

Life Changing Worship

Proposed Goal

By 2012, the Diocese of Niagara's parishes are strengthened by offering worship experiences that make the Gospel message accessible to the wider world in ways that help people experience God and engage the holy in their hearts, heads, bodies and souls.

Biblical Reference: Acts 2 – the birth of 'the church'- making the experience of God accessible to everyone

Proposed Indicators (Concrete Evidence)

- There is a broad consensus among clergy and laity that life changing worship is a shared goal,
- The Diocese has developed tools and markers that aid clergy and laity in identifying when life changing worship is happening
- Worship at significant Diocesan events models life-changing worship of varying forms
- A wide range of worship resources, technologies and forms are in active use
- An extensive diocesan liturgy resource library is actively used, including frequent contributions to the growing body of creative, transformative liturgy.

Proposed Missional Objectives

- Annual clergy gathering that probes deeply and honestly into our practices of worship and liturgy
- Develop a process for congregations to explore and discuss best practices in contextual, authentic worship, particularly focusing on ways in which other congregations/denominations have found success
- The Office of the Bishop will provide clear direction for clergy and parish leaders and will define the absolute basics for liturgical practices
- Articulate expectations for excellence in preaching, visual/sensory space, and music
- Provide an extensive library of locally authorized liturgical materials, particularly those coming from beyond our Diocese.

Outstanding Leadership for Ministry

Proposed Goal

By 2012, the Diocese of Niagara is recognized across Canada and internationally for its well trained and highly effective clergy and lay leadership whose life changing collaborative ministry is grounded in covenants between clergy, Bishop and parish

Biblical Reference: Exodus 3: 1-14 God calls Moses to leadership

Proposed Indicators (Concrete Evidence)

- Clergy and laity have access to and use educational resources that support their leadership roles
- the Bishop, parishes and clergy are engaged in the development and living out of covenanted ministry
- Covenants are actively employed in all parishes
- Clergy from other dioceses express interest in employment opportunities in the Diocese of Niagara
- Divinity school students seek ordination in the Diocese of Niagara
- Clergy and laity report feeling affirmed in their baptismal calling and report experiences of transformation in the course of their ministry together

Proposed Missional Objectives

- Executive Archdeacon identifies the covenant design team and shares with the clergy & lay leadership how the process is taking shape on a regular basis
- Mission Strategy develops and shares a process by which 'covenant' is well defined and well understood, to include a theological framing or underpinning
- The covenant design team will invite ten parishes to 'test' the covenant process and provide feedback to the design team to help create best practices guidelines by Dec 2010 using a volunteer consultant to coordinate
- Covenant template finalized by March 2011
- A diocesan staff person oversees the covenanting process (roll out, follow up, annual check ins, etc) by March 2011
- Diocesan staff and covenant design team create a process and relevant structures to roll out the covenant process by June 2011
- Diocesan staff person will create a one day training event to prepare parishes to begin covenanting process by Sept 2011
- Clergy, directors of ministries, wardens and licensed layworkers invited to regional day training events during the Fall 2011 that will prepare parishes and ministries to develop a covenant
- All parishes/ministries to have a covenant in place by Dec 2014
- Clergy and licensed layworkers will be actively encouraged to use their sabbatical time and continuing education funds to enhance their ability to meet their own and their parish's or ministries' missional needs
- The Diocese will gradually increase its spending on lay leadership development, until by 2014, it invests as much in lay leadership development as it does on ordained leadership development (clergy conference, clergy days, Ministry 101, Fresh Start, etc)

Continuous Culture of Innovation

Proposed Goal

By 2013, the Bishop, clergy and laity of the Diocese of Niagara are seen by both faith communities and secular organizations and agencies to embrace creativity and innovation in their shared faith-filled response to God's call to be the light of the world.

Biblical Reference: Matthew 14: 22-31 Jesus walks on water and then calls Peter to do the same - stepping outside our comfort zone in response to God's call

Proposed Indicators (Concrete Evidence)

- Clergy and laity are able to engage in theologically grounded discussion of innovation (we have an active language and discourse about faithful innovation)
- Clergy, laity and diocesan staff report feeling enabled and supported in the development of and experimentation with new models
- The Diocese of Niagara has developed concrete new models of faithful innovation (e.g. Fresh Expressions ministries, innovative approaches to capital infrastructure, creative strategic planning at all levels of governance, new kinds of partnerships)
- People who previously did not connect with the church report being drawn by the life changing, contextual reshaping of their local faith community
- The Diocese of Niagara creates templates and training opportunities to share with other faith communities
- The Diocese develops at least 3 fresh expressions of ministry by 2013

