

LIVING *our* FAITH *in* ACTION

Ministry Plan: Phase II
2008



Anglican Diocese of Eastern Newfoundland and Labrador

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Letter from the Bishop



My Dear Friends,

Since we began work on the first phase of our Ministry Plan in December of 2004, the spiritual revitalization of the diocese has always been our ultimate goal. Our desire is to plant the seeds that will grow into strong and vibrant communities of faith and will burst with the life that only Jesus Christ can give. We achieve this through lay involvement, pastoral leadership, and a powerful vision for the future.

On behalf of Diocesan Council, I am pleased to present this report to the Diocesan Mission Conference. The task presented of the planning team was two-fold: to solicit the opinions and views of Anglicans throughout the diocese to help guide and lay the foundation for the future directions and strategic initiatives of the diocese; and to take that information and build the second phase of the Ministry Plan. The result is the report before you, entitled: *Living our Faith in Action*.

Living our Faith in Action, was completed through the work and assistance of many people. It focuses on the following areas of mission: Spiritual Development; Evangelism; Parish Life; and Social Justice, Outreach, Service and Advocacy. We achieve these through inspirational leadership, stewardship of all our resources, and sound administrative practices. I believe that as we continue to act on these seven priority areas, our diocese will become more responsive to the needs of our time and more faithful to our mission. I invite all Anglicans of the Diocese to commit to this exciting path God is calling us to take.

I would like to thank the other members of the team and all who contributed to the content, direction and preparation of this report. To all who participated in interviews, focus groups and roundtables and the thousands who participated directly in the survey, I thank you. Your advice, clarification and feedback were substantial, important and appreciated.

As we work together to build the Kingdom of God, let us continue to journey, pray, and serve together, as we *live out our faith in action*.

In Christ's service,

+Cyrus

Bishop
Anglican Diocese of Eastern Newfoundland and Labrador

Mission Statement

As Anglicans we are called to obey our Lord's commission: "Go, then to all people everywhere and make them my disciples, baptizing them in the name of the Father, the Son and the Holy Spirit, and teaching them to obey everything that I have commanded you."

Our Diocese is an integral part of the body of Christ - a Church empowered by the Spirit through the study of Scripture and the worship of God; proclaiming the good news, as it reaches out in love to relieve the burdens and hurts in the world and affirming the joys.

Therefore, with grateful hearts, we covenant to:

- worship and praise Almighty God;
- provide the means for spiritual growth;
- interpret the teaching of Jesus for our time;
- teach Christian doctrine in the Anglican tradition;
- proclaim the gospel message through witness and evangelism;
- challenge injustices;
- pray for and nurture our Christian community and the world;
- be faithful to our Anglican identity shaped by scripture, tradition, reason and experience; and
- be faithful, wise and responsible stewards of God's gifts of creation, redemption and empowerment.

Background and Introduction

A little of our history

The earliest presence of the Anglican Church in Newfoundland and Labrador can be traced to stopovers by various military chaplains and visiting clerics in the 16th and 17th centuries. Their stays were often quite brief and not conducive to the development of permanent ecclesiastical structures. It was not until 1701, under the auspices of the Bishop of London and later the Society for the Propagation of the Gospel in Foreign Parts (S.P.G.), that the first resident clergyman was appointed. In 1787 Newfoundland was placed under the jurisdiction of the Bishop of Nova Scotia and in 1839 received its first resident Bishop, Aubrey George Spencer, when diocesan status was granted. His Episcopal jurisdiction included both the island of Newfoundland and the coast of Labrador, as well as Bermuda. Bishop Spencer was succeeded in 1844 by Edward Field who served until 1876. In 1879 a Bermuda Synod was incorporated and requested that the Bishop of Newfoundland of the time, Llewellyn Jones, occupy that position along with his own which he continued to do so until 1917.

The Diocese of Newfoundland joined the Anglican Church of Canada in 1949 when Newfoundland became the 10th province of Canada. Subsequent growth led, in 1976, to the reorganization of the one diocese into three. Today, along with the Diocese of Eastern Newfoundland and Labrador with its cathedral at St. John's, there is the Diocese of Central Newfoundland (Gander) and the Diocese of Western Newfoundland (Corner Brook). All three dioceses enjoy a close relationship, managing matters of common interest through the Joint Committee and sharing equally in the governance of Queen's College. Currently, there are 36 parishes on the Avalon Peninsula and throughout Labrador.

What is the Anglican Church?

The Anglican Church is an affiliation of independent national or regional churches in full communion with the Church of England (which may be regarded as the “Mother Church” of this worldwide family). So, more accurately it should be referred to as the Anglican Communion. There are currently 77 million Anglican Christians in the world. The Archbishop of Canterbury, the most senior archbishop of the Church of England, whilst having no formal authority outside his own English jurisdiction, is recognized by the churches of the Anglican Communion as a symbolic and historic focus and he is honoured as being “first amongst equals” amongst the other archbishops.

How is the Anglican Church organized?

The Anglican Church consists of clergy (male or female) and lay persons. Clergy have promised to serve God, to pray, and to obey their bishop. There are three distinct roles for clergy.

Deacons serve as a bridge between church and the world. They provide pastoral care, and hold a significant role in the worship services, proclaiming the Gospel, and leading other parts of the service. They often hold regular jobs and work in the church part-time.

Priests serve as pastors and teachers. They lead worship, celebrate Holy Communion, provide pastoral care, and support members of the parish as they reach out into their community. Priests also take a responsibility for the vestries and councils which administer their specific parishes.

Bishops lead and serve as links to the national and international Church. They ordain deacons and priests and are shepherds to the people of their diocese.



Bishops also take a responsibility for each parish in their diocese.

The Laity is everybody else. Lay people lead certain parts of the worship services. They read from Scripture, they lead the prayers of the people and assist in the distribution of Holy Communion. Lay people are given the distinguished role to be servants of Christ in their own day to day lives and, together with the bishop and the clergy, play important roles in governing the Anglican Church.

Why do we need a revised Ministry Plan?

Under the leadership of the Stewardship Committee, a Ministry Plan was developed and approved by Synod in 2003. So why do we need a new one? Our Ministry Plan is not a one-time event. It is a regular activity whereby we define the challenges and opportunities before us, define the choices that we have, and establish priorities for action.

The value in planning lies in its systematic approach in dealing with future uncertainties.

“It is difficult to ask people to change, but when parishes come together, wonderful things can happen. There is more vibrancy, more parish life and more opportunity to grow together as a stronger, more resilient faith community. Stronger lay leadership emerges, laying the foundation for a new Church with greater potential.”

