



Spring 2007

SHARED MINISTRY PLAN DIOCESE OF FREDERICTON

THE JOURNEY BEGINS

Synod 2000

- Identifies: "Deep dissatisfaction with status quo"
- We must: "Build up the Church as it now exists"
"Reach out to those who are not yet part of the Church"
"Equip ourselves with resources"
"Develop stewardship initiatives"
- Parishes are the "engine of mission" but we look to the Bishop and Diocesan Council for unity of purpose, for leadership and for support.

Synod 2001

- Identifies: "Unless the Lord build the house" - otherwise "our labour will be in vain."
- We must: "Maintain deliberate and focused attention to youth ministry"
"Develop lay education and spiritual growth"
"Develop stewardship initiatives"
"Renew struggling parishes"
- Consultation, collaboration, communication and sharing in the parish, deanery and diocese will support "the exciting, yet challenging future of the diocese."

Synod 2003

- Identifies: "A renewed vision - to go forth into all the world and make disciples."
- We must: "Create a spiritually focused, youth friendly environment"
"Ground and root newly established Clergy and Lay training opportunities"
"Continue to encourage parishes to take part in stewardship initiatives"
"[Bring] parishes together to discuss shared ministry in a common region"

Synod 2005

- Recognizes:
The necessity of "sharing resources at every level of ministry ... for our common journey in Christ."
The challenging issues regarding "sexuality" and "Residential Schools" must be addressed in the midst of local concerns and realities.
A Diocesan-wide, long-term strategy is required to prepare, and at the same time, sustain in the midst of foreseeable change.
Parish participation is necessary to build and sustain diocesan initiatives.

FUNDAMENTAL ASSUMPTIONS ASSOCIATED WITH THIS PLAN

Moving Forward With Our “Shared Ministry Plan”

Diocesan Council wishes to state that there are two fundamental and important assumptions associated with this plan:

First, this plan is more of a “compass” than a “roadmap.” It points our direction and, trusting that God is with us, we will proceed in faith. As with any journey, not everything can be planned to everyone’s complete satisfaction. However, Diocesan Council is convinced that our mission and vision is in keeping with what God calls his Church to be and to do, and also that the values and the four directions identified are in keeping with our developed vision of the past six years. In addition to our Synods, many good ideas were put forward by clergy and lay people alike during Greater Chapter meetings. As part of its ongoing deliberations, Diocesan Council will continue to discuss these and other ideas, and make decisions on actions that will be taken.

Second, this is a plan for all of God’s Church in the Anglican Diocese of Fredericton. Council believes it has shown the leadership that Synod grants and expects. Diocesan Council has been intentionally proactive in developing a visionary plan that will help ensure the long-term spiritual well-being of our people, our parishes and our diocese.

HOW THE PLAN WAS DEVELOPED

Developed with wide consultation and approved by Diocesan Council, it is a plan that guides us all: individual Anglicans, parishes, deaneries and archdeaconries, as well as Diocesan Council, the Bishop and the Synod Office. This approach intends to eliminate the “we-they” perspective that can hinder cooperation and harmonious conversation and work against the strengthening of God’s Church and God’s people in the diocese.

IMPLEMENTATION

In summary, the plan puts forward overall “directions” based on the realities that “sharing is caring” and that ministry planned, owned and performed at a regional, local, grassroots level will be the most effective in furthering our mission.

The target dates and details of the Plan are tentative and are a work in progress at best as the leadership of the Diocese continues to celebrate our successes and monitor the changing needs and challenges we face.

Bishop Claude Miller

MISSION

“To proclaim the Gospel of Jesus Christ for the making of disciples.”

