



Small Group Discussions

Spring 2017 Regional Meetings

Question 1: ARE THESE APPROPRIATE GOALS FOR SYNOD 2018?

- Good and appropriate goals.
- In conjunction with assignment #1, how do you measure optimism and enthusiasm?
- Is there space for parishes/people to ask Synod to look at issues (ie. Is the agenda already fixed?)
- Healing/reconciliation – need examples of variety of reconciliation in action – not just with First Nations.
- Appropriate Goals?
 - Word of mouth examples of what Vision is
 - What does Vision have to do with “me”
 - Not all things relative to all people
 - Communication is key – “them” and “us” – been a shift since 2015
- Diocesan response to social issues of the day (eg. Homelessness and drug addiction).
- How do we (the older folks who are “churched”) relate to young people in our community?
- How can we provide what other/young people are looking for? (eg. It’s not our traditional liturgy/way of doing church).
- How do we speak to the issue of the environment/stewardship for God’s creation?
- Working closely with the First Nations (social justice)
- How do we find commonality with the Indigenous People? How do we know we are in tune?
- Yes, these goals are enough
- Regarding goal one the vision must be simplified if you want all delegates to be able to simplify it (3 parts x 3 bullets each is too much)



- Our group was not finding goal clear, easy to understand—e.g. Look back or forward. We can't dictate how we feel—we require an articulate statement. Re-phrase goal to be 'delegates able to understand Diocesan vision, able to articulate and agree to articulate.'
- Yes, know the vision if we want to make #4 happen
- How to get the message back to the parish so that it can be shared and lived by the parish
- Suggest that we have a display by parishes at Synod of things they are doing/ have done that move the Vision forward. Maybe have someone at each station at certain times, to explain to passers-by what their display is all about.
- Regarding goals 2 and 3- it seemed to this group that goal 3 is a sub-set of goal 2. Having heard +Logan talk about the various ways that reconciliation might land for different parishes, it seemed to this group that it was misleading having two separate goals (out of a total of four goals) that deal with the larger question of reconciliation and then one specific subset of that goal. By doing that, it felt like it was saying that reconciliation with anyone other than FNs was somehow inferior.
- Perhaps reflect that a more precise explanation of the Vision is necessary\Parishes need to see their day-to-day ministries represented in the goals.
- Question one is really important.
- 'to articulate a short summary of the Diocesan Vision'
- Yes, appropriate, but needs simplify
- Vision 'communities' – church and beyond secular? Outreach – how do you measure this....need clarification – steps to reach this before Synod
- Synod delegates and alternates need to be equipped well for their role before going to convention.
- Yes, the direction we would like to go. Can be changed.
- Goals 1 and 2, seem appropriate.
- Note: Some at our table felt the goals are not relevant to the 'life of our parish', which is to be revitalized and advance the faith into the future in that place.
- Tangible signs: of healing and reconciliation: Acceptance of gay marriage, Legacy for Camp Columbia, community and emerging ministries, stories



- We need: A place / way to communicate the examples of 'vision' progress and reconciliation to general awareness. To think of creative ways to make connections both between parishes and between First Nations and parishes.
- To have details of Goal 4 to be circulated early for good understanding and consideration.
- Too limited focus for #3
- Yes, Reconciliation with First Nations people going ahead in pockets of our region.
- Good Luck!
- Yes, they are appropriate goals
- Actually, each goal needs more work together, but Goal #4 needs 1,2, and 3.
- More understanding
- Is this a lot to deal with in a 2-day event?
- What are you going to come away with? Trust that we are following and have listened to God's guidance/
- It's a lot.
- In some parishes there needs to be a lot more discussion of the Vision
- Helping parishioners identify what's being done in parish that fit.
- Sharing stories is good – need to pass on, need feedback – after Synod
- Time for pragmatic business: Time for spiritual work

Goal #1—Vision

- Vision has stalled in some cases. Surges of enthusiasm when the Vision meetings take place but then quickly diminish. We are not making concerted effort to connect actions to Vision. Successes not being celebrated.
- At every meeting (at every level) have written statement of diocese vision available to everyone.
 - Also on websites—diocesan and parishes
 - Weekly bulletin inserts
- "Lived out in diocese"—invite delegates to visit/attend/participate in other ministries in own or other parishes.



