

**THE ANGLICAN CHURCH OF CANADA:
SYNOD OF THE DIOCESE OF EDMONTON**

STRATEGIC PLAN

2004 – 2007

Executive Summary

In April 2002, the Diocese of Edmonton initiated a process of seeking input from clergy and laity, the basis of which would be used to develop a Diocesan Strategic Plan. The first phase interviewed over 400 the results of which were published in The Pillar of Fire report, released in March 2003.

This first Phase identified several areas of concern which were summarized under twenty different headings.

Phase Two, initiated in May 2003, presented the major findings of this Report to small groups of clergy and laity in seven regional discussions. Participants were asked to determine the major priorities for the Diocese over the next 3 – 5 years, as well as to provide additional input on their vision for the Diocese.

On the basis of these regional discussions two primary initiatives were undertaken:

1. The formation of a draft Vision Statement for the Diocese; and
2. The organization of a major Diocesan Gathering; and

Seven priority areas emerged from all of the previous consultations. Those priority areas are:

- Children and Youth
- Diocesan Sense of Community
- Christian Education
- Outreach
- Faith Formation/Making Disciples
- Congregational Development
- Social Justice

In November 2003 a small working group from Executive Council undertook to develop the details for the Strategic Plan. The mandate of this group was to:

- Establish goals in each of the priority areas
- Determine strategies to meet each of these goals
- Identify action steps to accomplish the strategies

With this draft document a second group was convened in January 2004 to consider the time frame for implementing the strategic plan and to determine the cost implications for each of the proposed strategies.

In January 2004 the draft Strategic Plan was circulated to all parishes and posted on the Diocesan web page for feedback.

This final report presents the findings that is the culmination of close to two years of consultations and discussions with a broad cross section of both clergy and laity of the Diocese of Edmonton.

The time frame for implementation for this plan has been established as 2004 – 2007. While several action steps are proposed within this time period all are considered manageable with the concerted action and support of all in the Diocese.

Strategic Plans do not come without cost implications. Commencing in 2005 close to \$100,000 will need to be identified to fully implement this Plan. The financial requirements rise close to \$150,000 by the final year of implementation, 2007.

The Strategic Plan is presented to Executive Council for final consideration and approval.

Table of Contents

| | Page Number |
|--|--------------------|
| Introduction and Background | 1 |
| Vision and Mission Statements | 3 |
| Priorities, Goals and Strategies | 4 |
| Priority Area # 1: Children and Youth | 4 |
| Priority Area # 2: Diocesan Sense of Community | 6 |
| Priority Area # 3: Christian Education | 8 |
| Priority Area # 4: Outreach | 8 |
| Priority Area # 5: Faith Formation/Making Disciples | 9 |
| Priority Area # 6: Congregational Development | 10 |
| Priority Area # 7: Social Justice | 11 |
| Implementation Plan | 12 |
| Summary: Cost Implications | 19 |
| | |
| Appendix 1: Diocesan Development Plan | |

Introduction and Background

This document contains the 2004 – 2007 strategic plan for the Anglican Diocese of Edmonton. The strategic plan provides a blueprint for guiding the future decisions and actions of the Diocese in moving towards its desired future. The plan describes the mission and vision of the Diocese, then followed by a description of the key priority areas, goals to be accomplished and strategies to be taken in accomplishing the goals. The plan concludes with an overview of the implementation plan that describes the specific actions to be taken in implementing the plan, their timelines and estimated costs.

Background

In April 2002 the Stewardship and Financial Development Committee was asked to undertake a strategic planning process on behalf of Executive Council.

