

CHURCH OF ST. JOHN THE EVANGELIST

Mission Action Plan (MAP) – Final Report to the Anglican Diocese of Niagara August, 2022

Mission Action Plan – Leadership Team

On January 11th, 2022, a Leadership Team was struck to engage the parish community in a series of consultations with the intent that action plans would be developed based on the priorities that had been identified by the participants. The goal of the process was to develop a Mission Action Plan to be implemented from July 1st, 2022 to June 30th, 2023. The Mission Action Plan is intended to be reviewed annually and new action plans added.

The Leadership Team consisted of the following:

Rev. David Anderson
Kate Connolly
Graham Cubitt
Emily Hill
Tom Hubsmidt (internship completed)
Bonnie Munn
Bryan Webber

Parish Consultations

Four consultations were held using the facilitators guide developed by the Diocese as a guideline. Each consultation had a specific topic and the Zoom platform was used due to Covid restrictions. Between 30-40 participants attended each consultation which - given the size of the congregation - was an impressive response. The consultations were as follows:

February 17, 2022 – Adult Faith Formation

March 16, 2022 – Re-shaping Parish Culture

May 9, 2022 – Fullness of Life in the Neighbourhood

June 21, 2022 – Prioritizing the Mission Action Plan

It should be noted that both the raw data and the analyzed data from the first three consultations were posted on the parish website so that it was available to both the consultation participants and the entire parish.

Data Analysis Method

A fairly formal, academic data analysis process was used to analyze the raw data from each consultation. The data were coded and themes identified that resonated repeatedly throughout the raw data. As such, if there was a single idea mentioned, it was noted but most likely did not become part of the overall data analysis story that emerged. The data analysis 'stories' are attached as Appendices A, B and C.

Action Ideas to be considered for Prioritizing

After analyzing the data from the first three consultations, 19 action ideas were generated to be presented to the congregation for prioritizing (please see attached as Appendix D).

During the *Prioritizing the Mission Action Plan* parish consultation, two action ideas were selected from each of the three topic areas for a total of six priorities to be implemented the following year (see attached as Appendix E) . Parish members attending this Prioritizing consultation signed up to meet further on the action idea which held interest for them (names also included in Appendix E).

Next Steps

A final report was submitted to Corporation on July 5, 2022. Corporation is in the process of the following:

- a) Affirm the action plans that resulted from the parish consultations
- b) Consider budget implications when the implementation of the actions plans commence
- c) Recruit a Parish MAP Advocate (see Job Description attached as Appendix F)
- d) Participate in the initial meeting of each topic area (Adult Faith Formation, Re-shaping Parish Culture and Fullness of Life in the Neighbourhood).

Suggestions from the Mission Action Plan Leadership Team

When reviewing the job description for the Parish MAP Advocate, it is apparent that it is a very in-depth and important job. The Leadership Team is suggesting that a three-member working team be recruited so that the position can be more manageable. Emily Hill from the Leadership Team has indicated an interest in continuing with the implementation phase. Other names that were generated by the Leadership Team for this three-member team are: John Bowen, Robert Appleford, Jim Reilly, and Sharon Klassen based on their engagement during the consultation process. They will be approached regarding their interest in moving to implementation.

Further, while six action ideas were selected for implementation, the Leadership Team is suggesting that two action ideas might be combined as follows:

*Building a relationship with our community of faith through fellowship activities and welcoming initiatives while honouring diversity **and** Building a sense of community and cohesion within our congregation to bring together the three cultures reflected in our three worship services.* If this were to occur, there would remain five action ideas for implementation.

Should you require any additional background information, please feel free to contact Kate Connolly at kate.connolly@sympatico.ca or by text/phone at 905-979-1419.

Appendix A

MISSION ACTION PLAN **Adult Faith Formation** **Data Analysis Summary**

NOTES:

- 1) The discussions during this focus group often wandered into outreach and community activities. Do they contribute to adult faith formation? This is a key consideration and discussion point when reviewing the data below.
- 2) When considering data, the goal is not to include every single data bite offered by participants. Rather, it is themes that emerge that should be considered.

What are we doing as a parish that is currently deepening your own faith

Small Groups
Middle Ground (4)
Bibles and Bagels
Hearts and Minds

Educational Programs
Revive (7)

Worship
Sermons
Worship Services
Choir/Music
Children's Concerts

What are we doing to help people to become disciples of Jesus and grow in their discipleship?

Talking about Faith
Prayer
Sunday Services

Welcoming Others
Newcomers
Diverse Populations

Small Groups
Bibles and Bagels
Middle Ground
Beehive
Hearts and Minds

What could we be doing to help people grow in faith that we aren't yet doing?

Short-term programs
Theology/biblical studies
Anglicanism 101
Building tours outlining history
Basic Christianity course
Speakers
Book reviews on books in church
library
Discussions about faith
Faith formation courses

Spiritual Practice
Discussions about faith
Prayer group
Cursillo
One on one mentoring
Taize

Hands-on Projects
Social Justice
Community Projects
Environmental Justice
Indigenous

What types of faith practices do you feel God might be calling St. John's to explore more as a community?

