

"TURN AROUND PLAN" - PHASE II

GROWTH AND RENEWAL

Sections in Green have already been accomplished or are underway at the time of posting. We will update as we make progress.

Each of the modules in Phase II will require volunteers, some training, some funding and preparation and acceptance by the community.

Module 1 - The Vision

The community creates a vision for the future based on realistic evaluations of resources, abilities, and needs. We cannot plan for something that we cannot accomplish or that others do not want.

- what is it we see in our future that is realistically possible?
- what is there about us now that can help accomplish this?
- what is there about us now that gets in the way of accomplishing this?
- How willing are we to do what we have to do to fulfill this vision?

Some of the things we will need to look at will involve the degree to which we are willing to be changed by growth and renewal, our willingness to give up some things, and our understanding of those things that we cannot and should not give up. Will we be flexible in making space in our community, our facilities, our worship space for those who may need something different?

Module 2 – “The Offer”

The community needs to have a clear understanding of what it is that it has to offer at all levels. This will include our Faith, our facilities, our community fellowship, our attitudes and actions. We need to know the extent of this offer. We cannot say to some “come and be yourself” only when they do come to “expect them to be like us”. Knowing what we have to offer allows us to move to the next module.

Knowing the limitations of what we currently have to offer will allow us to develop an understanding of what is actually needed and develop “The Offer” in such a way as to “meet needs”. This may involve development of other forms of worship, adaptation of space, etc. to enable “The Offer” to be made.

NOTE: Modules 1 & 2 will be addressed at a) Wardens meeting, b) Parish Council, c) Parish Visioning Day. A Team of three will be needed for the visioning day to work with the rector. (No funding necessary)

Module 3 “Ooo’s and Awe”

Once we have “The Vision” and know “The Offer” we have to let the rest of the world in on the secret. This module will involve creative and “attention getting” advertising in “unexpected” places (e.g. bars, clubs, gyms, theater programs, festivals, bill boards, TV, radio, etc.) Press releases, interviews, articles. Signage outside the church, visuals.

NOTE: This module will need an ongoing small team who can disseminate information and material to appropriate places and assist in the development of a comprehensive advertising program. (This will involve funding and possibly significant funding)

Module 4 “The Welcome”

When, for whatever reason people start to come they need to be welcomed in such a way that invites them to stay, does not overwhelm them, honours their personal situation and leaves them room to make their decision. A welcome that is too desperate frightens many, one that is too casual can make people feel that are not valued.

Welcoming ministries need to be developed and people (the whole community if possible) need to be trained in various forms of welcome and how to determine which is appropriate.

If “The Welcome” is to a new form of worship, or a new formation of community, people will be needed to help “seed” this. Strangers can’t be welcomed to something new if there is no one there to welcome them. It may be necessary to go outside the community (i.e. students at Huron College) to engage this part of the program.

NOTE: This will involve two or three small group (3 or 4 each) to work in a “welcoming ministry” at services, with contact and follow up, and in inviting newcomers to events.

(No funding is necessary beyond regular office costs for postage and printing)

Module 5 “The Transition”

The community needs to be prepared for the transition to a new reality. New people means change, growth means change, and regardless of the level or degree of change there will, without preparation, be reactions to it that can hinder, or stall growth and renewal. Part of this is accomplished in Module 1, but needs to be supported in an ongoing way.

NOTE: This may mean the development of a team of people who address and respond to conflict and issues at both a practical and pastoral level. Such a team would need to be trained in this type of ministry. (Some funding may be required for training programs)

Module 6: “New Community”

Once growth and renewal begins to take place, things have to be in place for new members, visitors, drop-ins, etc. to become part of the process of determining the “New Vision” that will come from the “new” community.

NOTE: This returns to the “Visioning” Module which should be done every two years to restart the growth and renewal cycle over again. Once the cycle has been completed twice, the process should become a regular part of the community life and sustain renewal and growth in an ongoing way.

Additional Notes:

In its first cycle, this program will require a considerable amount of the rector’s time. To do this, the full ministry team will be needed to carry ongoing ministry and pastoral work that the rector cannot manage. Some time will need to be taken to promote the idea of “team ministry” within the parish and to engage the membership in understanding and accepting this shift in focus for the rector for the first two year cycle. To accomplish this the wardens, parish council and visioning day will be asked to help prioritize areas for the rector’s attention and time. The ministry team, being voluntary, needs to be drawn into the discussions in terms of what they can offer to help this program.