Phase 1: Information Gathering (April – December 2002)

- ❖ Interviews were held with over 400 clergy and representatives of all parishes within the Diocese
- ❖ Results of the first phase were published in the Pillar of Fire Report (March 2003)
- ❖ This phase provided a comprehensive list of issues and concerns that parishioners and clergy wanted the Diocese to address in the coming years

Phase 2: Establishing Priorities and a Vision (April – November 2003)

- ❖ The first series of consultations had produced several items for consideration; now it was time to determine which priorities needed to be the focus of attention for the Diocese
- ❖ The following priorities were established as a result of further consultations with clergy and parish representatives in small regional discussions held May/June 2003

Rural

Young People/children
Unity/Community
Faith Formation
Christian Education
Outreach

Urban

Christian Education
Unity/Community
Young People/Children
Outreach
Evangelism

- ❖ Participants in this phase were also asked to comment on their vision for the Diocese; based on this input a Vision Statement was drafted and circulated for feedback; a revised Vision was circulated in October
- ❖ In both phases, participants strongly encouraged the Diocese to create more opportunities for all to gather in worship in study to strengthen our unity; in response to this, the first Diocesan Gathering was held in October 2003

Phase 3: Developing the Strategic Plan (December 2003 – March 2004)

- ❖ Two advisory teams were assembled to further refine the work generated through the first two phases of the planning process; specifically their tasks was to:
 - A. Recommend potential goals and strategies for the Strategic Plan;
 - B. Develop implementation time lines and determine preliminary cost implications for the proposed strategies.
- ❖ A Draft Strategic Plan was circulated to all parishes in January 2004
- ❖ This report represents the culmination of the three phase planning process

Vision and Mission Statements

Vision Statement of the Diocese of Edmonton

The Diocese of Edmonton is a member of the Anglican Church of Canada and the Anglican Communion. The members of this Diocese, in obedience to the Gospel of Jesus Christ and holding fast to our faith in the eternal and undivided Holy Trinity, Father, Son and Holy Spirit, commit to:

- proclaiming the Gospel of Jesus Christ, in word and action, to the church and to the world.
- being a community of disciples that prays for the coming of the Kingdom of God while celebrating the privilege of furthering the work of the Kingdom here and now.
- becoming a Christ-centred community of parishes and ministries that delight in the unity of our calling and the diversity of its expression, marked by deep respect, and a willingness and an eagerness to learn from and grow with each other in the power of the Spirit.
- growing corporately and individually as disciples of Jesus Christ, being both (a) the guardians of the faith we have received from the apostles, prophets and martyrs, and (b) faithful interpreters of the Gospel. This commitment embraces our expression of Anglican liturgy; the Christian education we offer for all ages, with special emphasis upon reaching children and youth, and those who are inquiring about the Christian faith for the first time; evangelism, social justice, including the articulation of the prophetic voice of Scripture; and the formation and training for lay and ordered ministries of our church.

Mission

Proclaiming the Gospel – Making Disciples – Furthering the Kingdom

Priorities, Goals and Strategies

The priorities, goals and strategies of the Diocese describe the key areas of focus for action in the Diocese based on extensive consultation with the clergy and parishes through the visioning process.

The priority areas describe areas of high importance in moving the Diocese towards its desired future or vision. The guiding principles describe the underlying values that lay the foundation for accomplishment of the goals. The goals describe the desired outcomes in each of the priority areas. In other words what results does the Diocese want to accomplish by taking actions in these areas. The strategies describe the major actions to be undertaken in each of the priority areas.

The priority areas, goals and strategies follow.

Priority area: #1 Children and Young People

Goal: To attract children and youth to Christ; to encourage children and youth in the Christian life.

Guiding Principles:

The welfare, evangelism and Christian education of children and young people are priorities for the mission and ministry endeavors of the Diocese.

Children and young people are an intentional part of Diocesan and parish life and planning.

The ability to articulate a personal faith and the life of the Kingdom is a requirement for those ministering to and with children and youth.

A safe environment will be provided in every parish and appropriate screening of leaders, and adequate supervision provided at every level of this ministry.