Social Justice

Environment/Climate Action
Poverty
Homelessness

Education

Book Studies
Anglican Basics (Q & A at services)
Public Forums

Fellowship

Hikes – perhaps guided by an Indigenous person
Eating together
Crafts
Welcoming newcomers
Welcoming young people
Reconnect choir to back to the parish

Education

Monastics
Faith Formation courses
Revive
Alpha
Short courses

Technology

Intergenerational Ministry

Prayer

Lectio Divina
Taize
Chanting psalms
Fasting, silence
Group prayer services
Liturgies involving youth
Partnerships with other churches on Locke for events

What types of faith practices do you feel God might be calling St. John's to explore more as a community?

- Short term groups
- Book programs for both children and adults
- Become more visible in the community (supporting neighbourhood causes such as the pantry, children's festival, outdoor services)
- Social Justice and Environment (workshops on green lifestyles, rain gardens, reach out to Indigenous)
- Community building and healing from isolation (monastic practices, fellowship activities, inviting the community in for fellowship)
- Making our existing groups and series available to newcomers
- Intergenerational opportunities and hospitality
- Re-capturing musical strengths of the church (concerts, talks on music, Taize, etc.)

Appendix B

MISSION ACTION PLAN **Re-shaping Parish Culture** Data Analysis Summary

HOW WE WORSHIP

Worship services are steeped in the Anglican tradition

We care deeply about Faith Formation

Three choices for worship services exist with differing music styles

Contemplative (8:00 a.m.)

Contemporary Family
Discovery Service (9:30 a.m.)

Traditional Choral (11:00 a.m.)

Challenges emerge, however:

- a) Do we lack cohesion within our parish – are we three separate cultures/congregations?
- b) A need for fellowship exists – particularly with Covid – how do we incorporate everyone?
- c) The need for a good communication method is needed to keep everyone informed.
- d) Welcoming strategies are key so that newcomers become aware of the worship differences and the options available to them.

HOW WE DO OUR WORK

We care deeply about social justice and we are a community-engaged parish

Challenges emerge, however

- a) Our commitment to mission is high but our aspirations exceed our volunteer resources and capacity to do all that we wish to do
- b) Volunteer management is a need and especially the use of a spiritual gifts inventory to assist congregation members to determine what ministries fit best
- c) No opportunities currently exist for the congregation to learn what volunteer opportunities are available to them

Appendix C

MISSION ACTION PLAN

Fullness of Life in the Neighbourhood

Data Analysis Summary

General themes – repeated throughout the raw data:

Community engagement culture in our parish:

- partnering with others – Out of the Cold, Indwell, St. Matthew's House
- supporting others – young moms and families; seniors; intergenerational programs; children's choir
- engagement with social justice issues – refugees, Seafarers,

What are we hearing about partnering with God and our neighbours?

- Partnerships (repeated theme)
 - with other churches (repeated theme)
 - refugees – sponsorship and support (repeated theme)
 - resuming music concerts as outreach into the community
- Clarifying the needs of our neighbours as articulated by *them*, rather than our best guess about what their needs may be
- Indigenous reconciliation
- Environmental action – rain garden, Green ventures, EcoLocke
- Historically supportive of affordable housing

APPENDIX D

MISSION ACTION PLAN

Prioritizing Mission Action Plan - Action Plans presented for Prioritizing

Adult Faith Formation

- Learning about faith through short courses (e.g. Revive; Anglicanism 101, Basic Christianity courses), small groups (e.g. Bible Studies; Middle Ground, Bibles and Bagels), books studies, etc.
- Living out our faith through social justice initiatives (e.g. Refugee sponsorship), community projects (e.g. St. Matthew's House), environmental justice (e.g. EcoLocke, rain garden), etc.
- Building a relationship with God through prayer, worship, and spiritual practice (e.g. Taize, Cursillo, one-on-one mentoring)
- Building a relationship with our community of faith through fellowship activities, welcoming initiatives while honouring diversity

Reshaping Parish Culture

- Building a sense of community and cohesion within our congregation to bring together the three cultures reflected in our three worship services - e.g., Chapel Service (8:00 a.m.), Discovery Service (9:30 a.m.), Adult Choir Service (11:00 a.m.)
- Community building through fellowship activities
- Developing a strategy for welcoming newcomers and providing guidance on the three worship options available to them
- Developing a process for parishioners to learn what volunteer/spiritual gifts positions are available to them
- Making use of a spiritual gifts inventory to assist congregation members in finding the best fit for the spiritual gifts, interests, and talents
- Developing a comprehensive volunteer management program that focuses on recruitment, training, appreciation, etc.