- Informing everyone/parish of what is happening everywhere. Suggested to be put on the website(s) or added to the announcements. More total parish involvement and feedback.
- Suggested additions—what does it mean to 'grow'?
- Communication: Social media classes/workshops at parish level
- Where already engaging, keep going

Goal #2—Reconciliation

- There has been some lack of understanding regarding the full understanding of the word/term reconciliation (not restricted to First Nations).
- Communicate tangible signs, ie. Prayer shawl ministry (feedback?) and any other successful ways of achieving reconciliation with 1st Nations.
- Suggest more communications between parishes in a region but also between regions (eg, we in Sidney are not fully aware of reconciliation or lack thereof within parishes (caused by change) in other regions.
- Increase the flow and timing of the information given.
- Important we educate ourselves about residential schools/cultural genocide—many of us don't have a clear understanding of this part of Canadian history. As a parish who will be needing ongoing support to work with First Nations programs (including some salary component)
- Help with liaison with other agencies in the region for on-going reconciliation work
- Programs such as Dismantling Racism need enough time to establish themselves *need to hear about these types of programs, Relationships Matter, Creation, etc.
- Combine to reflect a wider understanding of reconciliation
- Recognize the need for reconciliation between generations and Canadian multi-culturalism



Goal #3—Signs of Healing

- We feel we need a better understanding on how to do this. We need more opportunities to engage with First Peoples. Go to where they are having celebrations.
- Continual healing is trust between diocese and parishes
- More healing within particular contexts named at Synod.
- Make it ok to have/name pain, what people are really feeling
- Equip parishes to look at layers trauma and which parishes need to do serious work on healing and reconciliation within
- Is possible but not as yet being seen.

Goal #4—Financial Plan

- Goal not accepted. Better education, contribution, communication. That the goals of fundraising/5 Yr Fin. Plan be communicated to parishes and how the parishes will benefit from them.
- What does 5 year plan involve?
 - Are we using Waller Report as base?
 - Where are we in the process?
 - What is the Goal?
 - Has this 5 year plan been put on a shelf?
What will be timeline for implementation?
 - Define “substantial”
- Should be just presented and understood and considered – support cannot be assumed before synod is over.
- Need teaching on “fundraising” campaigns
- Stewardship teaching—Make parishes sustainable first
- Transparency in communication regarding fundraising and reason for it
- Stewardship programs need to be clearly articulated (more training).
- More local or regional meetings with delegates.
- Some parishes good – shared fund-raising? Where do \$’s go? Need to be efficient – share resources. Regional Fund raiser/ing?? Regular Drives

- there will be a great deal of pre-work necessary for people to feel at Synod that they have a deep enough understanding of the financial issues to properly respond/ vote/ decide. There will need to be clear details of the financial plan so that people don't fill in the blanks for themselves and come to incorrect assumptions. How is the financial campaign different than regular offerings? What percentages go to the Synod and what to the parish? What financial receipts are included in the process? Can a parish "opt out?" Etc.
- Concern that the 5 yr. financial plan is a sharp-edged issue—Different needs to be communicated: how to navigate individual parish concerns and focus on 'relationship' between churches and communities. Therefore, no NIMBY-ism; :need to continue relationship building between regions with a 'larger' sense of belonging with each other.
- Fear about fundraising – blood from a stone; Not the video in Toronto; Affirm fiscal responsibility
- What are the funds for, how accessed? Question answered in Goal Part 2
*education
Have a problem with Goal # 4: no measurable ways of whether the goals are met ; ergo, how credible is it?

Question #2:

WHAT WORK NEEDS TO BE DONE IN THE COMING MONTHS, TO ENSURE THAT THEY ARE ACHIEVED AT SYNOD 2018?

- For reconciliation in the diocese: How will churches be affirmed in their meeting of the various vision goals? Can the parishes in the region visit one-another's successful ministries?
- Our witness to our community is dependent on our internal relationships and our ability to invite people into our midst, including between parishes. We imagine if delegates from other parishes in the diocesan leadership were present to witness a parish's success, the affirmation would be clear. We know the problem is time. How can we support each other to free up time? Could the synod facilitate cross-parish learning and prayer? Sending people from successful ministries into areas



of need to help pray and listen in the discernment of what the struggle is calling them to?

