

The background features the coat of arms of the Diocese of Kootenay. It is a shield-shaped emblem with a light blue border. The top section shows a range of snow-capped mountains under a pale blue sky. Below the mountains are three wavy blue lines representing water. The central part of the shield contains a golden key with a cross on its handle, superimposed over a golden chalice. The bottom section of the shield is filled with several grey evergreen trees of varying heights. The text "Diocese of Kootenay" and "Structures Working Group" is centered over the shield.

# Diocese of Kootenay

## Structures Working Group

Wholehearted Worship, Daring Discipleship,  
Right Relationship, Thriving Communities

# Introductions

## **Committee Members**

- Bev Biccum, *SWG Chair*
- Rick Pallen
- The Very Rev. David Tiessen
- The Ven. Christopher Parsons

## **Staff Support**

- Andrew Stephens-Rennie, *Director of Missional Renewal*

# What is the Structures Working Group?

- The primary purpose of the SWG is to...

*...hold up an honest mirror to the structures and procedures of the Diocese and to critically examine what is working and not working.*

*The SWG will make practical recommendations on restructuring or changes needed to enable the Diocese to adapt nimbly to serve Christ's mission, now and in the generations to come. This work will be grounded in the 5 Marks of Mission.*

# Where We've Been

The background of the slide is a photograph of a car's side-view mirror. The mirror reflects a scenic landscape featuring a paved road that curves through a valley. In the distance, there are large, rugged mountains with patches of snow. The foreground of the reflection shows a dense forest of evergreen trees. The overall scene is bright and clear, suggesting a sunny day.

## Synod 2023

- Two resolutions passed; Values, Vision, and Mission and an Implementation Plan
- Hiring of coordinator to facilitate the work of missional renewal

# Where We've Been - Since Synod 2023

- Workshops to-Date
  - *Crafting and Leading Intercessions,*
  - *Creating Bulletins Workshop,*
  - *Gospel-Based Discipleship,*
  - *When Church Stops Working Book Study*
- Upcoming Workshops
  - *Welcoming New Members with Intention*
  - *Provincial School for Parish Development*
  - *Pray Without Ceasing: Leading Morning and Evening Prayer*

