

## Goal

Lay and clergy leaders in the Diocese of Niagara, working together in partnership, nurture disciples and make new disciples who follow Christ passionately and live out God's mission in the world.

*Biblical Reference: Luke 4:16-21 "The Spirit of the Lord is upon me, because he has anointed me to bring good news..."*

## Indicators (Concrete Evidence)

- Lay and clergy leaders throughout the diocese report feeling engaged in safe, affirming ministry partnerships
- Groups, parishes and diocese are learning environments which embody a gospel of grace and acceptance, promote growth, value curiosity & "failures", seek excellence, build confidence & affirm progress
- Lay and clergy leaders have access to educational resources that support their leadership roles
- Best practices identified for a full range of aspects and contexts for ministry are pursued and self-critically reviewed
- The Bishop, parishes & clergy fully engage in developing and living out of intentional covenanted ministries
- Covenants are actively employed in all parishes
- Processes for mutual accountability to both performance and on-going learning are created, used and evaluated with reference to covenanted goals, objectives and strategies
- Clergy from elsewhere and divinity students seek to serve in the Diocese of Niagara

## Missional Objectives

- i) **Promote/create/facilitate safe spaces and provide resources for leaders to learn and grow by:**
  - Convening at least three intentional learning groups in 2012
  - Using existing/creating new learning vehicles towards this goal including annual "leadership for ministry" development events
  - Increasing diocesan investment in lay leadership development to match ordained leadership development spending by 2015
  - Encouraging clergy & licensed layworkers to enhance their & others' abilities to meet missional, disciple-making needs
- ii) **Facilitate intentional covenants for ministry by:**
  - Advancing:
    - A theological basis for covenants by February 2012
    - An initial covenant development process to test in at least six parishes or ministries by June 2012
    - Covenant best practices guidelines by November 2012
    - A regional training events model (assisting participants to develop, enter and review covenants) by March 2013
  - Recruiting, training & supporting a team of volunteer covenant consultants in 2012 for activation before March 2013
  - Offering regional training events before the summer of 2013
  - Having active covenants in every parish/ministry by end of 2015
- iii) **Advance safe, affirming ministry partnerships by:**
  - Cultivating "right relationships" among lay and clergy leaders
  - Promoting transparent decision-making throughout the diocese
  - Developing accountability structures, tools and practices which promote learning & growth, early conflict identification, support reconciliation, as well as performance reviews
- iv) **Review progress towards our goal at least annually.**

WORK IN PROGRESS