The Right Reverend Cyrus Pitman

It focuses efforts and resources on long-term goals and provides a foundation for short-term activities. In other words, it is important because it provides a framework for action (for making decisions). That framework helps organizations like our Diocese recognize and understand the

challenges and opportunities that present themselves and to direct their planning efforts toward a **preferred** future.

Acknowledgements

The ministry planning team wishes to express their sincere appreciation to all those who gave so freely of their time and talents in support of this effort. Specifically, we thank The Rev’d Canon Professor Leslie J Francis, Director of the Welsh National Centre for Religious Education University of Wales in Bangor, Wales, the Rev’d Dr. Alex Faseruk, Memorial University of Newfoundland, Dr. Stephen Lawton, University of Central Michigan, the Rev’d Dr. Boyd Morgan and the Venerable Thomas Moulton for their guidance and insights during the preparation and development of the surveys.

We thank Kerry Pope, Robert Cooke and Chris Flynn for their guidance and support, Elizabeth Barnes and Elizabeth Crisby for their endless knowledge, support and guidance, and Jessica Hunt, our summer student, for taking up the challenge in a very short time and doing an amazing job.

We thank as well those who participated in the validation process for our surveys: The Rev’d Charles Green, Matthew Guy, Patricia Guy, Wilson Guy, The Venerable Neil Kellett, Frank Slade, Eric Yetman and Margaret Yetman.

Without the generosity of the regional deans and their deaneries, the Retired Clergy Association, and the Diocesan Council we would not have accomplished our task as effectively or efficiently. Likewise, we would be remiss in not recognizing the special contribution of the thousands who participated in our Diocesan Survey and the many others who participated in meetings and focus groups.

Building on our Earlier Work

How the new Ministry Plan evolved

In December 2004, Bishop Cyrus Pitman sought the advice of the Diocesan Stewardship Committee in putting together a ministry plan for the Diocese. The Stewardship Committee, led at that time by Dr. George Coffin, accepted the challenge and a Ministry Plan was put together in a few short months and brought to Synod in May, 2005 for approval.

The 2005-2007 Ministry Plan focused on five areas: leadership development, stewardship education and development, Anglican identity, evangelism and outreach, and congregational development. Over the last three years, much work has been done, particularly in the areas of leadership and stewardship development. This year is the last year for that plan.

Bishop Cy recognized that planning for the diocese had to continue, because without a clear vision for the future and a road map for how to get there, our future would be uncertain. He concluded it best not to proceed beyond the current Ministry Plan without first hearing from as many Anglicans in the Diocese as possible.

In January 2007, he struck a committee to conduct a major survey of the Diocese. The committee is chaired by Kevin Smith and includes Myrtis Guy, Edward Somerton, Dr. Harold Press, the Ven. Geoffrey Peddle and Bishop Cy. It was his intention that the survey serve as a foundation for the next phase of the Ministry Plan. "The task of the committee," said Bishop Cy, "will be to consult widely throughout the diocese and help set a course for the diocese beyond 2007."

The first part of that challenge was to set out to conduct one of the most wide-ranging surveys of any diocese in North America. The survey would include interviews, questionnaires, focus groups and roundtables, and participants would include ordained ministry, laity and staff.

The first order of business was to design questionnaires to solicit the views of as many Anglicans as possible in the Diocese. Separate questionnaires were designed for clergy, retired clergy, parishioners and staff.

The purpose of the questionnaires was to help understand the views and concerns of Anglicans about their faith, parish life and the diocese. The questionnaires were the result of a comprehensive examination of current literature and research in this area as well as consultations with other dioceses, clergy, lay leaders, and university faculty who specialize in this type of research.

The survey design and methodology were presented for approval at this spring's Diocesan Synod. Following approval, those in attendance, both lay and clergy, completed questionnaires. Each parish was provided a package including instructions, a letter from the Bishop, and parishioner and staff questionnaires. The parishioner survey was open to all Anglicans residing within the boundaries of the Eastern Diocese. The committee encouraged parishes to conduct the survey before or during worship on the last Sunday of May; however, individual parishes were free to choose the most appropriate times for them to administer it.

Parishioners who were not at worship on the Sunday when the survey was administered could obtain a copy of the questionnaire from the parish office or download it from the diocesan web site and





participate on line. Parishioners were given until the end of June to drop off or send in their responses. Many took great effort to mail in their responses if they were not in church when the survey took place.

Over the summer months, data was entered on computer by a young student, Jessica Hunt, as part of a federally subsidized student work program. Jessica did a fabulous job, not only keying in data, but also designing some of the data entry programs and doing some of the analysis. The committee thanks Jessica for her work and hopes she found this experience helpful and enjoyable.

Preliminary analysis has now been completed. Responses to the survey include: 3,194 parishioners, 93 clergy and retired clergy, and 23 staff. Bishop Cy said he was quite impressed with the response to the survey. "This day and age, it is quite a challenge to get people to take time from their busy schedules to fill out questionnaires," said the Bishop. He then sent a letter to all parishes thanking them for facilitating the survey and all members

of their parish who participated.

The committee begins the second stage of the survey in October. During this stage, more comprehensive discussions will be held in the form of interviews, roundtables, and focus groups. In particular, interviews and focus groups will be held with youth and other key informants, and roundtables will be held with clergy and retired clergy. These discussions will build on the findings of the first part of the survey and help define the directions and actions for the diocese in the future.

In the end, findings from the survey will give the diocese a unique glimpse into the future. "Such an extensive survey is important not just for the information it produces, but also because it is *inclusive*. It gives everyone an opportunity to have a say," the Bishop concluded. "In addition, there will be follow-up for clergy and Diocesan Council. But in the end, we will have a strategic Ministry Plan that will lead us into the future; a plan that most everyone in the Diocese can say: "I had a hand in that."



Ministry Plan: Phase II

Living our Faith in Action

Our Vision

As the Diocese of Eastern Newfoundland and Labrador we are called to pursue God's dream of peace and justice, locally and globally, by building trust, hope and dignity among all people, welcoming diversity and providing loving stewardship of our natural resources. Our vision is of a diocese which:

- focuses on supportive relationships;
- provides ongoing creative opportunities for learning, for spiritual growth, for reconciliation and for transformation;
- shares resources as partners in our common ministry; and
- communicates openly and trustfully with one another by listening and prayerfully sharing our wisdom, resources and assets in partnership with all congregations and for the parishes they serve.

Our Journey

Imagine a *world* where every human being would live in freedom and dignity. Imagine a *world* in which we would shed the same tears when a child dies in Darfur or Heart's Content. Imagine a *diocese* in which ordained and lay Christians work together collaboratively. Imagine a *diocese* which is fully engaged with the call of God to be a people of justice and peace. Imagine a *parish* where leadership and responsibility are shared. Imagine a *parish* where there is an abundance of gifted people who can become excited by a vision of what God can do with and through them. Our journey over the next several years will take us to places where all these things are possible.