VISION

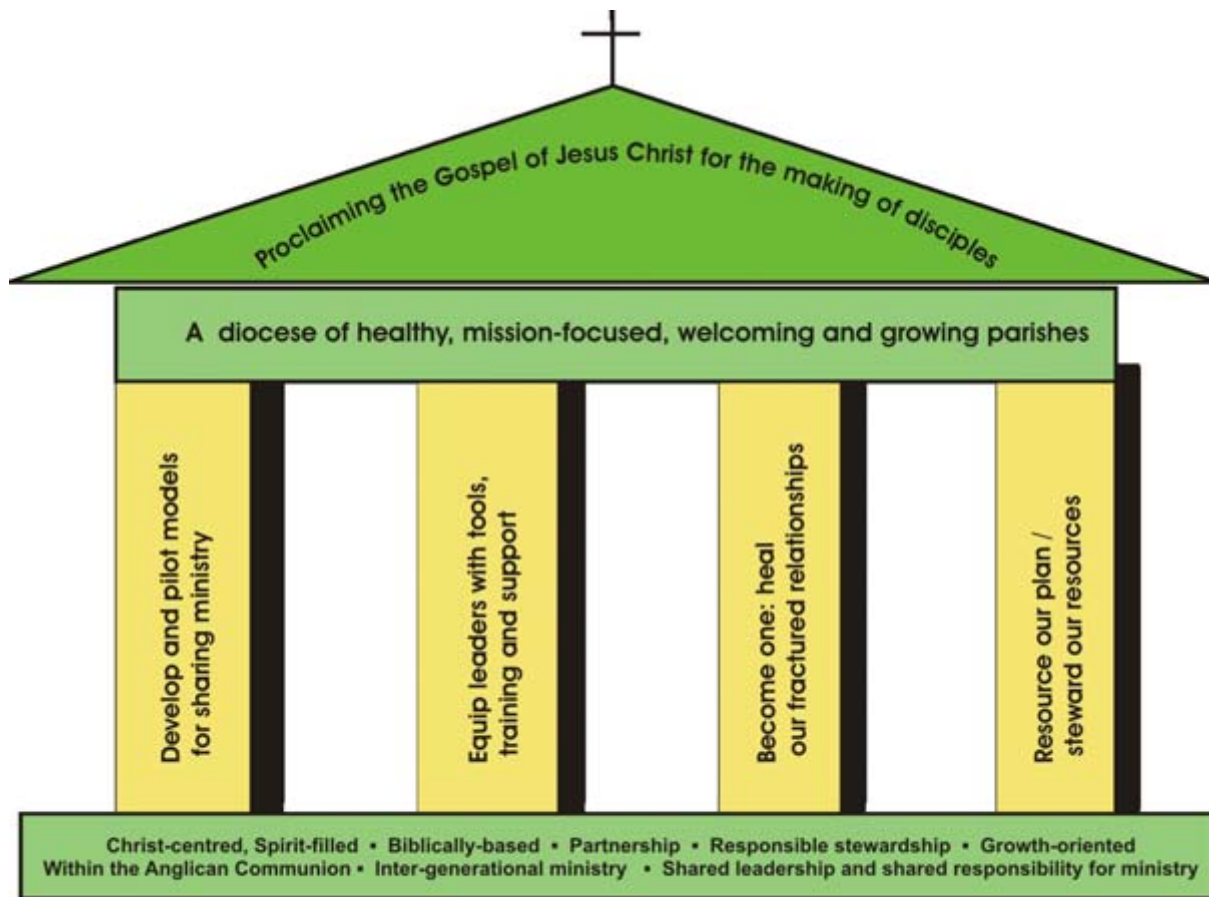
“We are called by God to be a diocese of healthy, mission-focused, welcoming and growing parishes.”

OUR FOUNDATIONAL VALUES

- Christ-centred and Spirit-filled
- Biblically based
- Shared leadership and shared responsibility for ministry
- Within the worldwide Anglican Communion
- Growth-oriented
- Responsible stewardship
- Partnership
- Inter-generational ministry

PRIORITIES

1. Develop new models for shared ministry
2. Be one – heal our fractured relationships
3. Equip our leaders for changing ministry
4. Resource our plan and steward our resources



Diocese of Fredericton Shared Ministry Plan

GLOSSARY

BIBLICALLY BASED – 1) The Scriptures contain the revelation from God; that 2) this revelation can be understood and received as saving truth in the form of doctrine and teaching; and that 3) the content of this saving truth is Jesus Christ Himself, known as the only Mediator and Saviour. the Scriptures contain all things necessary to salvation.

