

The Ottawa West Three – Ministry Assessment Process St Mark's – St Michael and All Angels – St Richard's

Discernment Team Terms of Reference

Members:

A maximum of four individuals are to be selected from each of the three parishes. Individuals should be representative of various demographics including: long-standing (founding members if possible), young adult, men and women. Ideal characteristics of individuals would include: strong listening skills, empathy, conflict resolution/consensus building and an understanding of change management.

Goals:

The Leadership Team requires a broader representative group from the three parishes to refine the options determined at the workshop held on September 27-28. The Discernment Team will interpret the information collected for existing options for the future through facilitated conversation and prayer. As a "recommending" body, their ultimate goal is to refine available details into preferred options with a recommendation. This recommendation will go forward for decision at the three Vestry Meetings in February of 2014.

Deliverables:

The Discernment Team will work with portions of the MAP Leadership Team at two half-day workshops (Nov 3, 1-5 and Dec 1, 1-5) where the bulk of their work will be conducted. The Discernment Team will be facilitated by the Reverend Ross Hammond from the Parish Growth and Renewal Consultants Advisory Panel (PGRC).

The team will produce a written report of preferred options with a recommendation for the three parishes to pursue. The report is due by January 1, 2014 and will include the wording of the Motion for presentation at Vestry in February. The report is to include the rationale leading to the recommended option perhaps including why other options were eliminated, pros and cons. The report is NOT to include any implementation details.

Scope of Work:

The Team is to focus on the "As Heard" Report of October 4, 2013 as the source of their options for discussion. As much as possible, the team is to work with existing data. New sources of information, however, may be requested as need arises. The scope of work excludes implementation considerations.

Governance:

The Discernment Team is responsible to and is governed by the MAP Leadership Team. Decisions at the Team level will be by consensus, or if necessary, a "show of hands" vote.

Communications: Discussions/Workshops of the Discernment Team will be documented in meeting minutes and/or Workshop Results and their progress will be reported to the full MAP Leadership Team and Parish Councils.

Confidentiality: There are no special confidentiality requirements on the Discernment Team.

Conflict of Interest: There is no concern over conflict of interest.