Strategies:**A. Special attention will be given to the development of appropriate leadership skills, and the ability to articulate the Christian faith in an engaging manner.**

- Potential leaders will be identified and appropriate training offered to them. The skill sets needed for various ministries will be identified and training for those competencies made available to emerging leaders.
- Co-ordination of youth programming, for example summer camps, will build on previous camps' themes and skills' training; and T.E.C. and Vocare will be made aware of the programming and disciple training offered by each other and the camping programs.
- Create and provide opportunities for the practice of leadership abilities at regional and Diocesan events.
- Use of mentorship programs where helpful, i.e. Confirmation.
- Training workshops for youth; children's ministries; and youth ministry leaders to be offered on a rotation basis throughout the Diocese whenever possible.

B. Children and Young People's Ministry Resources

- One full-time youth and children's ministry position at the Diocesan level, to respond to the needs of children and youth up to the age of 25 years.
- Target resources for youth ministry (time, talent and financial support) in stewardship education and programs.
- Establish Christian parenting workshops.
- List children's and youth ministry resources on the Diocesan web page.

C. Enhance Diocesan programming for children and youth.

- Increase the number of child-focused events at the regional and Diocesan levels.
- Explore how the Diocesan web page and technology can assist this ministry.
- Provide training in evangelism so that parishes are able to engage in effective outreach to children and youth. (e.g. Camping programs; after school programs; mom's day out; T.E.C.; VOCARE)

D. University and College Chaplaincy.

- Continue evangelism model of chaplaincy.
- Full-time University of Alberta chaplain.
- Part-time chaplain to begin forming relationships with N.A.I.T. and Grant MacEwan.
- Offer support and training for those engaged in the chaplaincy outreach to Lakeland College in Vermilion and Augustana College in Camrose.

Priority area: #2 Diocesan sense of community.

Goal: To enhance and deepen the sense of community and fellowship among Diocesan clergy, and the parishes and the Diocese.

Guiding Principle:

As Anglicans it is understood that membership in the Communion, Anglican Church of Canada and Diocese of Edmonton is important, as is every parish and congregation to the life of the Diocese.

Strategies:**A. Nurture clergy community.**

- Encourage clergy to exchange pulpit ministries occasionally.
- Build-in more time for constructive conversation and fellowship at clergy days and clericus meetings.
- Address the sense of isolation felt by some rural priests. Form clergy clusters of eastern, western and southern clergy.

B. Nurture sense of Diocesan family that is inclusive of all parishes and members.

- Encourage gatherings of parishes that share geographic, demographic and economic concerns.
- Hold regular Diocesan gatherings for education and worship.
- Hold Diocesan committee meetings in rural areas occasionally.
- Advertise Synod Scene and Diocesan web page and use them to their best advantage.
- Profile rural parishes in The Messenger
- Explore different ways of using technology for communication.

C. Clergy wellness:

- Monitor clergy vacations and days off.
 - Encourage use of clergy continuing education plan.
 - Advertise the E.A.P.
 - Educate Wardens and vestries about appropriate support and care of clergy.
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Priority area: #3 Christian Education.

Goal: Faithful disciples of Jesus Christ who are equipped to proclaim the Gospel and further the work of the Kingdom.

Guiding Principles:

Excellence in educational programming at all levels is the standard of the Diocese.

The integration of Christian knowledge, prayer and worship, with one's life is required for those in leadership roles.

Strategies:

- A. Advertise present Diocesan resources on the web page and increase the Diocesan collection.**
- B. Assist clergy to use the continuing education plan to their best advantage.**
 - Encourage use of Sabbath leaves for clergy.
- C. Diocesan educational events.**
 - Using both internal and external resources to hold regular events for laity and clergy.

Priority area: #4 Outreach (the church's practical response to the needs of the wider community).

Goal: Increased visibility and responsiveness to human and social need at the local, provincial, national and international levels.

Guiding Principles:

The needs of the most vulnerable (children, the elderly, the disadvantaged) will have priority.