Our journey will focus on strengthening relationships, seeking new opportunities for mission, engaging in conversation, learning from ourselves and from others, responding

to the yearning for spiritual nurture in the wider community, being inspired by young people in the way they connect, embracing diversity, searching for balance, striving to sustain the earth, enabling all the gifts across our Church, discovering new ways to walk with the disadvantaged and disengaged, examining challenges with different eyes and being prepared to take risks, and celebrating all that we do with grace and joy. While our journey will be a challenging one, we will never arrive unless we set out.

The Five Marks of Mission

The *Five Marks of Mission* were adopted at the 8th meeting of the Anglican Consultative Council in 1990 and have won wide acceptance among Anglicans worldwide. They have given parishes and dioceses around the world a practical and memorable "checklist" for mission activities. While the *Five Marks* are not the only ways of doing mission, they serve as a guide and help define how churches within the Communion can live out a mission lifestyle in their local contexts and in a variety of ways. In the end, the *Five Marks* can be a *litmus test* of our own mission.

"We embrace wholeheartedly the Five Marks of Mission for the Anglican Communion. We value international relationships developed over many years and we cherish the opportunity to participate in the work of global commissions and networks. We treasure our friendship in Christ."

The Most Reverend Fred Hiltz



Five Marks of Mission



What is Mission?

Mission is the creating, reconciling and transforming action of God, flowing from the community of love found in the Trinity, made known to all humanity in the person of Jesus, and entrusted to the faithful action and witness of the people of God who, in the power of the Spirit, are a sign, foretaste and instrument of the reign of God.¹

All mission is done in a particular setting - the context. So, although there is a fundamental unity to the good news, it is shaped by the

¹ Adapted from a statement of the Commission on Mission of the National Council of Churches in Australia and published on the Anglican Communion website: www.anglicancommunion.org

diversity of places, times and cultures in which we live, proclaim and embody it. The Five Marks are not intended to lead us to think that there are only five ways of doing mission, they are meant only as a guide to challenge us to think about *all* that we do in mission. By doing mission, we are living out our baptismal covenant.

The Five Marks stress the *doing* of mission. Action is the measure of our response to Christ. However, the challenge facing us is not just to *do* mission but to *be a people of mission*. That is, we are learning to allow every dimension of church life to be shaped and directed by our identity as a sign, foretaste and instrument of God's reign in Christ.

Our Mission Focus for the next 3-5 years

Our Mission Statement calls us to reach out to all people everywhere and proclaim the good news.

In the next three to five years, our new Ministry Plan will focus on the following seven priority areas:

areas of Mission;

- Spiritual Development
- Evangelism
- Parish Life
- Social Justice, Outreach, Service and Advocacy

these will be enabled by;

- Inspirational Leadership
- Stewardship of all our Resources
- Sound Administrative Practices



Area of Mission 1: Spiritual Development

As Anglicans, we are called to participate in God's mission in the world by embracing respectful evangelism, loving service and prophetic witness. We accept Jesus' gospel message and seek to live in a deep relationship with God.

Goal	Strategies	Facilitators
Goal 1: To know ourselves as Anglicans and to continue to grow and flourish as a faith community.	<ul style="list-style-type: none">• Develop a strategy to discuss who we are, what we do and how we do it. The strategy will involve the establishment of a <i>Diocesan Commission on Culture and Technology</i> which will examine changing technologies (television, the Internet, audio-visual services, blogs, software, webinars, webmail, online magazines, etc.) and their impact on parishes; identify opportunities for embracing technology throughout the Diocese, and bring recommendations to Diocesan Council.• Establish a <i>Bishop's Consultative Council</i> comprising active clergy, retired clergy and lay, to provide a forum for people to listen, learn, and engage in a healthy discussion about issues of importance to them and to provide valuable feedback.	



Area of Mission 2: Evangelism

As Anglicans, we are called together to proclaim the good news of the Gospel. We seek to grow in faith and to serve Christ in all people.

Goal	Strategies	Facilitators
Goal 2: To continue to change lives by reaching people of all ages with the love of God.	<ul style="list-style-type: none">• Encourage and support different approaches and styles of mission and evangelism with emphasis on new expressions of church and creative styles of worship which can be embraced by the whole Diocese (contemporary music, noon-day programs, Stations of the Cross, Saturday worship, Uzcharist, etc).• Provide a mission and evangelism section on the Diocesan website.• Develop a training session in hospitality and fellowship for parishes, enabling them to express the love of Jesus Christ.• Seek ways of linking individuals with skills, abilities and knowledge in working with youth and young adults to parishes which need such skills and abilities.• Develop and promote ministries to emerging new minorities such as single persons, new parents, single parents, unmarried adults, etc.	



Area of Mission 3: Parish Life

As Anglicans, we build our parish communities by demonstrating care and concern for one another and nurturing spiritual growth among all, enabling them to be a vital presence in the surrounding communities.

Goal	Strategies	Facilitators
Goal 3: To build vibrant worshipping communities that form the heart of healthy, sustainable, connected parishes.	<ul style="list-style-type: none">• Nurture a sense of Diocesan family which is inclusive of all parishes and members.• Develop mutually beneficial relationships within and between parishes that enable the sharing of gifts and resources.• Explore opportunities for building community, ecumenical and inter-faith partnerships that enable the sharing of personnel and resources.• Continue to develop parish covenants enabling the development of healthy pastoral relationships.• Continue to focus on Clergy wellness.• Explore alternative models of church governance.	



Area of Mission 4: Social Justice, Outreach, Service and Advocacy

As Anglicans, we are called to advocacy in our baptismal covenant's vow to "strive for justice and peace." Matters of justice are integral to the fabric of God's intention in creating the world and all its people. We commit ourselves to such advocacy in a culture of growing consumerism, inequitable distribution of wealth, abuse of the environment, and consolidation of power.

Goal	Strategies	Facilitators
Goal 4: To become an organization dedicated to working for social justice, peace and abundant life in our diocese and the world.	<ul style="list-style-type: none">• Establish a special "Advocacy Network" comprising young people, retired clergy, clergy and lay people who are committed to advocacy and action. The focus will be to:<ul style="list-style-type: none">• foster cultural sensitivity and inclusivity;• seek the knowledge and experience of retired clergy in identifying, focusing and articulating issues of social justice;• establish and maintain a blog aimed at engaging young people and others in a respectful dialogue around issues of justice and peace; and• seek new and innovative ways for parishes and the diocese to promote peace, address issues such as the eradication of extreme poverty (MDGs), and advocate for the resolution of conflict in all aspects of life and community.	



