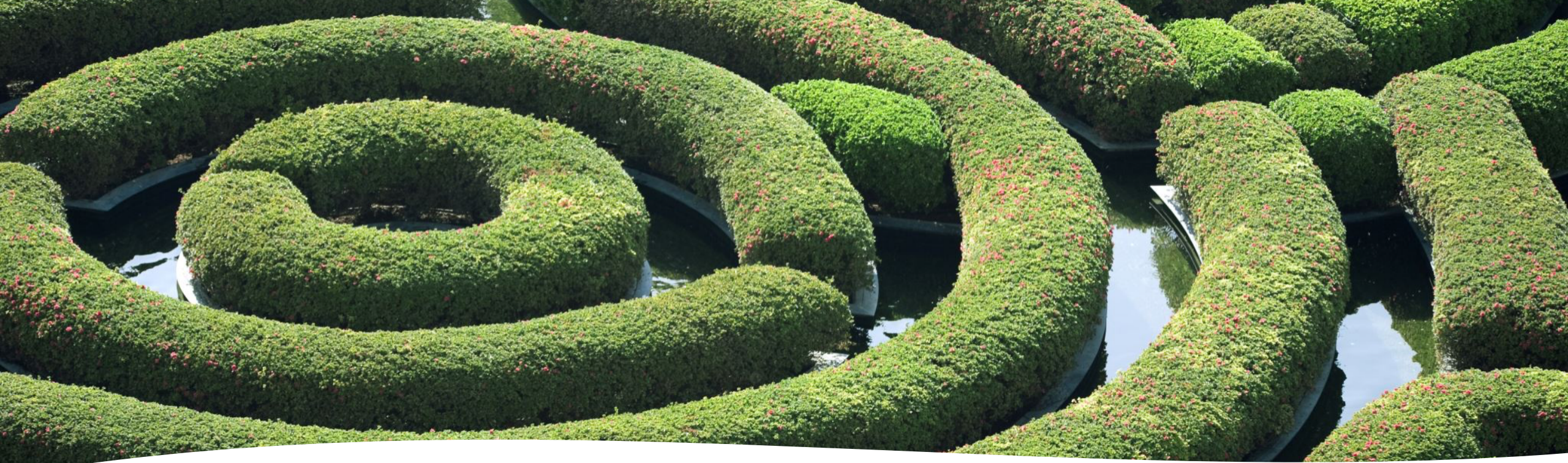


# Strategic Planning Working Group

Update for CoGS November 2020





# OVERVIEW



- 1. From classic strategic planning to a journey of listening and discernment**
- 2. Diverge-Converge model**
- 3. What we have heard from the listening groups**
- 4. Your thoughts**

# A NEW PATHWAY

- COVID course change
- Phased approach

## PHASE I

- 11 listening groups of 5 – 14 people each
- Co-facilitated by COGS members
- Up to 3 ZOOM meetings
- Scripture and questions
- Some want to continue



# Our Diverge-Converge Planning Process:

A Changing Church, A Searching World, A Faithful God



## PHASE 1

Where are we now? Where are we going?

Environmental scanning:

