



Diocese of Montreal – Anglican Church of Canada

POLICY ON SUSTAINABLE AND STRATEGIC MINISTRY

APPENDIX XX

Adopted: March 8, 2016

Our hope is that most parish ministries will be able to provide all the resources they need to grow and prosper in their work. These parish ministries will be considered financially self-supporting or “sustainable”. However, as much as we regret this, in practice not all parish ministries in the Diocese of Montreal are sustainable. When a parish ministry is found to be unable to sustain itself financially, as determined by either a parish corporation or parish vestry or by the appropriate diocesan officers based on financial reporting, the Corporation in consultation with the parish council and the Diocese will work together under the direction of the Executive Archdeacon to plan for the future as appropriate.

Every parish in the diocese is equally invited to ask for assistance in planning for its future. That help comes from the Executive Archdeacon in consultation with Territorial Archdeacon, the Episcopal Council, the Diocesan Treasurer and Finance Committee or another committee such as the Stewardship Committee, or the Mission Committee.

i. SUSTAINABLE PARISH MINISTRY

A Sustainable Parish Ministry is defined as a congregation, cluster of congregations or regional ministry initiative that has many of the following observable characteristics:

- It has full or part time clergy and active lay leadership with the skills to manage the programs and property of the parish ministry to meet its own sense of mission.
- It has the energy and resources to meet the challenges of the community it serves.
- It relies mainly on the freewill offering of its members for its core financial support.
- It has a plan to provide for the future well-being of congregational or parish life.
- It does not deplete its capital reserves or capital assets on an ongoing basis, signalling a parish in financial trouble.

ii. STRATEGIC PARISH MINISTRY

There are certain parish ministries that are strategic to the mission of the Diocese and can be designated/recognized as such. It is ultimately the responsibility of the Bishop, in consultation with the Executive Archdeacon, the Territorial Archdeacons, the Episcopal Council and Regional Deans to make such a designation.

A Strategic Parish Ministry is defined as a congregation, cluster of congregations or regional ministry initiative that has several of the following characteristics:

- The activities of the parish ministry make a discernible difference in individual lives and in the larger world around it.

- It is outward-looking, geared to mission and active in extending God's reign in their community.
- It is strategically located.

iii. UNSUSTAINABLE PARISH MINISTRY

Where a local parish ministry is no longer strategic and not financially self-supporting, it cannot be supported indefinitely and absorb resources that would otherwise go to ministries in our Diocese that are strategic. Such a parish ministry will be considered to be "unsustainable".

An Unsustainable Parish Ministry is defined as a congregation, cluster of congregations or regional ministry initiative that exhibits these characteristics:

- It is not designated a strategic ministry.
- It is not mission-focused and unable or unwilling to come into alignment with Diocesan strategic priorities.
- It is depleting its capital assets to pay for its current expenses.
- It is unable to maintain its property and have sufficient capital reserves for its longer term property needs.
- It cannot cover current operating expenses without cutting back on important ministry.
- It is unduly reliant on sources of funding outside the freewill offering of its members.