Enabler 1: Inspirational Leadership

As Anglicans, we are all called to ministry. While not all are called to ordination, we each have gifts and the potential to serve Christ. Yet so many of us may not know how to do so or how to find the right opportunities. As we commit ourselves to missions, we must also provide the tools and resources to learn and grow.

Goal	Strategies	Facilitators
Goal 5: To develop and foster inspirational leadership across the Diocese.	<ul style="list-style-type: none">• Clarify the respective roles of clergy and lay leaders and further develop capacity to work in leadership roles.• Develop new expressions of leadership and innovative ways to involve young people in the church.• Empower and support leaders to implement change when required.• Develop and make available to parishes orientation materials for vestry, wardens, treasurers, youth workers, and others.• Recognize and support exemplary and innovative leaders in the pursuit of their goals.• Continue to support the wellness and pastoral care of our leaders.	



Enabler 2: Stewardship of all our Resources

We live in a rich and beautiful environment with an abundance of human and financial resources. As Anglicans, we are called to be faithful stewards of the earth and all God's resources, and to share them equitably and generously.

Goal	Strategies	Facilitators
Goal 6: To demonstrate accountability for all God's gifts and inspire Anglicans to live in grateful response to God's abundance.	<ul style="list-style-type: none">• Continue to increase awareness and knowledge of stewardship and planned giving.• Transform our Diocese into a network of Green Parishes by developing a Green Guide aimed at introducing a range of initiatives to increase our environmental responsibility, including:<ul style="list-style-type: none">• recycling, upcycling, energy conservation, biodiversity, composting, fair trade practices, energy auditing, etc.• Work with partners to create and sustain green communities.	



Enabler 3: Sound Administrative Practices

As Anglicans, we serve parishes by ensuring a strong and diverse funding base is available for ministry, parish development and Diocesan programs.

Goal	Strategies	Facilitators
Goal 7: To demonstrate accountability for Diocesan assets and income streams and managing resources with purpose, transparency, integrity and commitment.	<ul style="list-style-type: none">• Develop and manage our resources with purpose, transparency, integrity and commitment in order to achieve our core goals.• Identify successful parish initiatives and programs and seek ways of communicating their stories more globally.• Continue the development of a user-friendly web site for the Diocese.• Create and distribute a poster of the Diocese and our local Anglican community for parishes and organizations.• Examine and make available appropriate courseware and training for parish administrators.	

Implementation Plan

Living our faith in action

The Bishop's opening words of this Ministry Plan are an invitation to all members of the diocese to commit to this exciting path God is calling us to take

in pursuit of our mission. By now, it should be apparent that the new directions we are called to follow represent an invitation to work together as a diocese and to put into action the

many blessings and resources God has given us. It is hoped that the approach described in this plan provides a catalyst for that change to come about as we look outward in our efforts to enable people to know Jesus Christ, to live and share the good news.

Throughout our journey as Anglicans, God shapes and makes us into his likeness. This process of change is a partnership between us and the work of the Holy Spirit (Phil.2:13-14). God uses the problems we encounter to help us grow and change. Within the Anglican Communion and our own Diocese there is a sense of unease. It is now more important than ever that our Diocese focus on the future through our faith.

The Diocesan Council is the body charged with responsibility for overseeing the plans of the Diocese. From time to time it should reassess and make changes to the plan as it sees fit. The plan is not intended to remain unchanged. It is a living document and allowances for change should be considered as we move along.

"Never doubt that a small group of thoughtful committed citizens can change the world, indeed it is the only thing that ever has."

Margaret Mead

One of the first things that should be considered is a review of our Mission Statement. A broad-based discussion of our mission can go a long way in helping us understand who we are and what we are called to do. In addition, as new paths are taken and discoveries made during implementation, we should review and reshape the goals and strategies as necessary.

The Diocesan Council, through the office of the Executive Archdeacon, will make annual reports on the progress of, achievements and challenges in, implementing the plan. These reports will be addressed to our church at large and published on the Diocesan web site and in Anglican Life.

While our Diocese has done very well on instituting and carrying out the goals set in 1995, much remains to be done. The goals and strategies set out in our new Ministry Plan will go a long way in helping us move forward.



Anglican Diocese of Eastern Newfoundland and Labrador **2007 Diocesan Survey**

RESULTS

The following pages contain a series of charts that depict in summary form some of the results of the recently completed Diocesan Survey. The survey, conducted in May, 2007, included separate questionnaires for members, clergy, retired clergy and staff. In addition, interviews, focus groups and roundtables were completed with clergy and laity.

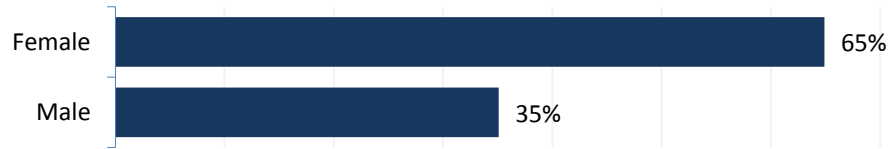
Responses to the questionnaires were as follows:

	2007 Synod	Other¹	Total
Parishioner	101	3,093	3,194
Clergy	45	16	61
Retired Clergy	6	26	32
Staff	-	23	23
Total	152	3,158	3,310

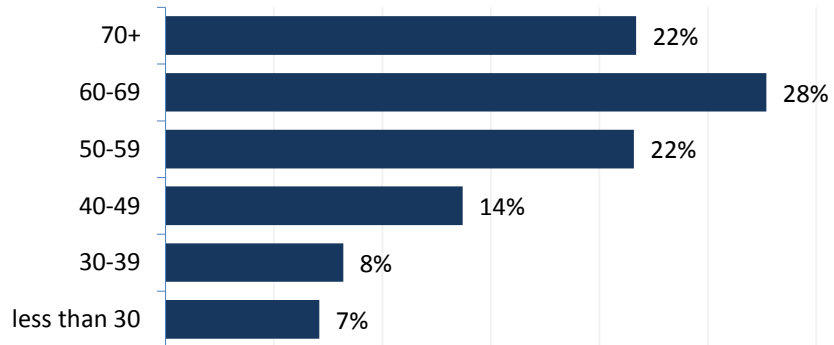
¹Conducted through parishes, the diocesan web site and direct mail.