Proposed Missional Objectives

- The diocesan website sustains the Wall of Innovation.
- The Bishop/Executive Archdeacon asks the webmaster to elevate the profile of the Wall of Innovation by placing the link to it as a higher priority and to make it easily accessible. [Post Note: the picture on the website home page could be an active link to the "Wall".]
- The Bishop (and other diocesan leaders) needs to share innovative stories he hears at every opportunity and encourage others to share their stories and to post their stories on the Wall of Innovation.
- The Bishop needs to state in every parish visit his explicit permission to take risks to solve problems in innovative ways. [Post Note: Define problems.]
- The Bishop should publish general guidelines for innovative worship.
- In 2010 the diocese hosts a workshop for clergy and lay leaders on leading change.
- At clergy days, the Bishop/other diocesan leaders should share stories of people who have connected with one another in innovative ways.
- Regional deans in consultation with archdeacons develop ways to surface stories of innovation, people connecting with us because of innovation, and news about community partnerships at clericus meetings.
- The diocese provides, through the Fresh Expression web pages, a listing of FE sessions/courses/links information to support parishes that wish to start Fresh Expressions.

Generous Culture of Stewardship

Proposed Goal

By 2013, the Diocese of Niagara is recognized for effective resource management valuing honesty and integrity in the clear assessment and stewardship of our resources

Biblical Reference: John 6: 1-13 Jesus Feeds the Five Thousand – letting God do the most with the little we have

Proposed Indicators (Concrete Evidence)

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- We draw people and resources to support our vision for God's work
- People in our parishes live out their Baptismal covenant everywhere
- Individuals in all roles at all levels share in a culture of mutual respect, openness and generosity
- Realign structures throughout the Diocese to embody and support our vision
- Resources are allocated in a manner that facilitates living out of our Vision
- The Diocese has a diocesan budget that realistically reflects anticipated revenue and supports investment in resources consistent with our Vision

Proposed Missional Objectives

- re-frame the current parish viability tool
- develop an effective method of prioritizing the budget to realign it with our Vision
- develop a collaborative ministry strategy that shares resources
- strategically invest in parishes in a manner aligned with the vision
- identify and support alternative forms of ministry to support local ministry work and allocate resources where most effective
- develop stewardship resources for different models of parishes and train parish leaders in their use
- develop an annual reporting tool to strategically evaluate the successes and areas for development
- develop multi-faceted communication strategy that involves direct communication with stakeholder whenever possible
- website redesign

Prophetic Social Justice Making

Proposed Goal

By 2013, the Diocese of Niagara is recognized by Anglicans and the wider community as a leader in advocacy and justice for all; a faith community that practices what it preaches thus, with God, transforming lives.

Biblical Reference: Micah 6:8 God asks only that we act justly and kindly as we co-create the kingdom with God

Proposed Indicators (Concrete Evidence)

- Anglicans across the Diocese are involved in addressing justice issues in their communities, their regions, their province, their country and across the globe
- Social justice language and action is a ready part of everyday life for Anglicans across the Diocese; particularly the Millennium Development Goals
- Those who seek justice (individually and corporately) invite local parishes and the Diocese to join them as partners
- Local agencies and organizations celebrate the social justice work of Anglicans in the Diocese of Niagara
- A social justice resource centre is actively utilized by Anglicans and the wider community
- people report being drawn to Anglican parishes because of their faithful response to justice issues

Proposed Missional Objectives

- The Niagara Social Justice Committee (NSJC) will be established to develop resources and provide support and leadership to parishes, particularly in the areas of extreme poverty and hunger, and environmental sustainability
- The NSJC will develop a theological statement on the essential role of prophetic social justice making for the health of our faith community
- In 2010, Niagara will host a Justice Camp that inspires and engages the participants
- The Bishop will advocate in support of the Millennium Development Goals, especially in the area of extreme poverty and hunger, and environmental sustainability
- The Diocesan Resource Centre will, in its practices and ministry, model values stemming from our commitment to social justice
- Clergy and laity will understand the difference between charity and justice and how they complement each other
- The Diocese will challenge each congregation to support one additional PSJM activity
- The Diocese will recruit a Social Justice animator
- The NSJC will ensure the development of an assessment and discernment tool for parishes to connect with community resources