Parishes are uniquely situated to identify and address human and social needs at the local level.

The Diocesan role is education and advocacy for those in great need and distress.

Those involved in outreach ministry understand its Scriptural roots and can articulate the Gospel mandate.

Strategies:

A. Increase awareness of and response to needs in the inner city and rural areas. (e.g. poverty, violence, addictions, despair).

- Special attention will be given to the needs of children and youth.
- Training programs in identifying the needs of the local community.
- Regional consultations about “local” needs. Parishes will partner with others whenever possible (other parishes, other denominations and social agencies as appropriate, national and international organizations such as PWRDF).
- Parishes and the Diocese commit to praying for those in greatest need and the agencies that help minister to them.
- Involvement of youth in this ministry
- Use technology to help educate about national and international concerns.

Priority area: #5 Faith Formation/Making Disciples.

Goal: Deepening of personal faith, the regular practice of prayer and worship; and the growth in Christian discipleship for every Anglican in the Diocese. Increased evangelism by Anglicans.

Guiding Principle:

Our calling is the mission and ministry of Jesus Christ in this Diocese. To fulfill our calling it is essential that our faith continues to grow, and that we share our faith with others.

Strategies:

A. Encouragement at both the Diocesan and parish level.

- Educational events, retreats and programs to be offered throughout the Diocese.
- Advertise programs being offered by parishes and/or regions on the web page and Synod Scene.
- Promote specific programs that will make disciples.

B. Increased education about evangelism.

- Sponsor a Diocesan conference on evangelism.
- Promote “Sharing Your Faith Without Losing Your Friends” workshops.

Priority area: #6 Congregational Development.

Goal: Increase number and size of congregation and parishes.

Guiding Principle:

Making disciples requires us to have vibrant parishes with lively Christians who are ready and willing to share their faith, and engage in a diversity of ministries.

Healing and reconciliation is the calling and ministry of the church at every level.

Strategies:

A. Health of Parishes

- Clergy and lay leaders will be trained in reconciliation techniques.
- When contentious issues arise in the life of our church we will engage in respectful dialogue, education and discernment together.

B. Church Planting.

- Develop and maintain a Diocesan plan for church planting.

C. Small parish/struggling parish aid.

- Workshops for parishes on setting priorities, assessing parish potential, and making ministry more effective.
- Strengthen support systems for clergy, and lay ministers.
- Develop long range plan to make every parish priest full-time.
- Develop models for alternative ministries.

D. Parish Growth

- Workshops on moving from clergy centered ministry (clergy relate to every parishioner) to community based ministry (every member is a minister).
- Develop parish self-assessment tools including gifts assessment for parishioners.
- Introduce natural church development.

Priority area: #7 Social Justice.

Goal: Heighten visibility and presence of the church in the arena of social and political issues.

Guiding Principle:

The Gospel calls us to care about and take action on behalf of the lost, the least and the last. This is Kingdom work.

Strategies:

- A. Create volunteer staff positions with specific portfolios (e.g. children, housing, health, refugees, environment, poverty, aboriginal issues).**
 - B. Create a Task Force to identify a short list of items to be addressed by the Diocese in terms of advocacy and recommend approach to be adopted.**
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Implementation Plan

The implementation plan concerns itself with the specific actions or steps to initiate the strategies, the time frame required to fully implement these action steps, and the financial implications of each area of priority.