Demographic characteristics of survey respondents:

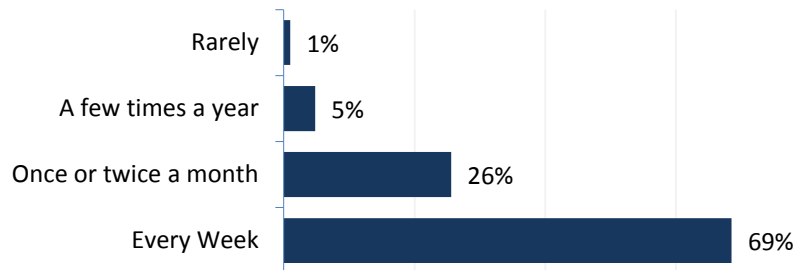
Gender



Age



Average Church Attendance



Parishioner Survey Responses:

Aspects of my Faith

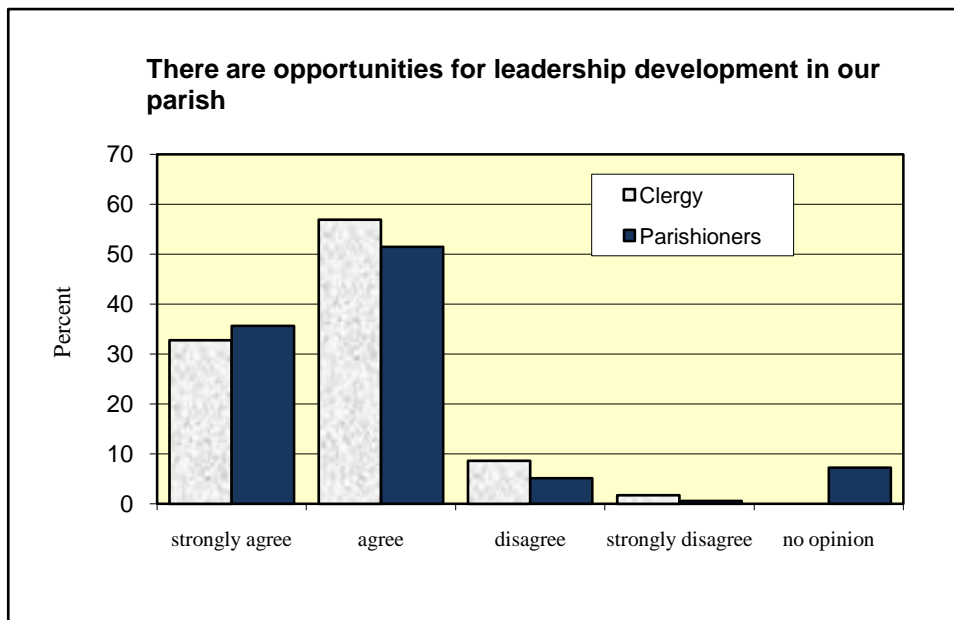
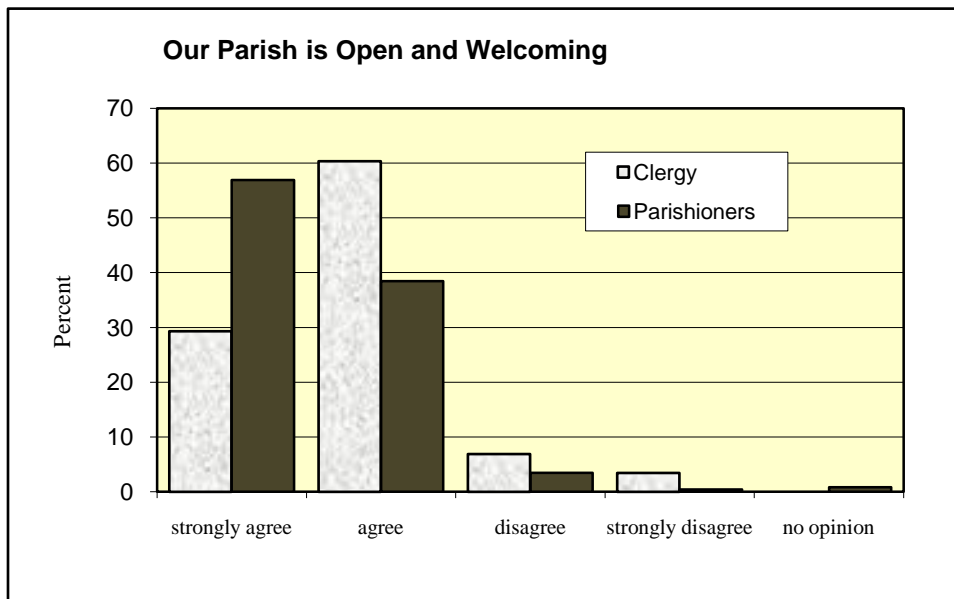
<i>How important are the following to you?</i>	Responses	Very important	Somewhat important	Only a little important	Not important
1. Being Anglican	3,133	2,249 72%	653 21%	118 4%	112 4%
2. Participating in Worship	3,138	2,452 78%	590 19%	77 3%	19 1%
3. Being part of a parish community	3,124	2,427 78%	614 20%	69 2%	13 -
4. Passing on the faith to the next generation	3,095	2,607 84%	437 14%	39 1%	12 -
5. Witnessing your faith to others	3,079	1,796 58%	933 30%	266 9%	84 3%
6. Learning more about Christian doctrine in the Anglican tradition	3,084	1,557 51%	1,191 39%	275 9%	61 2%
7. Learning more about the Bible	3,112	2,051 66%	867 28%	177 6%	17 1%
8. Helping ease the suffering of others	3,087	2,650 86%	379 13%	40 1%	- -
9. Ministry to people of all ages	3,071	2,379 78%	584 19%	91 3%	17 1%
10. Proclaiming the gospel message through witness and evangelism	3,029	1,470 48%	1,049 35%	369 12%	141 5%
11. Outreach	3,033	2,006 66%	862 28%	142 5%	23 1%
12. Respecting the dignity of every human being	3,107	2,926 94%	167 5%	12 -	2 -
13. Being faithful, wise and responsible stewards of God's gifts	3,076	2,647 86%	400 13%	26 1%	3 -
14. Regular financial givings to the church	3,084	2,446 79%	576 19%	54 2%	7 -
15. Opportunities to learn more about issues facing the Anglican Communion	3,083	1,681 55%	1,146 37%	208 7%	48 2%

