



DIOCESE OF KOOTENAY
The Anglican Church of Canada

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The Most Rev. Lynne E. McNaughton, *Bishop*

February 15, 2022

Re: Diocesan Structures Working Group (SWG)

Dear People of the Diocese of Kootenay,

Greetings in the name of Christ.

What will the church look like in the future—in five, ten, twenty-five years?

We all know that the world is changing at a rapid pace around us, and yet the core of the gospel remains the same: love ourselves, love our neighbours, love God and the world that God loves. Jesus shows us why we do what we do. But how might we minister more effectively to individuals and to communities in the world as it is today?

There are times we get so used to doing things a certain way, we don't realize that those ways no longer serve us or our shared mission. Sometimes—perhaps all too late—we come to realize that the way in which we are doing things actually hinders our goal.

It is good from time to time to stop, to hold up a mirror, and to ask questions about what we're doing, and whether those things still serve the "why". Here in the Diocese of Kootenay, we are taking the opportunity to hold up that mirror. It's time to stand back and take an objective look at some of our processes and structures, evaluating how effective they are in helping us achieve our mission and goals.

At our last Synod, people from all over our Diocese affirmed a motion to review our structures, to determine which ones continue to serve the church's mission, and which may need to be renewed, revised, or thrown into the recycling. The Structures Working Group (SWG) was formed and tasked with critically examining what is and is not working.

We're very eager to see what this group comes up with. As you can imagine, this is an enormous task and will be undertaken with lots of consultation and prayer. The SWG is currently analyzing what currently exists and plans to set up opportunities for input and suggestions at many points along the way.

Additionally, the SWG is also testing and preparing tools that will equip you and your parish to reflect on the ways in which you might deepen your ministry in your local community. For those with a deep curiosity about the SWG, its aims, and the scope of its work, the Terms of Reference accompany this letter.

As more tools are developed for individuals, for parishes, and Diocese as a whole, we will make them available through the Diocesan website. We will also explore opportunities to train you on how to use them in your local community.

As we seek to embrace God's future, may we do so prayerfully, participating in the resurrection hope of the life of the world to come.

O God who knows the needs of the Church in every place:
by the light of your Holy Spirit, guide us
as we seek to respond faithfully to you in this time.

May we open our hands to the future you call us to;
May we open our hearts to those you are calling us to serve;
May we open our minds to new insight and new knowledge;
May we open our doors to go out towards those you would have us meet.

Lead us into your future together;
help us to build trust and resilience in our common life;
help us to anticipate and celebrate new possibilities.
We pray these things in the name of Jesus,
the one who invites us into the newness of life.

Amen.

Yours in Christ,



Lynne McNaughton
Bishop of Kootenay



Joanne Simpson
Chair, SWG

STRUCTURES WORKING GROUP

Synod of the Diocese of Kootenay

TERMS OF REFERENCE

PREAMBLE

In response to a Motion passed at Synod 2021, the Diocesan **Structures Working Group** was struck. The intent of the Motion was twofold: 1) to review the current Diocesan structures to determine if they serve our needs and are nimble enough to adjust to shifting ministry needs, and 2) [if they are not] to make proposals for new and revised structures that more faithfully serve Christ's Mission in our Diocese now and in the generation to come. No specified definitions or limitations for the scope of work were given.

COMMITTEE NAME

The name of the committee shall be the '**STRUCTURES WORKING GROUP**' of the Synod of the Diocese of Kootenay (herein called SWG).

TYPE

Within the overall structure of the Diocese of Kootenay, the SWG shall function as a task force, with direct accountability to Diocesan Council and the Archbishop, with a defined mandate.

PURPOSE

The primary purpose of the SWG is to hold up an honest mirror of the structures and procedures of the Diocese and to critically examine what is working and not working. The SWG will make practical recommendations on restructuring or changes needed to enable the Diocese to adapt nimbly to serve Christ's mission, now and in the generations to come. This work will be grounded in the 5 Marks of Mission.

SCOPE

Scope Description	IN SCOPE: - Property structures ¹ - Ministry structures ² - Geographic structures ³
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¹ Property Structures include a primary focus on how Diocesan property assets intersect with God's mission in this place; also, the decision-making process connected to property investment or disposal.

² Ministry Structures include the full range of leaders (full-time/part-time, stipendiary/non-stipendiary, seminary trained/locally trained, LLMs) and communities (congregations, parishes, worshipping communities, house churches, monasteries, ecumenical shared ministries), the education and formation of ordained and lay leadership, support for pastoral caregivers, and guidelines on how to be nimble in a changing world.

³ Geographic Structures include regions, mission areas, and relationships between urban/rural parishes.

	<ul style="list-style-type: none"> - Organizational structures⁴ <ul style="list-style-type: none"> - Shared services (documents, finances, etc.) and expertise - Procedural structures⁵ - Decision making structures – who & what⁶ - Communication – lines of; frequency; methodology - Possible partnerships with other dioceses across the country - Recommendations for change / improvement - Recommendations for implementation <p>OUT OF SCOPE:</p> <ul style="list-style-type: none"> - Canons - Liturgy - Financial Structures - Detail of property's future use -
Assumptions	<ul style="list-style-type: none"> - That some of our structures aren't working as they are. - Good opportunity to look at change due to Covid and historical decline. - All viewed / examined in service to Christ's mission. - These recommendations will have financial implications and need to be fiscally practical. - This work includes a process that is consultative of the whole diocese. - We seek to create brave spaces where people can participate honestly. - All Structure categories overlap and a change to one may impact all.
Constraints	<ul style="list-style-type: none"> - A presentation of recommendations to Diocesan Council before the end of 2023 in preparation for 2024 Diocesan Synod

AUTHORITY

- Diocesan Council retains authority for decision making.
- The SWG identifies, advises and recommends to Diocesan Council and the Archbishop.

MEMBERSHIP

All members and the chair are appointed by the Archbishop. They are:

⁴ Organizational Structures include functional leadership, the imparting of vision, and administration.

⁵ Procedural structures are those linked to other high level structures.

⁶ Decision-making structures include the processes used at all levels (congregational, regional, diocesan, Bishop) and how they converge, the timing of meetings, and hindrances to nimbleness.

- Alan Akehurst, Executive Officer of the Diocese of Kootenay
- Rick Pallen, North Okanagan
- Catherine Ripley, East Kootenay
- Joanne Simpson, South Okanagan; Chair
- Andrew Stephens-Rennie, West Kootenay
- David Tiessen, Dean of the Cathedral of St. Michael and All Saints
- There is currently a vacancy in Central Okanagan.

MEETING ARRANGEMENTS

Meetings will be held at least monthly, via Zoom. The Chair prepares and sends out the Agenda and meeting link ahead of time. Minutes are done by rotation and sent out via email or posted in Google docs. Email and Google docs are also the main method of communication between meetings, and all documents are stored on Google docs. Members will seek the inspiration and direction of the Holy Spirit in all aspects of the SWG's work and output.

REPORTING

The SWG reports to Diocesan Council at every second meeting of Diocesan Council, unless there is something significant to report sooner. This is done through David Tiessen who is a member of both groups.

RESOURCES AND BUDGET

There are no resources or budget required or available to the SWG at this phase.

DELIVERABLES

The requested output of the SWG is concrete high level recommendations on things related to Diocesan structures which will honestly and clearly challenge our present structures and practices.

REVIEW

The Terms of Reference will be reviewed every six months, with the next review date being June 2022.