# Table Groups

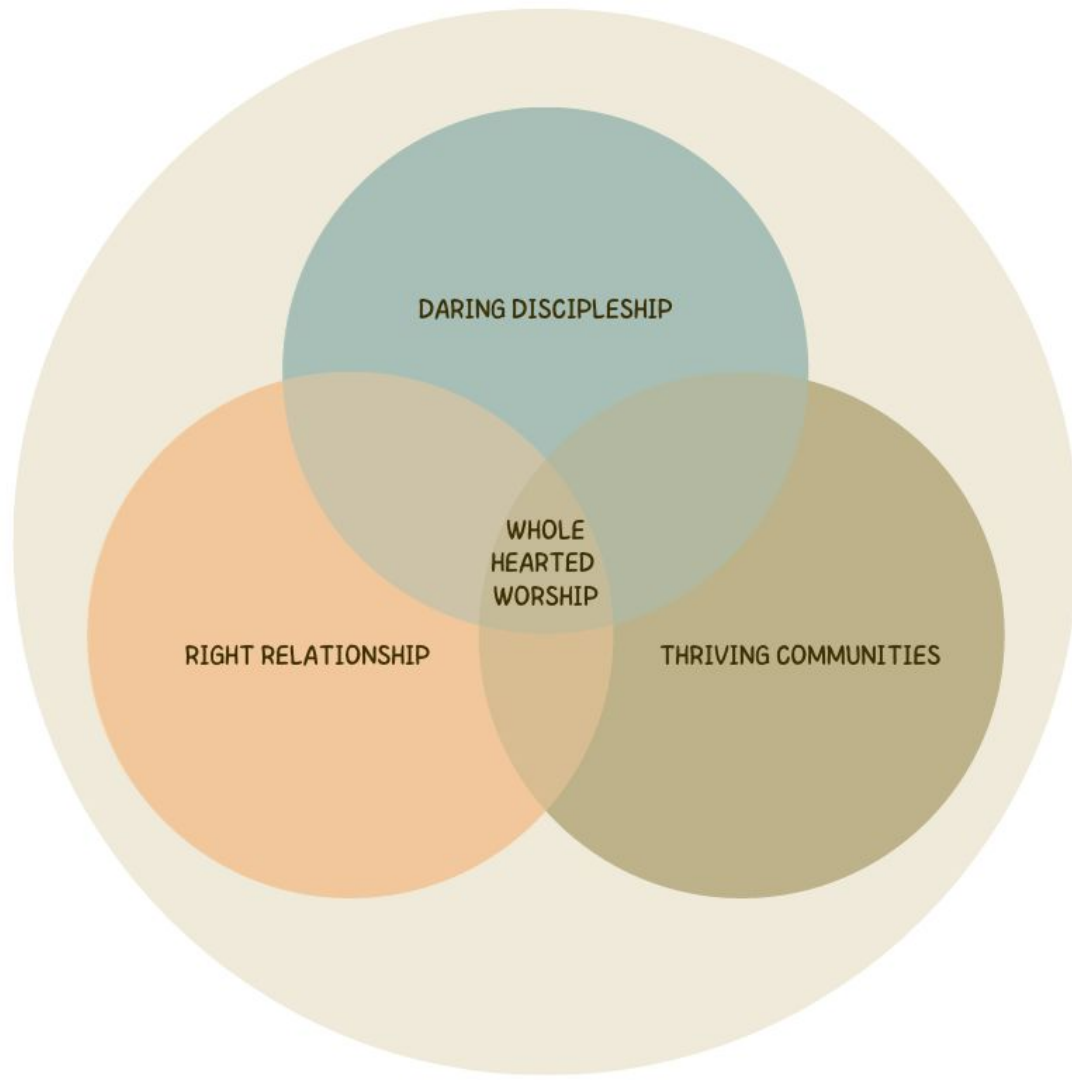
The background of the slide is a photograph of a car's side-view mirror. The mirror reflects a scenic landscape featuring a paved road that curves through a forest of evergreen trees. In the distance, snow-capped mountains are visible under a clear sky. The car's body is partially visible in the foreground, and the overall scene is brightly lit, suggesting a sunny day.

- What did you hear in the presentation (or read in the SWG report) that was new to you?
- What of the events or workshops that were discussed did you know about or participate in? What was that like?


# Supporting One Another through Discernment

- A coordinator facilitating a diocese-wide discernment process
- Facilitating parish-led discernment processes in service of the following goals:
  - Providing a reality check (where are we now?)
  - Identifying community gifts and the world's needs
  - Setting and prioritizing missional objectives by discerning how God is inviting each community to use its gifts in response to the world's needs
- Providing specific support to parishes wishing to set and prioritize missional objectives through
  - Offering focused leadership formation opportunities
  - Compiling, developing and sharing tools for parishes
  - Seeding imagination through examples and case studies of imaginative, possible, and proven ministry transformations

# Values



# Vision



Co-creating a world  
where all experience and share  
the transforming power  
of God's love

DARING DISCIPLESHIP

HEARTED  
WORSHIP

RIGHT RELATIONSHIP

THRIVING COMMUNITIES

# Mission



# What is a Thriving Community?

A thriving community is a Christian community that embodies and bears witness to God's love, through Christ, for all of Creation.

A thriving community takes place where "two or three are gathered together in Christ's name"

A thriving community is the group of people in whom words and beliefs about God sink into their hearts. As a community we embody a "foretaste" of God's dream for the world.

As thriving Anglican communities, our congregations and ministries exist in covenantal relationship with one another, supporting one another through a diocesan structure, united in prayer, worship, and mutual support across a vast geography

# The Marks of Thriving Communities

Thriving communities come in all shapes and sizes, yet what we see in all of them are:

- Attention to people, relationships, and community
- Commitment to learning from their local context
- Devotion to life-long learning and spiritual formation
- Disciples willing to take risks to embody the gospel
- Embrace, encouragement, and concrete support of those who lead
- Generosity, humour, and hospitality
- Nurturing discernment and formation for all the baptized
- Prioritizing resources to implement their plans
- Robust lay leadership supported by clergy
- Saying "yes!" to the Holy Spirit - open to new ideas and a willingness to stretch in mission
- Strong sense of identity - of who and whose they are
- Wholehearted worship expecting and open to individual and communal transformation