- Convene/connect
- Listen
- Share
- Reflect
- Pastoral care
- See snapshots

### **Investigate**

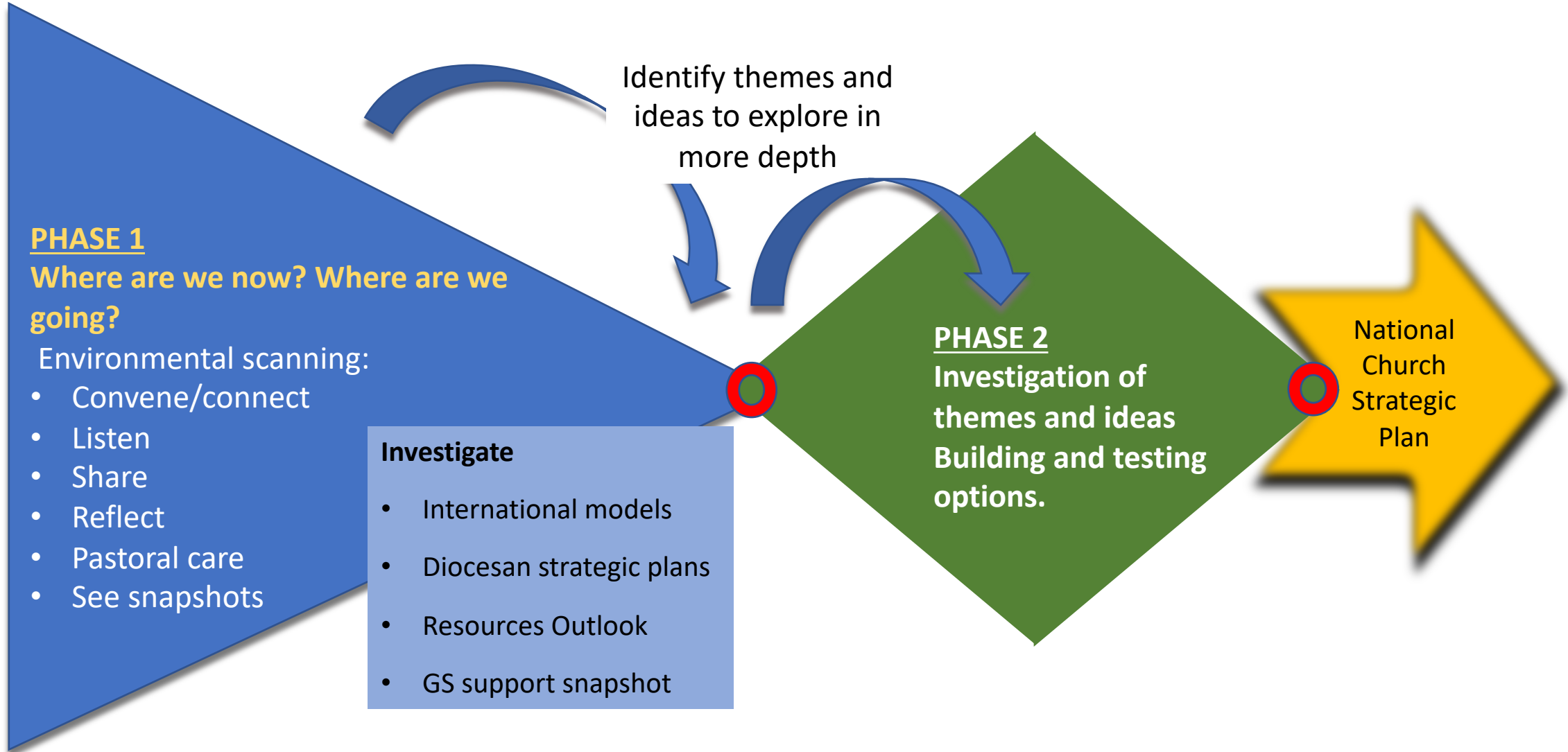
- International models
- Diocesan strategic plans
- Resources Outlook
- GS support snapshot

Identify themes and ideas to explore in more depth

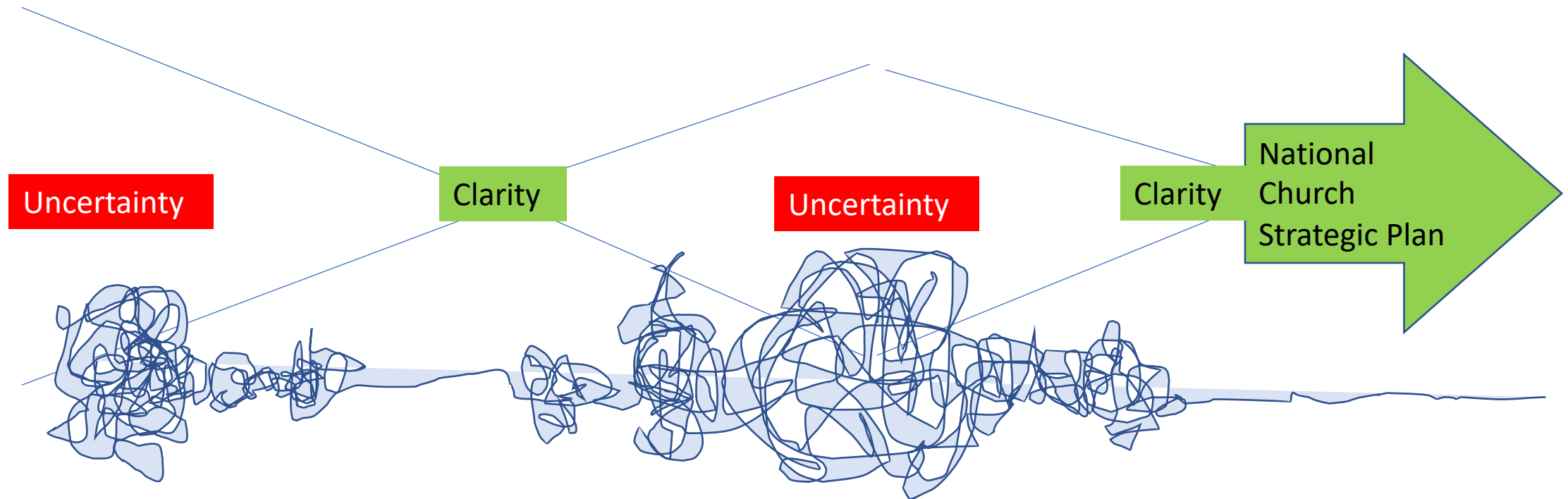
## PHASE 2

Investigation of themes and ideas  
Building and testing options.

