

Ministry Assessment Process Update

October 2013

St Mark's, St Michael's, St Richard's

What's going on?

After months of talking, sharing programs, priests and worship, the three parishes of St. Mark's, St. Michaels, and St. Richards have engaged in a process of examining our ministries, our finances and our buildings for making decisions about sustainability. We have used a process from the diocese of New Westminster and Eric Law's book, Holy Currencies. Mid-September the results were shared among the parishes; results were also posted on all three parish websites.

What happened on September 27 and 28?

With the help of the Rev. Ross Hammond of the diocesan Parish Growth and Renewal Consultants Advisory Panel (PGRC) and the Ven. Dr. P.J. Hobbs, Director of Mission for the Diocese of Ottawa, participants from the three parishes met to lay out several options for the next steps. You will find those options and the comments about them in an As Heard Report included with this update. One option gathered the most energy: one parish/one body. Some of the energy initially assigned to other options shifted to one parish/one body as the day went on.

What happens next?

A Discernment Team will be struck that will include members of the Leadership Team and four additional representatives from each parish who will interpret the data that has come forward and present preferred options to the parishes for decision at vestry in February 2014. This dissemination will include a report (expected to be complete in December) and town hall meetings to take place as each parish sees fit. The Discernment Team will be facilitated by the Reverend Ross Hammond from the Parish Growth and Renewal Consultants Advisory Panel (PGRC).

These steps are to be approved at Parish Council meetings in October which are open to any parishioner who wishes to have input into the decision making process.

Prayer has been a core discipline in this work at all stages. Each parish's discernment is essential to the way forward.

A list of Frequently Asked Questions is included at the end of this report.

As Heard Report Planning Conference - September 27 and 28

Agenda – Friday evening

- Welcome
- The Journey So Far
- Prayer
 - Context
 - How has this process so far been prayerful for you?
- Saturday’s Process
- Refreshments

RESPONSES: How has this process so far been prayerful for you?

New Direction	Guidance
Open -minded	Faith
Growth	Listening
Journey	Unity
Wilderness	Sharing
Discernment	Sorrow
Community	Fear
Care and Concern	Discouragement
Trust	Thanks
Realization	Oneness
Wisdom	Mission before dollars
Spirit-led	Hope

Agenda - Saturday

- 8:30 Check-in
- 9:00 Morning Prayer
 - Silence
 - Discerning the way forward
 - Small groups
 - Walking tour
 - Plenary Debrief
 - Silence
 - Energy Check-in
- 10:40 Break
- 11:00 Workshopping Options
 - Small Groups
 - With Lunch ~noon
- 12:45 Debrief
 - Energy check
- 1:30 Next Steps
- 1:50 Closing Prayers

DISCERNING THE WAY FORWARD

What Good News do we have to share and how will we do that here and now?

Forms

Relationships

Structures

RESPONSES

<p>Group –</p> <ul style="list-style-type: none"> • Hospitality • Where is not as important as HOW • We are all together (love your neighbour) • Compassion/Love • Loving service • Bless the children • Prayer 	<p>Group –</p> <ul style="list-style-type: none"> • Let go, let God. Ma ra na tha • Progress we have made to now • Ease the fear of the unknown • Fear of loss and not making the right decisions • How beautiful were the voices in harmony during prayer • All part of the sacred tree • We still need to grow together
<p>Group –</p> <ul style="list-style-type: none"> • Church building • Being inviting, welcoming , affirming • Caring, sharing • Outreach- mission-stewardship • Relevance – our witness • Community – caring for each other • Advocating-action • Not by bread alone, but by bread certainly 	<p>Group –</p> <ul style="list-style-type: none"> • A gathering place – open community • Nurturing us and inviting others, inviting • Supportive – the wider community through outreach • Love, Compassion, Acceptance • More efficient and productive use of our gifts – enhancing by working together
<p>Group –</p> <ul style="list-style-type: none"> • Change needed for growth • Shared clergy and lay leadership (Link) • The Building – one Parish • Kindness based on Prayer • New opportunities <ul style="list-style-type: none"> ○ Open processes • Youth development 	<p>Group –</p> <ul style="list-style-type: none"> • To show our love in the midst of diversity • Giving up out comfort zone • A broader vision • Letting go/Getting God • To show that we care about our community by our deeds • One body but not one building, the more of us together can do wondrous things