About my Parish

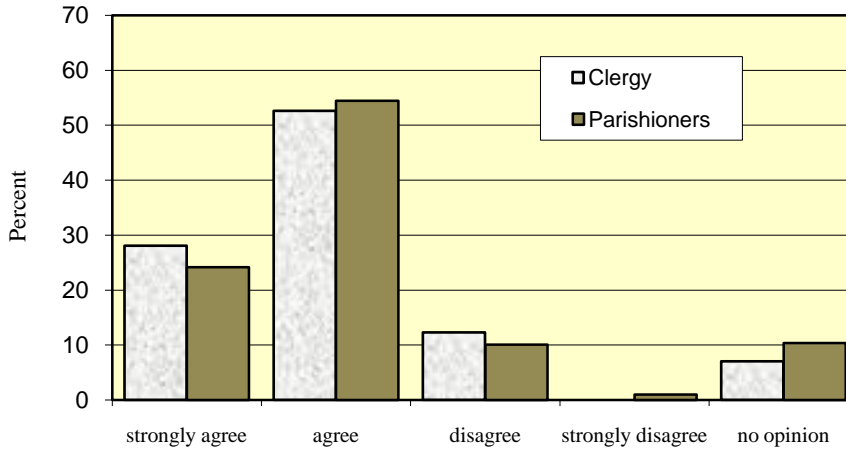
<i>To what extent do you agree/disagree with the following statements?</i>	Responses	Strongly agree	Agree	Disagree	Strongly disagree	No opinion
16. Our parish is open and welcoming	3,125	1,778 57%	1,201 38%	108 4%	13 -	25 1%
17. Our parish meets my spiritual needs	3,095	1,584 51%	1,336 43%	117 4%	25 1%	33 1%
18. I feel included in parish life	3,059	1,572 51%	1,288 42%	130 4%	15 1%	54 2%
19. I feel well informed about what goes on in the parish	3,053	1,277 42%	1,419 46%	259 9%	35 1%	63 2%
20. The style of worship attracts me to the parish	3,037	1,317 43%	1,345 44%	253 8%	43 1%	79 3%
21. We have adequate space for parish needs	3,054	1,327 43%	1,382 45%	237 8%	37 1%	71 2%
22. Our parish facilities are accessible to all	3,057	1,432 47%	1,292 42%	200 7%	74 2%	59 2%
23. Our parish outreach extends to non-Anglicans	3,006	1,180 39%	1,440 48%	168 6%	24 1%	194 7%
24. Our parish reaches out to those with special needs	3,010	1,167 39%	1,416 47%	209 7%	28 1%	190 6%
25. There are opportunities for leadership development in our parish	2,993	1,066 36%	1,541 52%	153 5%	17 1%	216 7%
26. If population trends continue, our parish will have to make changes	3,015	1,088 36%	1,408 47%	302 10%	35 1%	182 6%
27. Our parish shares ministries with neighbouring parishes	2,975	774 26%	1,579 53%	336 11%	38 1%	248 8%

To what extent do you <i>agree/disagree</i> with the following statements?	Responses	Strongly agree	Agree	Disagree	Strongly disagree	No opinion
28. Our parish should do more sharing of ministries with other parishes	2,911	703 24%	1,584 54%	294 10%	28 1%	301 10%
29. Attendance at worship is dropping because people are moving away	2,973	395 13%	934 31%	1,152 39%	198 7%	294 10%
30. Attendance at worship is dropping because people are choosing not to attend	3,014	820 27%	1,476 49%	387 13%	96 3%	235 8%
31. Stewardship as a way of life is stressed in our parish	2,951	780 26%	1,544 52%	306 10%	25 1%	296 10%
32. <i>Anglican Life</i> nourishes my faith and spiritual development	2,948	821 28%	1,483 50%	314 11%	54 2%	276 9%
33. I understand the role of the Diocese	2,931	482 16%	1,429 49%	649 22%	64 2%	307 11%
34. I understand how Synod assessments are calculated	2,944	325 11%	944 32%	1,033 35%	166 6%	476 16%
35. I understand how Synod contributions are used	2,978	331 11%	966 32%	1,023 34%	167 6%	491 17%

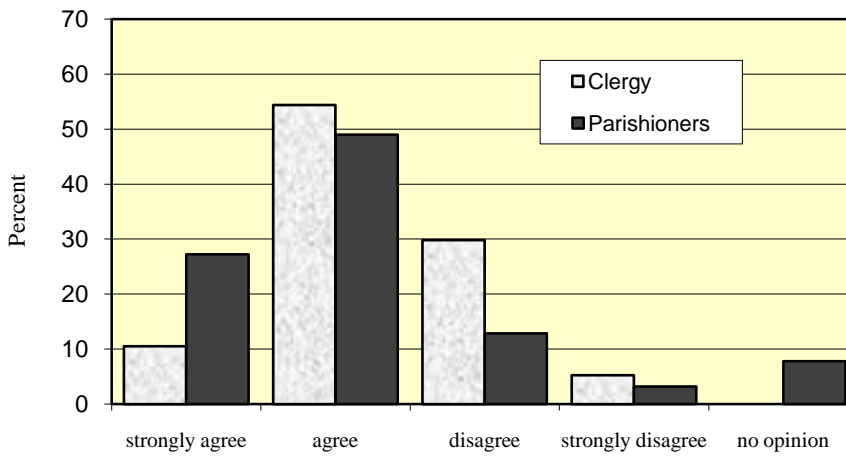
How do Clergy and Parishioners feel about their Parishes?



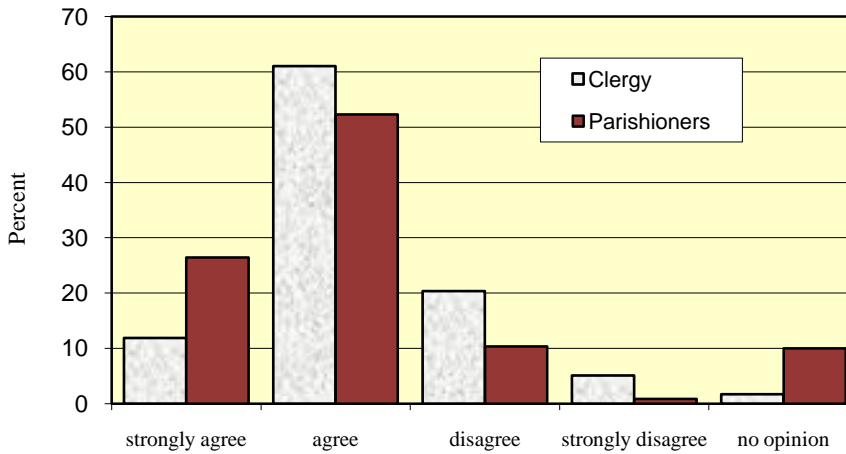
Our parish should do more sharing of ministries with other parishes