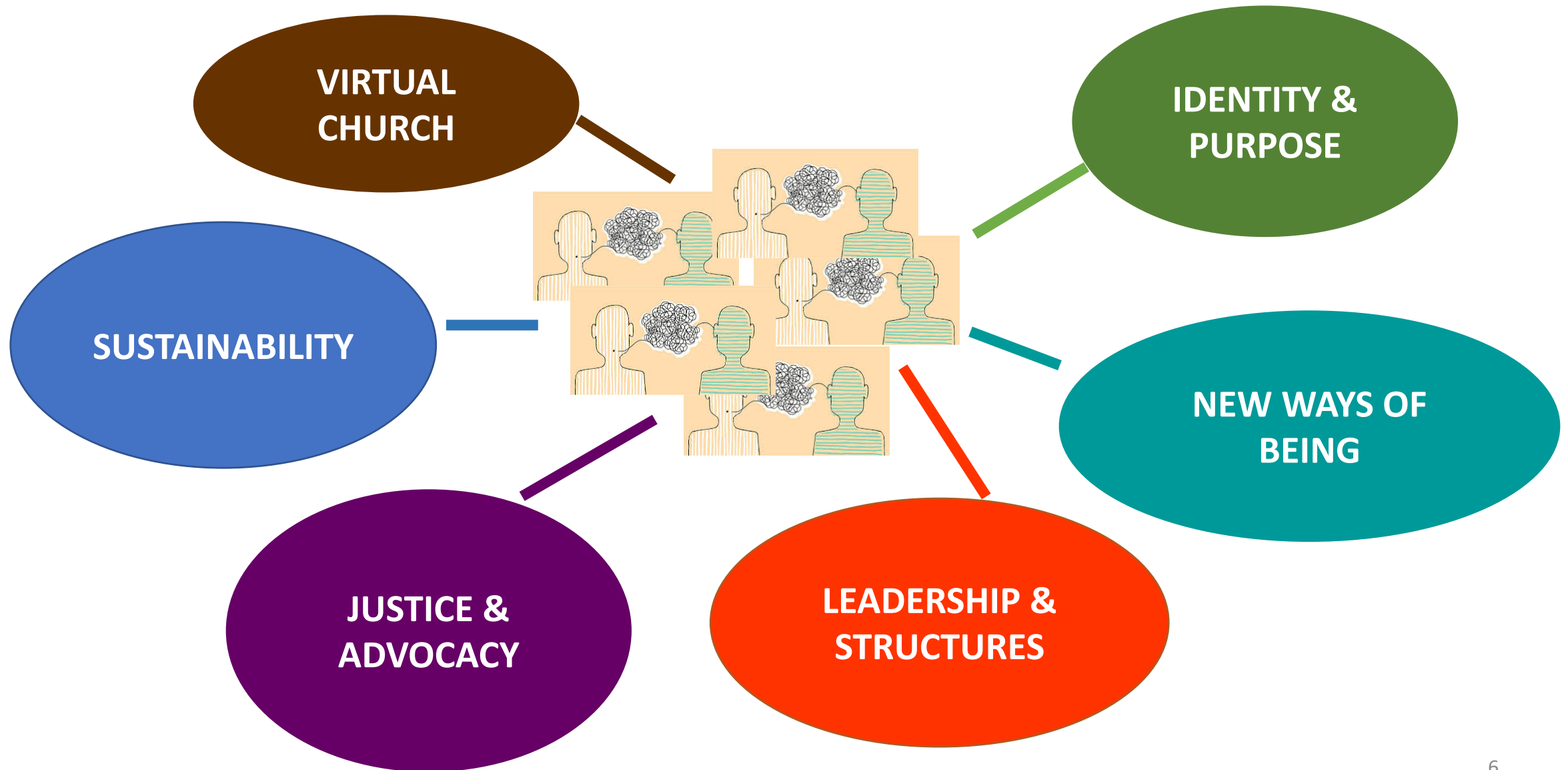
National Church Strategic Plan



It feels like...