The implementation plan follows.

| Goal # 1.0: Children and Youth: To attract children and youth to Christ; to encourage children and youth in the Christian life. | | | |
|--|--|------------------------|-----------------|
| Strategies | Action | Time line | \$ |
| 1.1 Development of appropriate leadership skills, and an ability to articulate the Christian faith in an engaging manner. | 1.1.1 Creation of a task force to review items 1.1.2 – 1.1.5 and report to Synod (2004) | April 2004 | N/A |
| | 1.1.2 Identification of leadership resources throughout the Diocese | | |
| | 1.1.3 Identification of skill sets required to fulfill leadership roles | | |
| | 1.1.4 Identification of skill sets available in the Diocese | | |
| | 1.1.5 Recommendations on how best to coordinate Diocesan services offered to youth and children (camps, TEC..) | | |
| | 1.1.6 Recommendations on how to create and provide opportunities for practice of leadership abilities at regional and Diocesan events | | |
| | 1.1.7 To offer training workshops for youth; children's ministries; youth ministry leaders | Ongoing; annual | TBA |
| 1.2 Hiring of Young People's Ministry Resource | 1.2.1 Creation of a full-time youth and children's ministry position | 2005 | \$60,000 |
| | 1.2.2 Establish Christian parenting workshops | 2005 | \$3,000 |
| | 1.2.3 Listing of children and youth ministry resources on the Diocesan web page | 2004 | \$1,000 |
| | 1.2.4 Target resources for youth ministry (time, talent, and financial support) in stewardship education and programs | | |

| Strategies | Action | Time line | \$ |
|--|---|------------------|--------------------------|
| 1.3 University and College Chaplaincy | 1.3.1 To continue the evangelism model of chaplaincy | On going | N/A |
| | 1.3.2 To increase the University of Alberta chaplaincy position to full time | 2005 | \$15,000 per year |
| | 1.3.3 To hire a part-time (.5) chaplaincy position to begin forming relationships with NAIT and GMC students/faculty | 2006/07 | \$30,000 per year |
| | 1.3.4 To offer support and training for those engaged in the chaplaincy outreach to Lakeland College in Vermilion and Augustana College in Camrose | 2006/07 | \$2,000 |
| 1.4 Enhance Diocesan programming for children and youth | 1.4.1 Increase the number of child-focused events at the regional and Diocesan levels | Ongoing | N/A |
| | 1.4.2 Explore how the Diocesan web page and technology can assist this ministry | 2004 | N/A |
| | 1.4.3 Provide training in evangelism so that parishes can engage in effective outreach to children and youth (e.g. camping programs; after school programs; mom's day out; T.E.C.; VOCARE) | Ongoing | \$2,000 |

Goal # 2: Diocesan Sense of Community: To enhance and deepen the sense of community and fellowship among Diocesan clergy, and the parishes and the Diocese.

| Strategies | Action | Time line | \$ |
|--|---|------------------|------------|
| 2.1 To nurture the clergy community | 2.1.1 To encourage clergy to occasionally exchange pulpit ministries | Ongoing | N/A |
| | 2.1.2 To build-in more time for constructive conversation and fellowship at clergy days and clericus meetings | Ongoing | N/A |
| | 2.1.3 To address the sense of isolation felt by some rural priests; to form clergy clusters of eastern, western, and southern clergy | 2004 | N/A |

| Strategies | Action | Time line | \$ |
|---|--|------------------|-------------------------|
| 2.2 To nurture a sense of Diocesan family which is inclusive of all parishes and members | 2.2.1 To encourage gatherings of parishes that share geographic, demographic, and economic concerns | Ongoing | N/A |
| | 2.2.2 To hold annual Diocesan gatherings for education and worship | Ongoing | \$2,000 per year |
| | 2.2.3 To hold Diocesan committee meetings in rural areas occasionally | Ongoing | N/A |
| | 2.2.4 To advertise Synod Scene and Diocesan web page and use them to their best advantage | Ongoing | N/A |
| | 2.2.5 To profile rural parishes in The Messenger | Ongoing | N/A |
| | 2.2.6 To explore different ways of using technology for communication and education | 2004/05 | \$6,000 |
| 2.3 Clergy Wellness | 2.3.1 To monitor clergy vacations and days off | Ongoing | N/A |
| | 2.3.2 To encourage use of clergy continuing education plan | Ongoing | N/A |
| | 2.3.3 To advertise E.A.P. | Ongoing | N/A |
| | 2.3.4 To educate wardens and vestries about support and care of clergy | Ongoing | \$1,000 per year |