<p>Group –</p> <ul style="list-style-type: none"> • Willingness to join together and work together • A go to place for everyone to: <ul style="list-style-type: none"> ○ Nurture ○ Be passionate ○ Compromise ○ Outreach • To make us stronger in coming together • To be the hands and feet of Jesus in the world/our community • Acceptance of all possibilities to facilitate differences in worship style, using and sharing our resources: <ul style="list-style-type: none"> ○ Renting space ○ Multiple uses ○ Not just Sundays ○ Intergenerational support systems 	<p>Group –</p> <ul style="list-style-type: none"> • Outreach: <ul style="list-style-type: none"> ○ Nursing ○ Nearly new ○ Pre-school ○ Footcare clinics -Shared spaces (with other churches, lessons) ○ Victoria’s quilts ○ Kitchen hall • In-reach - community <ul style="list-style-type: none"> ○ Parish administrative centre ○ choir • Prune for directed growth • Shared and supportive ministry (clergy & lay) • Multi-generational drop-in groups • Social justice
<p>Group –</p> <ul style="list-style-type: none"> • God is of the centre and alive • We are here for each other • Everything is rooted in Prayer • We tell our story through words and music • We radiate God’s grace and love • We need to be in our community • Use several forms of communication • Respect and reflect all of God’s creation 	

In groups:
Share basic ideas with others
Consolidate if possible
Put list of basic ideas on flipchart sheet

BASIC IDEAS

<p>Group –</p> <ul style="list-style-type: none"> • Joy in participation in worship and learning • Provide a church for all (i.e. Aboriginals, gays, new immigrants) • Prayer more important than buildings or rigid structures • Silent prayer is inspirational • People have been left out of the present MAP • People in outside community are important • People need to be shown that they belong • Strength in numbers means more sharing • Remove “BOXES” 	<p>Group –</p> <ul style="list-style-type: none"> • Outreach beyond current parish walls • Love your neighbour in the way they want • Modernize the delivery method of service and message • Keep everyone more useful to the message • Shift resources to reduce duplication (triplication)
<p>Group –</p> <ul style="list-style-type: none"> • Let the light/spirit shine • Where is not as important as HOW • We are Christ’s body here in this place 	<p>Group –</p> <ul style="list-style-type: none"> • One body, unity, congregation • For us, for them • The church is the people, not the building • Willingness to step outside our comfort zone • Sacredness • Reconciliation
<p>Group –</p> <ul style="list-style-type: none"> • Diverse demographic • One congregation – in unity, there is Strength • Radical reconciliation • Problem solving as a community • Understanding – not alone • Something good will come out of this • Active participation • Courage and bravery to move forward • Be proactive – do something! • Resurrection & Death and Resurrection • Worship, outreach, service • The church is the people, building secondary • Sharing a wider community • Leave comfort zone • Overcome fear 	

COMMON THEMES

- Service
- Community
- Prayer
- Change
- Loving
- Caring
- Sharing
- Pruning for new growth and direction
- Share resources
- Compassion
- Shared ministry
- Music
- New worship
- Ministry with children
- Stewardship
- Communication within and without
- Common administrative area
- Inclusive
- Diversity
- Using real estate resources better

Making it “best”

- Describe what this option “looks like”
- How will it be sustained by...
 - Leadership
 - Facilities
 - Other resources, partnerships, relationships
- How to move towards this

WORKSHOPPING OPTIONS

1. Three Parishes working “better” or “differently” (0 energy votes)

2. Shared Ministries, Different Sites, Multi-point Parish (7 energy votes)

- a. Multi-point Parish, 2 or 3 sites
 - Transition phase
 - Allows more flexibility in the long term
 - Allows individual worship styles
 - 1. One incumbent, 1 or two curates, rotate between sites
 - Joint celebrations to mark special occasions and celebrate togetherness
 - 2. One administrative site, one bulletin and use of hymn boards
 - 3. Parish nurse shared
 - 4. Shared outreach projects
 - 5. Shared “fundraising” e.g. Nearly New, bazaar, pancake supper, Dollar for Dollar
 - 6. Time frame for transition?

