

Let Your Spirits Soar

Diocesan Strategic Action Plan

The Diocese of Central Newfoundland
2007 - 2011

Bishop's Message

I am pleased to distribute this version of our Diocesan Strategic Plan and invite each member of our Diocese, as the BCP says, to read, mark and inwardly digest. It is not necessary to do it as faithfully as we would the scriptures, nevertheless, the success of a plan is dependant on knowing it, believing in it and following it.

There is a tremendous amount of work, of information gathering represented by these few pages. The full report is available at www.centraldiocese.org and I would certainly encourage you to check it out, as it will inform you in interpreting and implementing the goals and objectives outlined here. We owe Mr. Wayne Penney a tremendous debt of gratitude. As a Diocese we spent a Synod working on this document and our present Executive spent time with it at a workshop. It is now time to become more intentional in the implementation stage. It is now time to move from planning to action

I would point out that this plan represents the collective wisdom of the Diocese, approved by Synod, and is therefore not the property of the Bishop or the Executive or an "advisory committee" It is ours! Therefore, I would expect that each Vestry and Parish will spend some time with this document. I encourage you to make your own plan based on this document and commit yourselves to implementing those things which will be most helpful in your parish.

Do not worry about doing everything, but each year plan, and do something.

Yours faithfully,

+David

The Rt. Rev. David Torraville

Bishop

Our Diocesan strategic planning process has identified eight areas of varying relative importance for consecration and development in order to help Parishes and the Diocese develop and thrive. These areas are

Mission Statement
Organizational mandate
Congregational Development
Youth
Stewardship
Viability
Change
Leadership
Communication

The following is a working document; a synthesis of the Strategic Plan, of the discussion at Synod 2007, of Parish and Deanery input and a workshop of the Diocesan Executive. It identifies a goal and objectives for each area, excepting Change, which is dealt with under a number of the other categories. The full Strategic Plan is available online at www.centraldiocese.org or in binder form from your rector.

Mission Statement

Goal: That each Parish and organization within the Diocese develop a Mission Statement, consistent with the Diocesan Mission Statement

Objectives:

- 1 By Synod 2008, the Synod office develop a process to assist Parishes and organizations develop their Mission Statement
2. By their annual meeting of 2009 all parishes have a Mission Statement in place
The Diocesan Report of 2009 will have a place for the parish to report its Mission Statement
3. The Diocesan Report of 2009 will have a place for the parish to report its Mission Statement

Organizational Mandate

Goal: That the Constitution of the Diocese of Central Newfoundland be revised to reflect present practice and policy and modified to allow for the implementation of desired practice and policy

Objectives:

1. The Regional Deans and Executive Officer, with the advice of the Chancellor and under the direction of the Bishop, will serve as an ongoing Constitution Committee to bring recommendations to Executive for presentation at Diocesan Synod

Congregational Development

Goal: To further develop a culture of personal and congregational commitment, growth, development, care, and outreach ministry.

Objectives:

1. Each Vestry to implement a plan to survey current, lapsed and potential parishioners to form a database on which to base future initiatives for connecting with parishioners
2. Each congregation to develop initiatives including, but not limited to lay visitations to sick and bereaved, to newcomers and vacationers. as well as continuing education events, special events and services for adults and children, to meet the needs of current, lapsed and potential parishioners .
3. Each Deanery to conduct a yearly Congregational Development event.
4. Each parish will encourage clergy and laity to use their creativity to develop ministry in the local church community.
5. By the Fall of 2008 The Executive Officer and Program Officer under the direction of the Bishop and in consultation with clergy and lay leadership will provide for training of clergy and laity in Congregational Development.
6. The Diocesan Synod will organize regular Diocesan Conferences relating to Congregational/ Faith development, Leadership/Visioning

Youth

Goal: To fully involve youth in the work and service of the Church

Objectives

1. To form a Youth Committee responsible for organizing large and small scale Diocesan and Parish/Deanery youth events as well as for fostering communication and advancing Youth ministry.
2. To arrange for ongoing communication and contact among individual youth and Youth Groups around the Diocese.
3. The Diocese will be responsible for identifying volunteers and Diocesan Staff responsibilities in Youth Ministry.
4. The Program Officer and Executive Office in consultation with the Bishop and Executive review and, if needed, enhance the budget for youth Ministry.
5. By 2010 hold a major Diocesan Youth Rally with participants from every parish in the Diocese

Stewardship

Goal: To become more committed to using our resources of time, talent and treasure for God's work in the church, in the wider community and in the world.

Objectives

1. To provide opportunities and motivation for all Anglicans to become more involved in congregational life and community outreach.
2. By 2009 for each congregation to identify and participate in at least one outreach project.
3. Vestries and clergy leadership to further develop faith based and not project based stewardship in their congregation.
4. To increase the number of people in the Diocese participating in proportional giving and tithing.
5. To provide resources, training and support for social ministries in parishes and congregations.
6. By 2009 for the Diocese and each Parish to provide a Narrative Budget in addition to financial reports

Viability

Goal: To discern how best to provide ministry in each Deanery and Parish as well as on a Diocesan level.

Objectives

1. To assess the strength of the Diocese of Central Newfoundland relative to the health of our Parishes
2. To assess the forming of closer relationships with the other Dioceses in Newfoundland and Labrador.
3. To conduct studies of actual and potential shifts in demographics in each area of our diocese.
4. To develop an assessment tool or process to determine what we consider a viable parish unit for presentation at the Diocesan Synod of 2009.
5. Gather and share success stories from within and outside our Diocese as a way of inspiring and motivating our people.
6. To establish committees in Deaneries to evaluate and make recommendations to the Bishop and Executive relating to reorganizing or implementing new models of ministry.

Leadership

Goal: To provide the tools to develop discipleship at every level and in each Church group

Objectives:

1. To do a regular "Needs Assessment" of professional development for our clergy and lay leaders
2. To design and implement an ongoing program of yearly clergy/lay schools based on our Needs Assessment
3. To consider the possibility of hiring a non clergy person as Executive Officer
4. To consider the possibility of hiring a full time Program Officer whose duties would include coordination of Continuing Education.
5. To partner with the other Newfoundland and Labrador Dioceses and Queen's College to develop credit and non credit courses to be offered in the Diocese

Communication

Goal: To effectively communicate with one another within the Diocese, within the Parish, within the Congregation

Objectives:

1. By 2009 each parish will provide a computer and Internet access.
2. Training for clergy and lay leaders in the use of email/Internet etc. to be provided as required.
3. Involve youth and young adults in the implementing of “new technologies” within the Parish and Diocese
3. Establish Parish/Deanery Websites which would include Mission Statement, announcements, minutes of meetings, schedules etc.
4. Establish a Diocesan Electronic magazine.
5. Make more effective use of Anglican Life to communicate Diocesan events

Implementation and Monitoring

Implementation of the Strategic Plan will require ongoing communication and encouragement to fulfill the goals and objectives.

It will be the responsibility of the Bishop, the Executive Officer and Program Officer to encourage and assist the Parishes, however, the Parishes and Deaneries must keep the Executive informed of what is happening in their areas.

A Monitoring Committee of Executive, with membership from each Deanery, will be appointed and identified. It will be the responsibility of Committee Members to keep up to date with what is happening in their area and report to Executive.

For the duration of the Strategic Plan the Diocese, each Parish and Deanery will develop and communicate a yearly plan to identify and implement those goals and objectives on which they will concentrate for that year.