- More and different opportunities for regions to come together: celebrations, worship, social justice actions
- Between now and Synod 2018 help parishes meet local First Peoples' representatives.
- More stories—vision being lived out
- Inter-parish sharing of success stories
- Synod delegates go to Synod well informed by the parish.
- More facilitated meetings within the parish
- Synod delegates to work together
- Pull together other folk from the parish
- Need to talk up Vision
- Lot of work needs to be done in parishes regarding the 5 year financial plan need to know more about financial situation in Diocese (budget)
- More communication regarding reconciliation initiatives that don't have to do with First Nations especially for those parishes that don't have First Nations in their catchment.
- Communicate. Communicate. Communicate
- engage synod delegates / parishes in visioning process leading up to Synod 2018 (not everybody was able to make this meeting)
- Cannot be achieved by 2018—Goals are on-going
- Communication between parishes to share and articulate how the Diocesan Vision is working in each community
- We need to STOP and LISTEN to hear God's Plan
- Do we stop doing this work in groups, do we stop half way through and ask "Where is God in this conversation"?
- More strategy sessions (regional)
- Regional ministry (eg. 2 saints)
- Community-centred/driven connections
- Should be better articulated again to the parishes (goals that is).
- Synod delegates should be in an active position in the church.
- Communicate in plenty of time.



- Opportunity for regional Synod delegates to get together prior to Synod (in early 2018) with good resources to share with parishes.
- Synod planners to help provide variety of reconciliation example and models. Guidance on :“where do we start” with reconciliation.
- Review of Canons (national) re: marriage
 - Ways diocese can do these
 - Do nothing
 - Who is part of the discussion
- Communicate the goals to the people in the pews.
- How do we find careful ways of engaging First Nations (like Bishop’s Walk)

Question #3

WHAT SHOULD WE BE DOING NOW, TO ENGAGE SYNOD DELEGATES AND OTHER CLERGY AND LAY LEADERS ACROSS THE DIOCESE, THINKING ABOUT AND WORKING ON THESE GOALS?

- Need more discussions about vision (could be regional)
- Difficult to spring forward
- Needs to get beyond synod—into each parish. Need a road show’ to present vision to each parish; lots of continual education: present annual report in terms of the vision components
- No context for ‘package’ delegate get pre-synod meetings might help (for delegates) to identify the main items
- Is Synod the mechanism to educate us—or should they know and have seen it in action before Synod. If yes to this, how will that happen? (use of vestry report a good vehicle)
- A reminder in the Post that this is how articles are organized
- Explain the dragonfly – tell us the story
- Make sure people are informed.
- Give examples of what is going on “Using the faith in ...” format. If people don’t know they think nothing’s happening. Roadshow for next regional gatherings. Give the stories to achieve Goal #1.



- Tell the stories—healing, projects and make sure people know what’s happening
- Parishes/regions need to work together—How? Need a change to unite us “Journey” or “pilgrimage” or similar
- Move from ‘professional language’ to “vision” movement
- ‘VISUALS AND “STORIES”’; “The Power of the Poster”; Punchy /visual/symbols / images
- Stewardship; narrow language – Education needed; What does a 5 yr plan mean?
- Continued education, continued story-telling, parish-wide conversations
- Children’s gathering at Synod to reflect on the Vision and share with the whole Could we engage someone to have children involved?
- Between now and synod 2018 parishes need guidance on reflecting on the proposed goals; to see concrete or existing examples of these goals.
- What about youth? How do we attract youth? Or young families?
- Have a will to work on reconciliation—but don’t know protocols. For example: having ordination and want to invite chiefs but are concerned about making mistakes in approach.
- better communication within region –closed FB page?
- vision funding? someone to champion for 1 year? Hire someone to do it?
- Better communications
 - *open up channels now
 - *communication for whole congregation, not just the delegates
 - *presentations at the end of service: and coffee afterward
 - *Need to prime future delegates now
 - *discussions ahead of time
 - *usually get same names each year to be delegates
 - *hand out Job Descriptions for delegates, before Vestry
- Encourage parishes to elect delegates ASAP.
- info package from synod office for delegates prior to vestry and so candidates make informed decision to serve.
- Synod package sent out electronically for delegates—to be printed and parish office



