

REPORT OF THE VISION ADVOCATE

Effective November 1st, two new ½ time diocesan positions will begin: Coordinator of Social Justice, in the person of the Rev'd Bill Mous, and, Vision Advocate and Coordinator for Excellence in Ministry (VA/CEM), being taken up (with delight and appropriate doses of fear and trembling) by yours truly. Both positions dedicate staff resources to particular aspects of our diocesan vision. The Social Justice Coordinator's position description remains unchanged from what has been shared previously. However, the proposed duties and responsibilities for this position have changed. Since the job title does not entirely reduce the prevailing confusion about the role, I am making a distinct Report about the elements of the job. Subject to periodic revision (and in abbreviated paraphrase), this is how things stand now.

The *Vision Advocate and Coordinator for Excellence in Ministry* will assist in the animation of and promote engagement with the diocesan vision by:

Vision Leadership Groups

- Working supportively alongside all “petal” and values Vision Group leaders and other vision-dedicated staff and volunteers
- Supporting and developing volunteers for the Outstanding Leadership for Ministry group
- Producing and promoting current vision-related communications on the Niagara web-site

Mutual Ministry Covenants

- Assisting in developing mutual ministry covenants between the Bishop, clergy and lay leaders for new and, in time, existing ministry partnerships
- Recruiting, training and supporting a group of volunteer covenant consultants
- Supporting covenant partners re: implementation and review of covenants

Parish Profiles

- Recruiting, training and supporting a group of volunteer parish transition consultants

Excellence in Ministry Training

- Facilitating training to develop excellence in ministry in a variety of contexts

Performance & Development Review

- Working with the Bishop and the Executive Officer to design and implement an effective performance appraisal program for clergy and lay workers utilizing mutual ministry covenants, clear objectives and context-specific frameworks for excellence in ministry

Personnel

- Advising and assisting the Bishop and Executive Officer about personnel matters
- Working with the Compensation Task Force

REPORT OF THE VISION ADVOCATE (continued)

Human Resources Policy

- Assisting in the development and interpretation of and advocating for the consistent application of human resource policies with respect to lay and ordained positions throughout the Diocese by:
 - Communicating with clergy and staff through the website, the Niagara Anglican, individual contact and group presentations
 - Working, in conjunction with the Bishop, Executive Officer and Candidates Committee, to promote standardized and consistent recruitment and selection practices
 - Producing and updating an employment manual and ensuring current information is available on the website.

The title is quite a mouthful even as an acronym (VA/CEM – Does that rhyme with *pacem?*); and the duties and responsibilities challenging indeed. Yet, I am very much looking forward to serving our Bishop, diocese and our shared vision in collaboration with Niagara’s vision-led “saints.”

Respectfully submitted,
The Rev’d Canon Terry DeForest (VA/CEM)