3. One Congregation, Multiple Ministry Sites (7 energy votes)

- a. Definition: one parish, one congregation worshipping (and administration) primarily at one location
 - Special purpose space for ministry at other locations
- b. Looks like: worship and congregational life at one location (studies, meetings, administration)
 - At least 2 priests
 - Greater office presence
 - Parish nurse
 - Director(s) of music
 - Potential areas for growth in staff – Christian Education, youth ministry
 - Admin/management for other ministries
- c. Ministries
 - Seniors’ residence, supportive housing, resource centre (youth and community), artistic centre (music, drama, art, etc.)
 - At least three services to engage different preferences/cultural realities
- d. Volunteers;
 - Rethink how we do ministry
 - Engage volunteers from community
- e. Facilities
 - Extensive renovations to suit purposes identified
 - Parking an issue
 - Revenue generation
 - Partnerships

3, (continued) One Congregation, Multiple Ministry Sites

- f. Other resources
 - Infusion of capital
 - Partnerships, relationships
 - Diocese, multi-faith
 - Existing and new
 - Corporate partnerships for development
 - Sustained focus on Christian mission and ministries
- g. Moving toward sustainability
 - What to bring with us?
 - Three buildings, Combined resources, Combined leadership, Gifts, energy, experience
 - What we need?
 - Imagination and courage, property better utilized, partnerships, capital, revenue generation
- h. Steps
 - 1Year – Consolidated worship, research and development of options, communication for partnerships, identification of gifts.
 - 3 years – full business plan in place
 - 5 years – completion of building projects, staff in place for all ministries
 - On-going – evaluation, review and adjustments

4. Two Congregations, two buildings (4 votes)

- a. Selling one building
- b. Combining one priest for two parishes or one priest and one curate; parish nurse, admin secretary
- c. Accessible and bus routes
- d. Buildings good state of repair (disabled accessibility) numbers?
- e. Relationships with the surrounding communities, also relationships between the two communities
- f. Joint activities for the two churches (picnics, dinners, services, prayer groups, Mother's Union Circles, music program, recreation, outreach to the communities)
- g. Volunteers to support our existing ministries (Perley Hospital, Civic, Debra Dynes, Anglican Social Services, Centre 454, retirement home support e.g. P.D. Clarke, collections of various items e.g. milk bags, glasses, postage stamps)
- h. Good communications
- i. Lay involvement and training
- j. We need to find out the needs of our surrounding communities
- k. Support the groups both internal and external which meet in our church e.g. AA, children early support group
- l. Use of church i.e. summer camps

5. One Congregation, One building (59 energy votes)

Group 1

- a. What Would the Approach Look Like?
 - i. Efficiency in operation
 - ii. Free up people for ministry
 - iii. More willing people to volunteer
 - iv. More availability to assist ministries
 - v. Inventory existing ministries
 - vi. Community consultation of ministries
- b. Sustainability
 - i. Effective communications
 - ii. Re-brand with new identity
 - iii. Decisions on which ministries to pursue
 - iv. Prioritize efforts
 - v. Communicate, Communicate, Communicate
 - vi. Develop re-purpose plan for other sites
- c. Moving Forward
 - i. How many ministries that are relevant
 - ii. Separation of ministry and Sunday worship

Group 2

- a. What Would this Option Look Like?
 - i. More resources
 - ii. Combined effort
 - iii. Patience – doing things incrementally
 - iv. Possible uses for other two buildings
 - Rent out, current tenants
 - Diocese? Education?

Group 3

- a. How Could this Approach be Sustained?
 - i. Do same or do less better.
 - ii. Compassion for those uncertain about change
- b. Leadership, Staff, volunteers
 - i. Staff – concentrate administration, adjust to meet new requirements, 2 priests
- c. Facilities
 - i. New name for building
 - ii. Use by outside agencies
 - iii. Think of current tenants in three
 - iv. Diocese rent out other two
 - v. St. Mark's – centre for retreats
 - vi. St. Michael's – great for youth

