new information and experiences.
3. Assisted by the Project Steering Committee (see below), work cooperatively with each leadership team to identify and help to find/source the resources and skills needed to implement and achieve the action plan.
4. Develop a two-year program of education and skill development for leadership teams (clergy/lay) in doing this work in each location. Budgets will be provided to employ coaches, speakers, consultants, advisors, trainers and others who can share skills and knowledge to the parish to assist in implementing the action plan.
5. Undertake robust efforts to reach out to neighbourhoods and communities, including specific invitation to former parishioners, friends and seekers. Special attention will be paid to the development of Christian formation programs, music and compassionate service to attract people. Budgets for marketing research to support these efforts will be provided.
6. As the plan progresses and as sustainability is in view, seek ways to integrate the developing and evolving life in the three parishes with their respective deaneries and with diocesan life.
7. Provide pastoral support to Incumbents of new church plants.
8. Request administrative and other forms of support from the Diocese as needed to achieve the plan.

Implementation of the Plan:

1. Once accepted by the Bishop, the plan to revitalize these parishes would be presented to Diocesan Council together with the financing and organization and receive the endorsement and support of Diocesan Council.
2. A contract will be developed for the Bishop's Missioner for ¼ time for an initial year with provision being made for diocesan funding for Year One (July 1, 2012-June 30, 2013). Part of this contract will require the specific licensing of the Bishop's Missioner for this work.

3. A 360-review will be conducted at the end of Year One to assess the effectiveness of the Plan and to make necessary revisions, in addition to including both a qualitative and quantitative assessment of all three church plants, and the need for the continuation of the Bishop's Missioner position.
4. A Project Steering Committee be formed consisting of the Bishop (ex officio), the Bishop's Missioner, the Business Administrator, the Director for Mission and Ministry Development, the Treasurer and Assistant Treasurer with others as needed to review the plan, goals, roles. This steering committee will meet at least once every 6 weeks. At the initial meeting of this committee a timeline will be established for the first year. The committee would have the delegated authority to proceed with implementing the plan.
5. The Bishop will call an initial meeting of the priests and wardens of the three new church plants to introduce this project and invite collaboration. The Bishop's Missioner will meet with the congregations in each of the locations to describe the process and invite collaboration.

Hands-on leadership direction will be needed for this approach to succeed. Administrative and support staff as needed may be based in the offices at St. John's, Shaughnessy. Additional support may be identified, engaged may also be based there.

Funding for these efforts will initially come from existing parish funds and then from funds set aside by the Diocese on the recommendation of the Administration and Finance Committee and approved by Diocesan Council in February 2012. If further diocesan funds are required authorizations will be sought from Diocesan Council. As time progresses, recovery of some funds from parishes may occur. It is estimated the quantum of operating assistance and building repairs will require upwards of \$5 million over a three to five year period, less funds raised by, and to be found in parishes. Offsetting these costs is the prospect of successfully planting these new parishes as vital in ministry and sustainable financially in the Diocese of New Westminster. This task is new to the Diocese of New Westminster and for this reason requires a new strategy.

Suggested Motion of Diocesan Council

That Diocesan Council approves the Diocesan Commitment to Planting Three New Churches as stated in the document dated April 2, 2012.