# WHAT HAS BEEN REVEALED THROUGH THE LISTENING GROUPS?

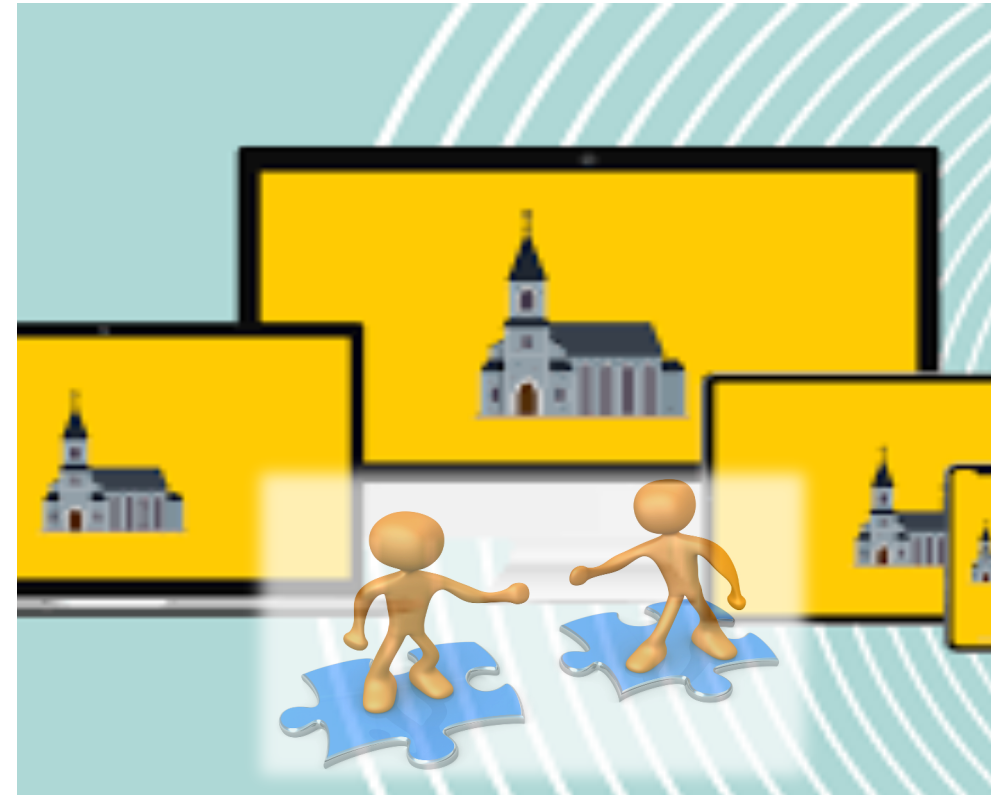


# THE BIGGER PICTURE

- Pandemic is revealing our values and the fault lines
- Can't be sure what is here to stay and what will “snap back to normal”.
- Feels like a permanent seismic shift:
  - The inevitability and need for transformative change at every level and in every way.
- For our Indigenous communities this is just one more crisis in a context of crises.
- We are still in a liminal moment of uncertainty:
  - Lots of experience, some reflection, not sure what it means
- We have an opportunity to make things new – frightening and exciting
- We adapted quickly and creatively and now we're fatigued

# VIRTUAL CHURCH

- Bridging isolation
- Rapid and creative response
- Realizing new opportunities
- Expanded reach
- Hybrid future
- Inequities in access to tech revealed