Fullness of Life in the Neighbourhood

- Developing partnerships with other initiatives in the community – Indwell, St. Matthew's House, Seafarers, refugees
- Supporting young moms
- Supporting seniors
- Developing intergenerational programs, children's choir, etc.
- Developing partnerships with the other churches in our neighbourhood
- Enhancing the concerts program
- Clarifying the needs of the neighbourhood as identified by *them*, rather than our best guesses as to what their needs might be
- Exploring what can be done regarding indigenous reconciliation,
- Enhancing environmental initiatives – rain garden, Eco-Locke, green ventures

Appendix E

St. John the Evangelist **MISSION ACTION PLAN** **PRIORITIZED ACTION IDEAS FOR IMPLEMENTATION** **JULY 1, 2022 – JUNE 30, 2023**

Adult Faith Formation

- Learning about faith through short courses (e.g. Revive; Anglicanism 101, Basic Christianity courses), small groups (e.g. Bible Studies; Middle Ground, Bibles and Bagels), books studies, etc.

(Deborah Bowen, Robert Appleford, Sarah Wayland, Margaret Wilding, Adrienne Devins, Suzanne Adams, Ed Wiedema)

- Building a relationship with our community of faith through fellowship activities, welcoming initiatives while honouring diversity

(Sharon Klassen)

Reshaping Parish Culture

- Building a sense of community and cohesion within our congregation to bring together the three cultures reflected in our three worship services - e.g., Chapel Service (8:00 a.m.), Discovery Service (9:30 a.m.), Adult Choir Service (11:00 a.m.)

(Hal Devins, Jenna White)

- Making use of a spiritual gifts inventory to assist congregation members in finding the best fit for the spiritual gifts, interests, and talents

(Sue Samson, Mary Donkin, Patti Troughton)

Fullness of Life in the Neighbourhood

- Developing partnerships with the other churches in our neighbourhood
- Clarifying the needs of the neighbourhood as identified by *them*, rather than our best guesses as to what their needs might be

Note: This group will meet to discuss who will sit on which implementation team for these two action plans. (Graham Cubitt, John Bowen, Norm Newberry, Emma Cubitt, Judith Purdell-Lewis, Geoffrey Purdell-Lewis, Bonnie Munn, Michael Bowering, Bryan Webber, Jim Reilly)

APPENDIX F

Parish MAP Advocate Job Description

The volunteer Parish MAP Advocate serves a critical role in supporting the groups working on various initiatives once the MAP is finalized and ready for action. A MAP Advocate will keep the corporation, the staff and the community informed about what is happening and what is needed in a way that facilitates the ministry and the mission.

Responsibilities:

The MAP Advocate communicates regularly with each group working on an initiative for several purposes:

- To invite interested persons to the initial meeting of an initiative group or to ensure that an interested parishioner takes the lead in this
- To function as a conduit to the corporation and the diocese when a group needs resources
- To collect stories of progress towards the completion of an initiative or successes along the way or when an initiative is realized
- To communicate those stories to the parish as a way to celebrate progress and success, and to keep energy high around the parish MAP
- To share with the group names and contact information of people who express interest in working on a particular initiative
- To connect groups where the MAP Advocate sees parallel work or potential for collaboration

The MAP Advocate similarly communicates with the corporation and with parish council on a regular basis sharing the work, the progress and the resource needs for each initiative. The MAP Advocate regularly prays for the volunteers working on the initiatives. The MAP Advocate updates the Synod Office every six months (or sooner) about the progress of the MAP initiatives. The MAP Advocate trains a person of the parish's choosing to assume these responsibilities over the final six months of the Advocate's term. The MAP Advocate might work with initiative teams to prepare a report/presentation for the annual vestry meeting.

Skills and Experience:

- A passion for the parish MAP and for the lives of the parishioners
- Strong communication skills
- Strong organizing abilities
- The trust of the corporation, parish council members and the key volunteers
- A willingness to hold this work in regular prayer

APPENDICES: Mission Action PLAN PROCESS for Parishes Anglican diocese of Niagara

Risk Assessment Review Risk Description Rating

Participant Adult parishioners Low Setting Phone, Computer, in person

Medium Activity Ministry support and communication

Low Supervision Supervised by rector and wardens Communication with teams in groups or via phone

or computer

Low Nature of Relationship One to two years but could be longer

Low Degree of Authority Some Authority Medium

Physical Safety No physical risks

Low Financial No financial involvement

Low Privileged Information Possession of contact information

Low Overall Risk to Person None

Low Overall Risk to Parish None

Low Overall Risk to Diocese None

Low Consensus of Risk Assessment = Low Support, Supervision and Training: • Supervised by the rector or another staff member, and reports to corporation • Some support and training resources provided by Congregational Support & Development Participation Group: • MAP initiative teams • Corporation • Parish council • Parish • Community members • Congregational Support & Development diocesan staff

Screening Requirements:

- Recommendation from two or more parish leaders
- A signed Declaration of Agreement to abide by diocesan policies Length of Term:
- Two years with the possibility of extending for a further year

Benefits to the Volunteer:

The delight of supporting the MAP initiatives teams; the joy of sharing the success stories with the parish; the satisfaction of reporting annually on the discipleship, growth, and mission of your parish