CHRIST-CENTERED, SPIRIT-FILLED - we recognize by what we believe and do and by the way we worship that Jesus Christ is the only Mediator between God and the human race, as he alone is both perfect God and perfect man. A Spirit-filled Church is one that bears faithful witness to Christ as God and man and which seeks to nurture its members by feeding on Christ as guided by the Holy Spirit.

GROWTH ORIENTED – We recognize that with increased personal and corporate spiritual development, as we grow spiritually, our parishes may well grow numerically and financially.

HEALTHY PARISH – A mission-focused, welcoming and growing Christian community.

INTERGENERATIONAL MINISTRY – We recognize those in our midst, regardless of age, as the People of God. We value the importance of authentic inter-personal relationships. We also seek everyone's involvement in ministry, worship and service as part of parish and diocesan life.

PARTNERSHIP – Working together co-operatively to pursue common goals with respect for one another's unique gifts and perspectives.

RESPONSIBLE STEWARDSHIP – God calls us to be good stewards of the resources he has given us. We respond to the call to sacrificial giving with action, effective management and wise decision-making recognizing that everything we are and have is his and we must use it prayerfully in the service of God and of our neighbour.

SHARED LEADERSHIP / SHARED RESPONSIBILITY FOR MINISTRY - Means clergy and laity working together to provide leadership in all facets of ministry.

WITHIN THE WORLDWIDE ANGLICAN COMMUNION – Refers to our rich heritage, our individual and corporate relationships within our Church as described in our Historical Documents.

DEVELOP AND PILOT MODELS FOR SHARED MINISTRY

In our diocese we have a number of parishes that struggle in many different ways to facilitate our mission of "proclaiming the Gospel of Jesus Christ for the making of disciples." Factors contributing to this situation include: theological disagreements, declining population, aging congregations, financial challenges and differing levels of commitment to Christ and his Church. This strategic initiative "Develop and Pilot Models for Sharing Ministry" will attempt to address these issues and develop a strong foundation from which the Anglican Church in our diocese can grow and prosper.

Specific activities to support this initiative to be undertaken within the next three years will include but are not be limited to:

- 1) Find or create and test models of shared ministry.
- 2) Developing and equipping teams of clergy and lay people for parish ministry as needed in local situations.
- 3) Developing a broader understanding of the role of the "Vocational Deacon" within parish ministry.
- 4) Developing parish support teams to work at the request of the Archdeacons. These teams will assist with defining the needs of struggling parishes and develop strategies to address those needs.
- 5) Continue to develop patterns for intergenerational ministry and worship.

BE ONE; HEAL OUR FRACTURED RELATIONSHIPS

We are a very diverse diocese coming from a variety of backgrounds. This reality influences how we view our lives as Christians in the Anglican Church. Sometimes our diversity becomes a barrier to a unified life in Christ.

In our diversity we can become one by showing mutual respect for each other's individuality. We have become one in the acceptance of our "foundational values," our "mission statement" and our "vision statement." It is by building on these statements that we can become united as a diocese.

The action items defined in this initiative are critical to the overall success of our "Shared Ministry Plan." Therefore it is imperative that emphasis be placed on starting these action items within six months of accepting the plan.