- I liked the goals and you asked the right questions
- transparency, pre-events, online communication, webinars
- having stories shared (photos) of vision projects is better than just words
- Reconciliation is a process—a relationship; a way together.
- A process towards reconciliation
- displays of what is happening throughout diocese – on reconciliation and all parts of the vision
- People must know ahead of time- Vision and how it will be implemented
- Need plan – before Synod
- Fundraiser in place asap
- Useful to gather again before Synod 2018
- Suggested changes: guidelines needed for evaluating level of changes; other ways to show trust having been built
- developing tools to share knowledge
- Publish the goals so everyone can access and understand
- Workshop the goals
- Need to engage God's World and prepare lay leaderships
- Delegates come prepared to discuss and share examples to see how things are already being enacted
- Using Church OS website platform
- Parish itself has to utilize and learn how the diocesan vision is lived out and is being and will be, i.e. planned parish visions
- Delegates need to go with what their parishes are doing in regard to reconciliation. Who knows what each parish may be reconciling whatever issues they are dealing with. Identifying long ago issues and honestly dealing with them for honoured and valued reconciliation.
- This is ongoing, do we understand the issues? If we do, what do we do about it? If we really are not sure what reconciliation really means, then we need to learn and work towards our goals. What does it mean to each of us?
- This is workshop on its own, Not a weekend!
- Introverts - box to name issues/problems at gatherings (Town Hall)
- Work to educate around First Nations (Blanket Exercises, etc...) re: suicide rates and foster kids

- Bishop's Coffee House
- World is hungry for solace
- Remember isolated/shut-ins—How do we reach? Yoga? Interaction
- Engage, honour, invite, challenge: Younger generation, youth and families (and recognize multi-generational families)
- Synod delegates should be meeting and asking questions of the parish by meeting with the parish, newsletters, pew bulletins, coffee time, council meetings, reading the minutes. Delegates need more support from the parish.
- Delegates need to understand the financial situation of their parish, as well as the Diocese.
- We need to understand and respect the First Nations culture and language. We need to ask "CAN" we help not HERE'S our help.
- We commit to continue this work.
- Meeting of clergy and delegates prior to Synod—Agenda published?
- Within regions: Synod office should provide all documents to prepare delegates.
- Need lots of notice and information about:
 - WHY Financial Plan
 - WHAT it might look like
 - HOW it might work
- Comment: Been an improvement in communication
- "best practices" employed in Synod office. Synod staff working together.
 - Very professional staff
- Building on trust
- Refugee program a success?
 - Involved with community partners
 - How to make a sustainable program
- Synod delegates should be pro-active in communicating with parishioners and others.
- Generally, we agree with goals as proposed.
- Better use of the diocesan website – more interactive with opportunities for parishioners to provide feedback and respond to specific questions.

OTHER NOTES

- need to really hear what is going on at Synod, rather than just social
- lots of pre-reading required that wasn't relevant for meeting in past—very frustrating
- need to choose Synod delegates carefully—are they representing congregation or themselves?
- a lot of good has come from what was passed at last Synod
- This sheet needs extensive discussion; This process was too short.
- Need “discussion” around:
 - National and Worldwide Communion (World Council of Churches – Bishop Mark McDonald) & Church Universal.
 - ie. Jerusalem Sunday, PWRDF, Mission to Seafarers, other National programs/initiatives
- At parish level – How do we identify fractures in communities due to the forced or chosen amalgamations?
- Different ways under 40's look at “institutions”
- Many different ages have full lives and don't wish to commit to long periods of time
- Different strategies and different parishes for programs
- How do we encourage and articulate the collaboration that is inherent in the Vision? SHARE, SHARE, SHARE
- What's the work of a Synod delegate—doesn't seem clear re: ongoing role / contribution
- Not clear the delegate has understood having an ongoing role. Need for delegate training, orientation
- role of delegate? Represent parish to Synod, Represent Synod to parish clarity of expectations if expectation of post-Synod consensus, agreement, that needs to be understood with ample opportunity to discuss, explore points of view.
- Keep acknowledging steps—essential to invite partner. Plant seeds—Trees? Use art/media to engage folk (esp. teens)
- On a Journey—where to?
- Questionnaire to congregations for their input
- Seriously listening to our youth—What do they want?