Goal # 3.0: Christian Education: To form faithful disciples of Jesus Christ who are equipped to proclaim the Gospel and further the work of the Kingdom.

| Strategies | Action | Time line | \$ |
|---|---|------------------|------------|
| 3.1 To advertise present Diocesan resources on the web page and increase the Diocesan resource collection. | 3.1.1 To conduct inventory of current Resources | Ongoing | N/A |
| | 3.1.2 To regularly inquire as to resource needs throughout the Diocese | Ongoing | N/A |

| Strategies | Action | Time line | \$ |
|---|---|---|--|
| 3.2 To assist clergy to use the continuing education plan to their best advantage. | 3.2.1 To encourage use of sabbatical leaves (2 – 4 months) for clergy 3.2.2 To ask all clergy to develop a five year continuing education plan for themselves 3.2.3 To have Regional deans/Archdeacons to review clergy plans and to bring recommendations to Synod with the purpose of establishing a Sabbatical Fund | Ongoing 2004 (September) 2004 (October) | N/A N/A \$10,000 per year |
| 3.3 To increase the number of Diocesan educational events | 3.3.1 Using both internal and external resources, to hold regular events for laity and clergy | Ongoing (see 2.2.2) | As per 2.2.2 |

Goal # 4: Outreach: Increased visibility and responsiveness to human and social needs at the local, provincial, national and international levels.

| Strategies | Action | Time line | \$ |
|---|--|---|---------------------------|
| 4.1 To increase awareness of and response to needs in the inner city and rural areas (e.g. poverty, violence, addictions, despair) | 4.1.1 Special attention is to be given to the needs of children and youth 4.1.2 To develop training programs that will assist parishes in identifying the needs of the local community 4.1.3 To foster regional consultations about local needs; to encourage partnerships whenever possible– other parishes, other faiths, social agencies | Ongoing 2004 (Task Force to examine items 4.1.2 – 4.2.8) | N/A \$1,000 |

| Strategies | Action | Time line | \$ |
|-------------------|---|------------------|--------------|
| 4.1 cont. | <p>4.1.4 Parishes and the Diocese commit to praying for those in greatest need and the agencies who help minister to them</p> <p>4.1.5 To seek greater involvement of youth in this ministry</p> <p>4.1.6 To become partners with local agencies and/or Anglican Church of Canada agencies</p> <p>4.1.7 To use technology to help educate about national and international concerns</p> | As per above | As per above |

Goal # 5: Faith Formation/Making Disciples: Deepening of personal faith, the regular practice of prayer and worship; and the growth in Christian discipleship for every Anglican in the Diocese. Increased evangelism by Anglicans.

| Strategies | Action | Time line | \$ |
|---|--|------------------|------------------|
| 5.1 To offer encouragement at both the Diocesan and parish level. | 5.1.1 Educational events, retreats and programs to be offered throughout the Diocese | Ongoing | \$1,500 per year |
| | 5.1.2 To advertise programs being offered by parishes and/or regions on the web page and Synod Scene | Ongoing | N/A |
| 5.2 Increased education about evangelism | 5.2.1 To sponsor a Diocesan conference on evangelism | Ongoing | \$1,500 per year |
| | 5.2.2 Promote “Sharing Your Faith Without Losing Your Friends” workshops | Ongoing | N/A |