- 1) Immediately undertake a special mediation process involving an outside professional facilitator to address known fractured relationships within the Diocese.
 - Episcopal Team by April 2007
- 2) Develop resources, including facilitators, to assist in responding at the archdeaconry level, with the Bishop, to identify and heal fractured relationships.
 - Administration Team - Human Resources Committee by April 2008
- 3) Ensure archdeaconry leadership teams have a thorough understanding of the Shared Ministry Plan and be prepared to communicate to our people.
 - Archdeacons and Diocesan Council members by February 2007
- 4) Develop and implement a focused system of communications so that all people in the Diocese, clergy and lay, receive information in a timely manner. The system must ensure effective communication to everyone.
 - Administrative Team and Communications Officer by June 2007
- 5) Provide scheduled opportunities each year for both clergy and laity to gather, worship, share information and socialize through regional events (Archdeaconry Greater Chapter). These meetings should be advertised and effectively communicated to our people.
 - Archdeacons, regional deans and diocesan council members elected by archdeaconries (the archdeaconry leadership team) ASAP.

EQUIP LEADERS WITH TOOLS, TRAINING & SUPPORT

As we consider the initiatives upon which the "Mission and Vision" for our Diocese have been developed we are mindful of our on-going need for trained, well equipped and motivated leadership. Therefore, it is the objective of this initiative to provide the tools, training and support necessary to assist and encourage our leaders to grow in their ministries.

The following actions are intended to assist in the development of our leadership as we embark on our "Shared Ministry Plan." A "pilot project" for this initiative should be initiated within 12 to 18 months following acceptance of the plan.

- 1) Continue to evaluate and create opportunities for training, theological education, Anglican formation and reflection for clergy and lay leaders.
 - Spiritual Development Team
- 2) In one archdeaconry pilot innovative programs, processes and techniques that empower and enable parish clergy and lay leaders to lead in new ways of doing ministry which reflect the changing contexts in which they minister.
 - Parish Development, Spiritual Development and Episcopal Teams with the Bishop by June 2009
- 3) Provide learning opportunities for clergy and lay teams from the pilot archdeaconry in new forms of ministry.
 - Spiritual Development Team
- 4) Measure and evaluate the outcomes from the pilot project and ensure those things we have learned from the pilot are shared broadly across the diocese.
 - Parish Development, Spiritual Development and Episcopal Teams with the Bishop by December 2009
- 5) Research, select and utilize the educational materials, training aids and workshops required to support the development of skilled facilitators, lay leaders and clergy.
- 6) Define the number and type of human resources required to support our initiatives.
- 7) Define the measurement and evaluation criteria for the pilot project.
- 8) Select the Pilot Archdeaconry, recruit and train the human resources required to support our initiatives in that archdeaconry.

RESOURCE OUR PLAN; STEWARD OUR RESOURCES

To successfully achieve these goals it is essential that we have the necessary resources (people, facility, equipment and finances). It is also essential that we remain constantly mindful of our foundational values. Effective stewardship requires that we diligently manage all resources utilized by the Diocese at every level as we strive toward our vision of "healthy parishes" and achieve our mission of "making disciples."

- 1) Enter into "Letting Down the Nets" (LDTN) to develop challenging but achievable stewardship, planned giving and congregational development programs.
 - Stewardship, Parish Development and Administration Teams by January 2007
- 2) Review the current formula for parish support of our shared ministry (the diocesan budget) and make changes to facilitate a fairer and clearer process for parishes to share in our collective ministry.
 - Administration Team - Task Force by March 2007
- 3) Develop a clear budget development process for our shared ministry (diocesan budget) with attention to needs for evaluation, accountability and transparency.
 - Administration Team - Council Team Chairs by June 2007
- 4) Enhance the current model of regional parish stewardship education and workshops.
 - Stewardship Team by June 2007
- 5) Given the new realities in which we function, help parishes understand their corporate responsibilities in environmental, legal, public safety and financial management areas.
 - Administration Team by December 2009
- 6) Develop and implement tools to assist parishes in evaluating their ministry and managing their resources.
 - Parish Development and Mission Teams by December 2009
- 7) Evaluate existing role definitions of all leaders, employees and volunteers. Develop accountability and performance measurement tools for the encouragement of ministry at every level within our Diocese.
 - Administration Team - Human Resources Committee by December 2009

Diocesan Council
November 2006