5. (continued) One Congregation, One building

Group 4

- a. How Could this Approach be Sustained?
 - i. Other relationships, partnerships, perhaps to be discussed later
 - ii. Mutual benefit to all three
- b. How do we move toward this ministry? What do we bring from current strengths?
 - i. Solar panels are movable
 - ii. Columbarium is movable to cathedral, but is not as accessible
- c. What steps over next 1, 3, 5 years
 - i. Combined parish council/corporation for change management (limit fall-out)
 - ii. Will work out details of new staff requirements
 - iii. Disability access assessment, elevator to basement, grants available (apply at right stage, e.g. during amalgamation)
 - iv. Combine altar guild and other committees
 - v. Combine / portion GIFT campaign
 - vi. Distribution of furnishings
 - vii. Very emotional, incremental change very important

Group 5

- a. St. Richard's Space with a new name, new branding, new identity
- b. Ministry/clergy team (3 priests, nurse), specialized ministry (pastoral care, youth, service)
- c. Communicating our 'new identity' – new parish ministry, online, facebook, twitter, magazines, newspapers
- d. Changes to worship and services (midweek, contemporary/youth service, tradition)
- e. Sustainability/use of space/resources
- f. Volunteer drivers, church bus
- g. Electronic ministry (webcast/podcast) bring to shut-ins
- h. Larger volunteer pool – fundraising more focused, more assertive
- i. Cuts to operational costs
- j. Music ministry – larger choir, variety of style; perform NOT just on Sundays – midweek
- k. Over next approximately 2 years engage in transition process towards one church, shared Eucharist, shared outreach, shared events
- l. Town hall meetings to inform the community of the process/transition
- m. Develop resolution statement for vestry vote
- n. Facility – bring together things from other buildings
- o. Accessible – transportation, access
- p. Multi-purpose meeting spaces
- q. Parking
- r. Revenue generating space

5. (Group 5 continued) One Congregation, One building

- s. Admin/digital infrastructure
- t. Adequate washrooms
- u. Air conditioning
- v. Space for children – play, teaching
- w. Small chapel/ large worship space
- x. Library
- y. Flexible seating – not pews
- z. Space for choir/liturgical
- aa. Kitchen space
- bb. New Name
- cc. Space/program/staff/youth
- dd. New model
- ee. Room for growth
- ff. Bring – current programs, resources to deal with change, new opportunities
- gg. Release – old identity, space, buildings, fears

6. One Congregation, no Building (0 energy votes)

7. One Congregation, One NEW Building (10 energy votes)

- a. Assess ministries – bring the best along
- b. Design a building that can be configured to our needs
- c. Must be multi-functional
- d. Opportunity for a fresh, new start
- e. Require a physical and a virtual church
- f. Building must be capable of utilizing differing worship styles
- g. FLEXIBLE
- h. Accessible - physical and locational
- i. Leadership – two priests with complementary skills
- j. Music coordinator
- k. Office administrator
- l. Parish nurse
- m. Empowered volunteers
- n. Sustainability – use what we have
- o. Do not attempt to live above our means
- p. Tailor new building to our needs
- q. Avoid deficit budgets
- r. How do we move forward?
- s. Clarify ministry needs by way of a needs assessment and with prayer and consultation.

RESPONSE TO WORKSHOPPING OPTIONS

Full Group –

- Options look a lot alike
- New identity
- Good feeling towards others
- Desire to move forward
- Long term sustainability
- Readiness for change
- Leaving no one behind
- Commitment to community services and partnerships

NEXT STEPS

Full Group –

- Celebrate tomorrow
- Record process and outcomes - “As Heard” report in two weeks
- Discernment team
 - Terms of reference
 - Understanding impact of options
- Put document on websites
- Come together for prayer vigil
- Make changes to schedule as necessary
- Have different ways for getting feedback
- Transcribe sheets by Thursday
- Check with Diocese on its role

FREQUENTLY ASKED QUESTIONS

These questions and others like them are coming to members of the MAP Leadership Team. We offer our responses to those questions.

The final site for one church/one body has been determined. Is that true?

No. The option of one church/one body was only one of the options discussed. No decision has been made about pros and cons of the current three sites or a totally new one.

Is my church going to close? I saw that one group named St Richard's as the chosen site.

See the answer to the above question.

If we merge, will worship be like what we had on September 29th every week?

No. It is likely that a variety of worship forms will be offered even if there is one site for worship.

Do we need to start thinking about a new name?

No. Naming of churches in the Diocese of Ottawa is the sole responsibility of the Bishop.