| Goal # 6: Congregational Development: To increase the number and size of congregations and parishes. | | | |
|---|---|-----------------------------|--|
| Strategies | Action | Time line | \$ |
| 6.1 Health of Parishes | 6.1.1 Training of clergy and lay leaders in reconciliation techniques | 2005 | \$1,500 per year |
| | 6.1.2 Collective agreement to engage in respectful dialogue, education and discernment together when contentious issues arise | Ongoing | |
| 6.2 Church Planting | 6.2.1 Develop and maintain a Diocesan Plan for church planting | 2004 | N/A; implementation costs part of report to Synod |
| 6.3 Aid for small parishes/struggling parishes | 6.3.1 Workshops for parishes on setting priorities, assessing parish potential, and making ministry more effective | Ongoing | \$1,000 per year |
| | 6.3.2 To strengthen support systems for clergy, and lay ministers | Ongoing | N/A |
| | 6.3.3 Develop long range plan to make every parish priest full-time | 2004/05 (Task Force) | N/A |
| | 6.3.4 Develop models for alternative ministries | 2004/05 | N/A |
| 6.4 Parish Growth | 6.4.1 Creation of a Task Force to examine and provide recommendations on: | 2004 | N/A |
| | <ul style="list-style-type: none"> A. workshops on moving from clergy centered ministry to community based ministry B. parish self-assessment tools including gifts (talents) assessment for parishioners C. introducing natural church development | | <p>\$1,500</p> <p>\$1,500</p> |

| Goal # 7: Social Justice: Heighten visibility and presence of the church in the arena of social and political issues. | | | |
|---|---|------------------|-----------|
| Strategies | Action | Time line | \$ |
| 7.1 Create volunteer staff positions with specific portfolios (e.g. children, housing, health, refugees, environment, poverty, aboriginal issues) | 7.1.1 Formation of a Task Force to report to Synod on the following: A. priority needs within rural and inner city B. role of children and young people in outreach/social justice C. techniques/tools to assist local parishes in identifying outreach and social justice needs in their community D. models for collaboration – with other Anglican parishes, with other faiths, with local social service agencies | 2004 | \$1,000 |
| | 7.1.2 Identification of two volunteers who will coordinate the ministry on behalf of the Diocese | 2004 | |

Summary: Cost Implications

| ITEMS | 2004 | 2005 | 2006 | 2007 |
|--|---------------|---------------|----------------|----------------|
| 1.2.1 Children/Youth Ministry (f/t) | | 60,000 | 65,000 | 70,000 |
| 1.2.2 Christian Parenting Workshop | | 3,000 | 3,000 | 3,000 |
| 1.2.3 Children and youth ministry resources on web page | 1,000 | | | |
| 1.3.2 U of A Chaplain (f/t) | | 15,000 | 17,000 | 20,000 |
| 1.3.3 NAIT/GMC Chaplain (p/t) | | | 30,000 | 33,000 |
| 1.3.4 Lakeland/Augustana – support/training | 1,000 | | 2,000 | 2,000 |
| 2.2.2 Diocesan Gathering | 2,000 | 2,000 | 2,000 | 2,000 |
| 2.2.6 Technology upgrades | 6,000 | | | |
| 2.3.4 Wardens/vestry training | 1,000 | 1,000 | 1,000 | 1,000 |
| 3.2.3 Sabbatical Fund | | 10,000 | 10,000 | 10,000 |
| 4.1.2 Outreach Task Force | 1,000 | | | |
| 5.1.1 Faith Formation education events | | 1,500 | 1,500 | 1,500 |
| 5.2.1 Conference on Evangelism | | 1,500 | 1,500 | 1,500 |
| 6.1.1 Training – reconciliation techniques | | 1,500 | 1,500 | 1,500 |
| 6.2 Church Planting | | TBA | | |
| 6.3.1 Workshop – making ministry more effective | | 1,000 | 1,000 | 1,000 |
| 6.4.1.A Workshops -community based ministry | | 1,500 | 1,500 | 1,500 |
| 6.4.1.C Natural church development | | 1,500 | 1,500 | 1,500 |
| 7.1.1 Social Justice Task Force (see 4.1.2) | 1,000 | | | |
| Totals: | 13,000 | 99,500 | 138,500 | 149,500 |