# How Might We Get There?

- Our diocesan community of communities decided to deploy resources that help us to better come alongside and support community-based ministries (including camps, congregations, chaplaincies, ecumenical shared ministries, parishes, partnerships, worshiping communities, and new witnessing communities) in discerning their current mission and ministry; and
- In response to the work being done in every congregation, we will restructure the work of the Diocese (Bishop, Synod Office Staff, Committees) to focus more clearly, effectively, and efficiently at supporting these local expressions of church as they participate in God's mission to the world.





# The Process



*"Vocation is the place where our deep gladness meets the world's deep need."*

- Frederick Buechner

# The Process - an Overview

## Qualitative Data Sourced from Parish Interviews

- What is the single most important thing you would like other parishes and congregations throughout the diocese to know about your congregation in order to understand it? What are your gifts, and how do you use them for the good of God's world?
- What is the single most important thing you would like people in your local community (i.e. people who don't come to your church) to know about your congregation?
- What makes your congregation (or what aspects of your congregation are) vital and thriving?
- What biblical story or image best represents or describes this congregation for you? Why?
- What is the generational and demographic character of your congregation?

# The Process – an Overview

- How would you describe your community's prayer life? In what ways does prayerful discernment guide your community's actions (and the actions of individuals members) in the world?
- Are people in your congregation engaging in particular spiritual practices? Identify those practices and what fruit this engagement seems to be producing.
- What forms of in-community leadership training are available, if any?
- How is the good news about God and the Christian faith shared in and through this congregation?
- How do people in the wider community come to learn about your church and the Christian faith?
- How do people in this congregation take part in justice-making, peacebuilding, and/or environmental causes?
- What would you say is the role of small group ministry (3-12 people) in this congregation?

# The Process – an Overview

- What would you say are your congregation's top 3-5 ministry priorities at this time?
- Of the 168 hours in any given week, for how many hours are your church building(s) and grounds used, by whom, and for what purposes? (please enumerate and describe)
- In what ways is your congregation engaged with local indigenous groups (i.e. for learning, relationship-building, partnership)?
- How aware are you of the needs of people in your congregation? What specific needs or challenges do you know your community to be grappling with?
- How aware are you of the needs in your broader community (village, town, area)? What specific needs or challenges do you know your community to be grappling with?
- In what way does your congregation serve the wider community; how are you intentionally building relationships with the local community beyond your walls - outreach, events, partnerships?

# The Process – an Overview

## Quantitative Data Sourced from Diocesan Office

- Age & Demographic Breakdown of Membership / Parish List
- Age & Demographic Breakdown of Wider Community (Using Canadian Household Survey Data)
- Ten Year Summaries of (some) Parish Statistical Return Data
- Financial Trends over Time
- Other data deemed helpful

# The Process - an Overview

- What would help address the opportunities you have identified?
- What would help address the challenges you face?
- What are the roadblocks (in your selves, in your congregation, or outside your congregation) to addressing these opportunities and challenges?

## Further Reflections

- How would we describe our ministry situation currently?
- Based on our reflections so far, what might our ministry situation look like in 4-5 years?
- What do you sense God wants for your congregation?
- What do you sense God wants for your wider community?
- How might we faithfully move from where we are to where God is inviting us?

# The Process - an Overview

Supporting Missional Renewal at the Local and Diocesan Level by Identifying:

- Common needs throughout the diocese
- Common key strengths throughout the diocese
- Inspiration and models for ministry
- Roadblocks and systems that are getting in the way
- Possible ways forward that will work in multiple contexts.

# Where are we now?

- Ten processes are already underway
- We are in the process of building a team of people to help facilitate these conversations in parishes across the diocese
- In the days ahead, we will be approaching more parishes to facilitate this process with them
- If you're interested to kickstart this process with your parish council and congregation sooner, please be in touch!

# Table Groups

At your table, pick a recorder, and take time to discuss the following questions:

- What did you hear that was new or interesting in this presentation?
- How might this process be helpful in your parish's discernment?
- What questions do you still have about the Thriving Communities Process?

# Contact

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