Attendance at worship is dropping because people are choosing not to attend



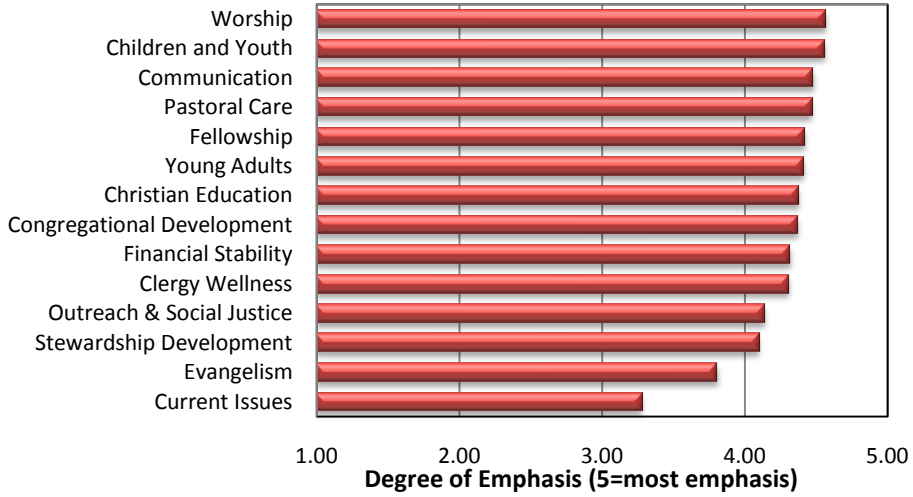
Stewardship as a way of life is stressed in our parish



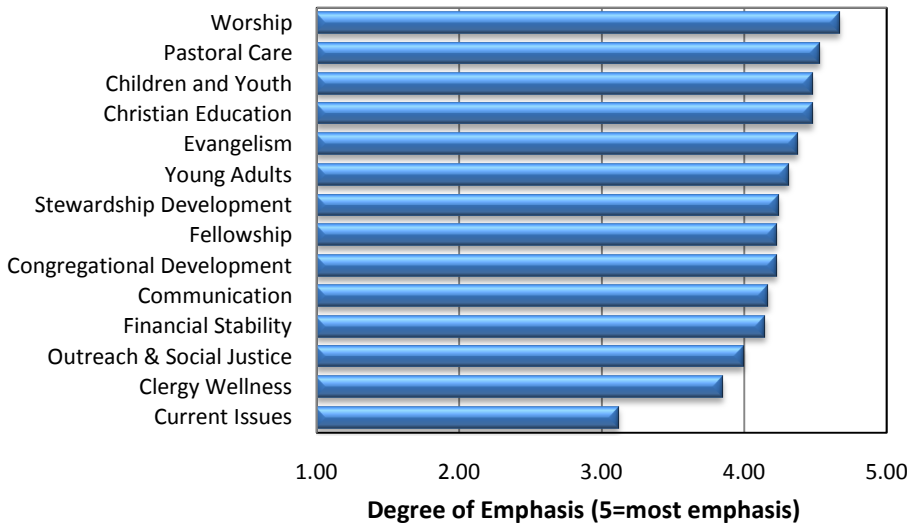
Future Focus of Parishes

<i>For the future, how much emphasis should the PARISH place on each of the following?</i>	Responses	Mean	PARISH focus				
			most emphasis				least emphasis
Worship	2,921	4.57	1,941 66%	741 25%	208 7%	20 1%	11 -
Congregational Development	2,801	4.37	1,491 53%	920 33%	331 12%	40 1%	19 1%
Evangelism	2,765	3.81	952 34%	801 29%	683 25%	194 7%	135 5%
Pastoral Care	2,836	4.47	1,701 60%	817 29%	269 10%	40 1%	9 -
Fellowship	2,825	4.42	1,621 57%	840 30%	312 11%	41 2%	12 -
Christian Education	2,831	4.38	1,555 55%	853 30%	367 13%	44 2%	12 -
Children and Youth Ministries	2,843	4.56	1,907 67%	677 24%	226 8%	22 1%	11 -
Young Adult Ministries	2,793	4.41	1,609 58%	798 29%	313 11%	58 2%	15 1%
Outreach and Social Justice	2,762	4.14	1,158 42%	992 36%	496 18%	85 3%	31 1%
Stewardship Development	2,746	4.10	1,095 40%	975 36%	567 21%	84 3%	25 1%
Clergy Wellness	2,762	4.31	1,455 53%	822 30%	386 14%	72 3%	27 1%
Communication	2,798	4.48	1,718 61%	767 27%	256 9%	43 2%	14 1%
Financial Stability	2,694	4.32	1,415 53%	824 31%	375 14%	59 2%	21 1%
Current Issues within the broader Anglican Communion	2,727	3.28	794 29%	569 21%	544 20%	235 9%	585 22%