# IDENTITY & PURPOSE

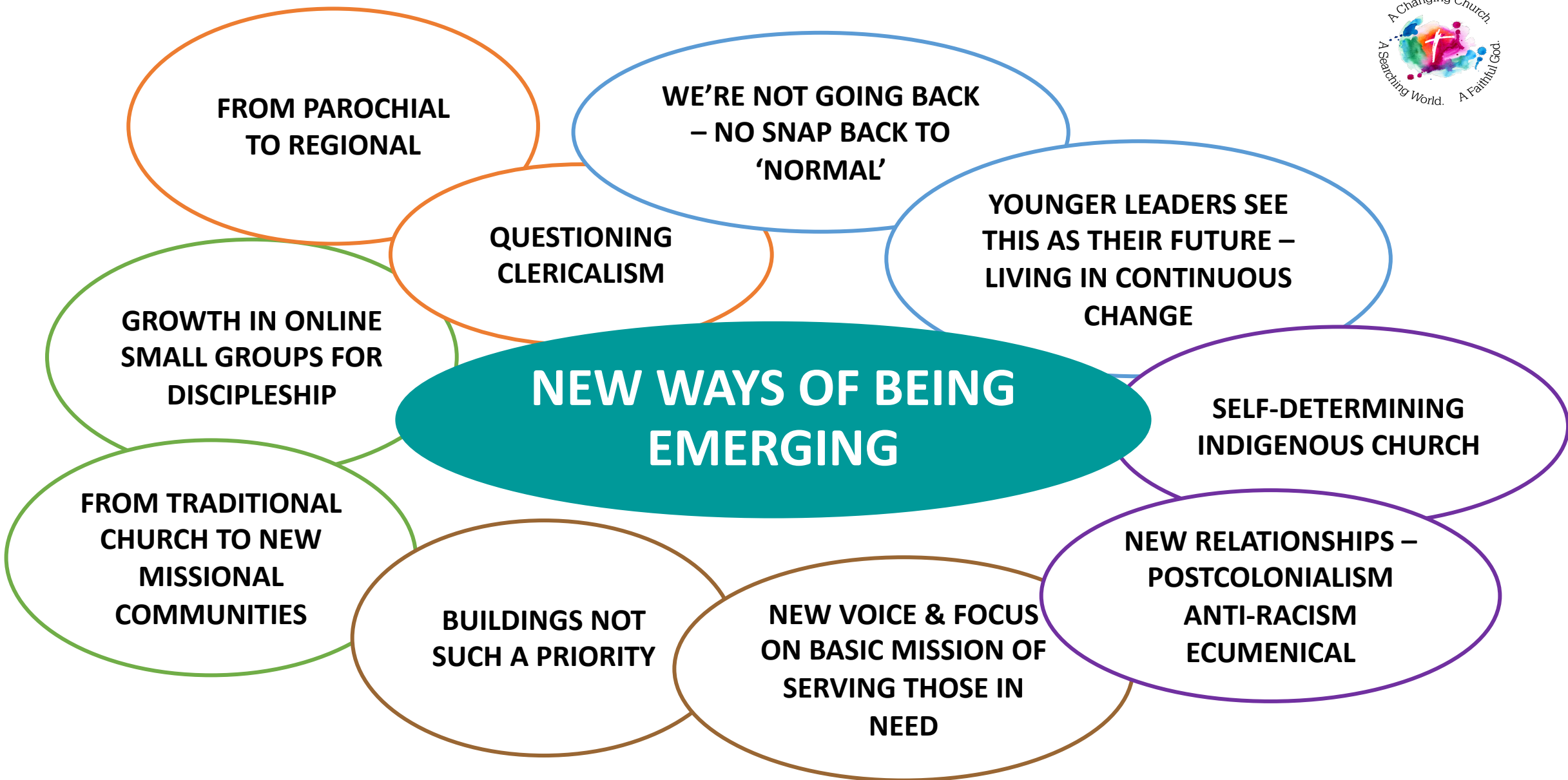


Who we are? What we should be doing?

- The stories of who we are and what we're doing are changing
- Institutional church seems less important than the community of the church
- Affirmation of our Anglicanism: connections over multiple layers, cultures, languages and geographies
- Root our vision and strategy for the National Church in our ecclesiology

Concern about what it means to not be a church that doesn't gather

- Importance of Eucharist and singing



# LEADERSHIP & STRUCTURES



- Leadership REALLY matters - Bishops more present – new tools, guidance, setting a positive tone of nonanxiety, connectedness, compassion
- Structures and systems that facilitate relationships, are agile and redistribute/share resources called for at all levels of the church
- Hierarchy is being levelled (facilitated by internet)
- More emphasis on the importance and effectiveness of lay leadership
- Dispersed leadership is more possible
- Potential for cross-country collegiality

# SUSTAINABILITY



- UNIVERSAL CONCERNS OVER FINANCES
- CAPACITY/WILL TO PROVIDE SUPPORT BEYOND LOCAL
- PROPERTY NEEDS & BEST USE
- GOVERNANCE SYSTEMS
- ACCELERATION OF FRAGILE TO INSOLVENCY
- AGE OF CONGREGATIONS & RELUCTANCE TO GATHER

# SOCIAL JUSTICE & ADVOCACY

- Covid is exacerbating social distress in homes and communities
- Church is a valued partner by community agencies - we can act quickly, come alongside people where they are – to show up
- Hunger among social service groups for the church speak out (improved social safety net, basic universal income, support for vulnerable segments of society, internet accessibility, racism)
- Dismantling white privilege in church structures/leadership is key
- Despite Covid challenges, there is Indigenous hopefulness for the self-determining Indigenous church and broad recognition by others that this must be accomplished
- Demands on clergy and volunteers to serve while effecting change



# YOUR REFLECTIONS



In groups by theme:

1. Does this sound like what you are hearing and experiencing in your context?
2. What would you add to this? What do you question?
3. What here is important for the National Church's work? What is out of scope?