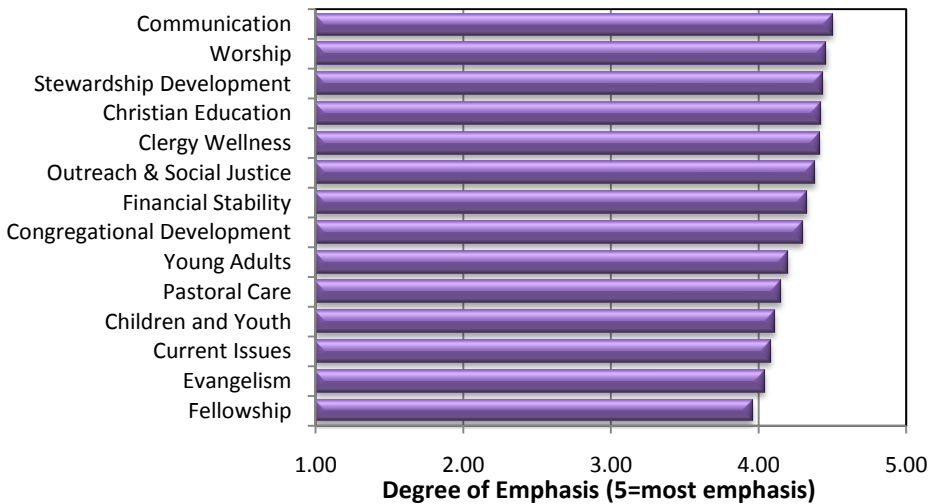
Future Focus of Parishes - Parishioners



Future Focus of Parishes - Clergy



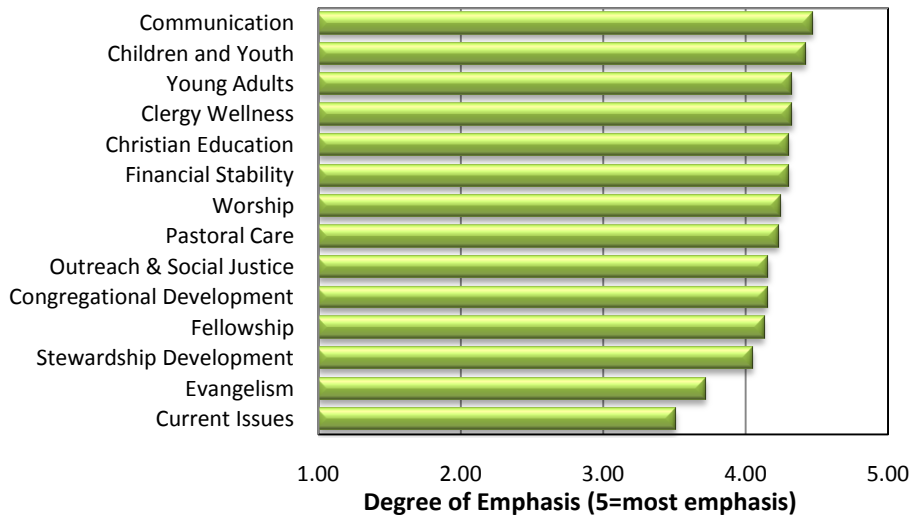
Future Focus of Parishes - Retired Clergy



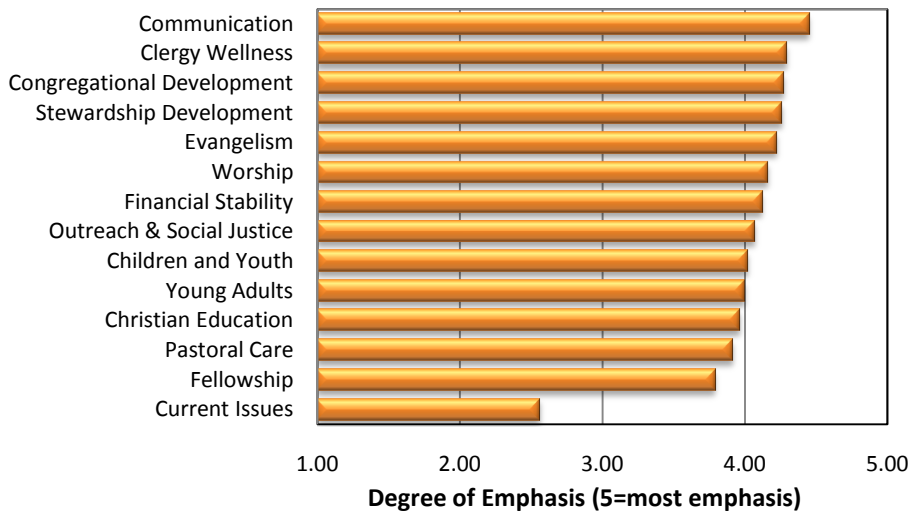
Future Focus of the Diocese

<i>For the future, how much emphasis should the DIOCESE place on each of the following?</i>	Responses	Mean	DIOCESAN focus				
			most emphasis				Least emphasis
Worship	2,022	4.25	1,054 52%	534 26%	345 17%	71 4%	18 1%
Congregational Development	1,975	4.15	873 27%	647 20%	351 11%	82 3%	22 1%
Evangelism	1,954	3.72	588 30%	596 31%	512 26%	140 7%	117 6%
Pastoral Care	1,959	4.23	966 49%	598 30%	319 16%	66 3%	19 1%
Fellowship	1,960	4.13	888 45%	579 30%	391 20%	73 4%	29 2%
Christian Education	1,965	4.30	996 51%	629 32%	286 15%	42 2%	12 1%
Children and Youth Ministries	1,974	4.42	1,183 60%	518 26%	216 11%	40 2%	17 1%
Young Adult Ministries	1,949	4.33	1,060 54%	551 28%	274 14%	50 3%	14 1%
Outreach and Social Justice	1,939	4.16	828 43%	698 36%	335 17%	57 3%	21 1%
Stewardship Development	1,937	4.05	733 38%	691 36%	415 21%	75 4%	23 1%
Clergy Wellness	1,943	4.33	1,059 55%	559 29%	259 13%	44 2%	22 1%
Communication	1,944	4.47	1,164 60%	536 28%	203 10%	29 2%	11 1%
Financial Stability	1,930	4.30	1,014 53%	571 30%	283 15%	43 2%	19 1%
Current Issues within the broader Anglican Communion	2,013	3.51	754 38%	400 20%	357 18%	130 7%	372 19%

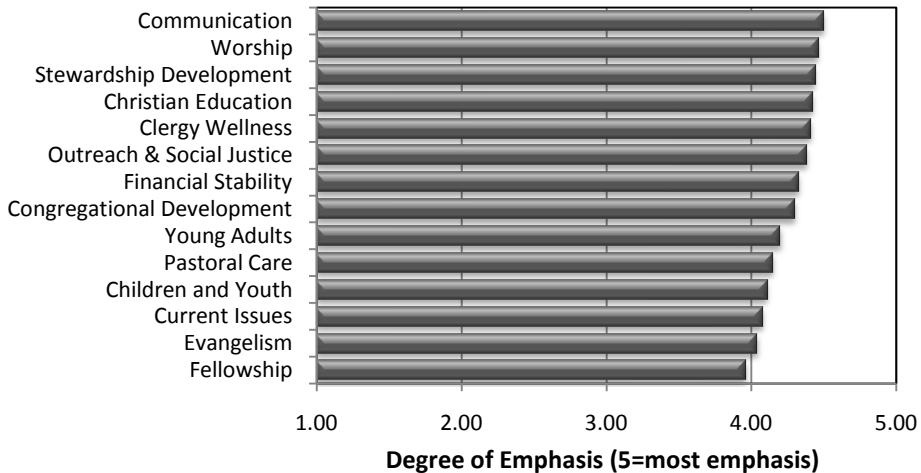
Future Focus of the Diocese - Parishioners



Future Focus of the Diocese - Clergy



Future Focus of the Diocese - Retired Clergy



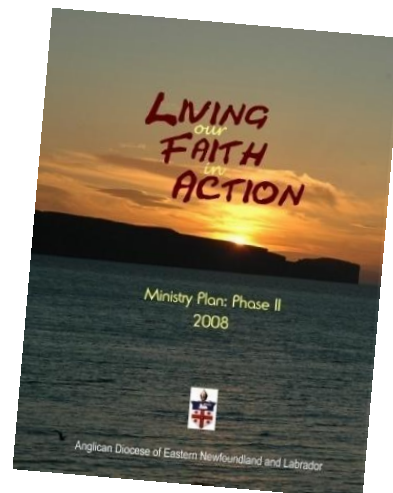
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