



# Diocese of Western Anglicans

## Strategic Plan Overview

June 30, 2020

The purpose of this strategic plan is to organize, align and mobilize the members and leaders, both lay and ordained, to intentionally collaborate together to build God's Kingdom through the members, leaders, churches, deaneries and the Diocese of Western Anglicans.

### **Proposed Outcomes:**

- A. New dioceses are formed from deaneries, acting in concert, to expand the reach of the diocese through church planting, clergy formation and missional church development
- B. Local churches grow in mission and capacity to further grow in mission through resource development
- C. New local churches are birthed, formed and developed in communities where we do not have a witness, especially targeting ethnic communities and universities
- D. Missional infrastructure is developed to foster and support an expanding missional footprint that focuses on the harvest field
- E. Multiplication and formation of missional leaders for the new and continuing local churches in their many expressions

By virtue of the clergy feedback received on the Draft Plan, this revision reflects a measured approach to our common mission with broad goals that are achievable by all of us who commit to collaborate. Commitment to build together by collaboration in carrying out our commitment to Kingdom expansion is central and foundational to our success. Anything less will severely limit and likely threaten our best efforts to realize the fullness of what God reveals to us about Himself and His nature to save the world.

### **Framing Expectations:**

- A. We have reduced the level of resource commitment (time, energy and funds), and therefore, the pressure felt by the clergy by setting a goal of 2 dioceses. I am recommending:
  1. Southern California as a mission focus combining LA and SD Deaneries
  2. Mountain West as a mission focus combining AZ and RM DeaneriesCombining deaneries accomplishes our broad Kingdom goals and helps us to focus the respective deaneries on mission with specific synergies remaining intact. Agreeing on this proposal positions all of us well to fulfill canonical requirements for diocesan multiplication, planned for Year 4.
- B. The pace of development has been reduced by half to better reflect available time, energy and resources, as well as, to take pressure off of the local church, which may be challenged beyond its current resources, to share human resources with the deanery that are required for the development of the local church.



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- C. The cycle for planning and implementation is as follows:
- |               |   |
|---------------|---|
| 2020 = Year 0 | Complete basic planning and alignment                     |
| 2021 = Year 1 | Initiate work; strengthen deaneries; grow churches        |
| 2022 = Year 2 | Advance work; strengthen deaneries; grow churches         |
| 2023 = Year 3 | Create Proto-Diocese Working Groups; further Year 2 goals |
| 2024 = Year 4 | Multiply dioceses; further Year 3 goals                   |
| 2025 = Year 5 | Search and elect bishops; further Year 4 goals            |
- The bishop will delay retirement until 2025, if at all possible.
- D. Minimum gross targets for each deanery include:
1. Deanery churches profile:
    - a. Every church tithing to the Diocese (practicing 10-10-10 principle)
    - b. Two Resource Churches (define more fully in Year 1) actively leading in the Deanery and sharing resources (planning, leaders, programs, training, etc.) with the other Deanery churches
    - c. 1 Mission Training Center actively sharing its staff and property per deanery
    - d. A combined total of 1200+ ASA total from all of the churches
    - e. A minimum of 12+ local churches with 50+ ASA each
    - f. Every church demonstrating growth trajectory with expansion via multiplication
  2. Each Deanery is actively engaging mission so that:
    - a. The clergy pipeline consists of 25+ future clergy (future deacons and presbyters)
    - b. A church planting plan that is active and for which every congregation offers support
    - c. A partnering and collaborative culture among clergy and the congregations
    - d. A support system in the form of Proto-Diocese Working Group (formed in late Year 2, 5-7 people)
      - Canons and bylaws
      - Effective, missional board of directors (ExComm)
      - Sufficient finances for thriving
      - Administrative support systems and appropriate staffing
      - Advancing church planting
      - Diocesan multiplication
      - Bishop election
- E. Two teams, so critical to the success of a new diocese and our advancement in the Kingdom, must be staffed by motivated self-initiating leaders:
1. The Clergy Formation Team (engaged with recruitment environments and seminaries)
  2. The Church Planting Team (engaged with Always Forward)
- F. The annual goals are additive, not substitutive, so that growing effectiveness increases human and financial resources and the culture is increasingly formed around the areas of focus that turns us toward mission personally and corporately.



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- G. Current diocesan initiatives lead us toward gathering momentum and reproductive support. We will, therefore, continue the following and, through the implementation of the strategic plan, determine how to multiply and build these ministries into deanery culture and practice:
1. Annual Deacons School and Retreat
  2. Annual Clergy Gathering with spouses and families prior to Diocesan Synod
  3. Annual Deanery-based Presbyter Retreats
  4. Annual Deanery-based Next Steps in Mission
  5. Equipped to Heal training in alternating years
  6. Diocesan Days of Discovery for Diaconate and Presbyterate
  7. Deanery-based clergy spouse support
- H. The Deanery Manual (page 9) provides guidance on establishing deanery-based equipping and support for the local churches and their members. These activities as listed are not exhaustive, but suggestive of those areas where churches, through collaboration, can strengthen the web of support and advance the Kingdom in communities where a local church's resources may be more limited. Resource Churches are positioned to help growth in deanery churches in this way.

### **Guidelines for Understanding the Strategic Planning Process and Its Implementation**

The leaders of the Diocese (local church vestries and leadership teams, deanery leaders, Diocesan leaders) will be planning and working together frequently, using simple questions that lead to growth and development. They are:

1. What are the goals and objectives?
2. Who is the steward?
3. Who do we involve (form team)?
4. How do we as a group (team) implement action (applied subsidiarity)?
5. How do we evaluate and modify each year for effective implementation next year?

The strategic plan is designed to help us ask and answer by word and deed the five referenced questions at three levels:

1. Diocese
2. Deanery to Proto-Diocese
3. Local church

#### *Notation Key*

- **Bold**=action
- Underlined=who is taking the action
- In the case where there is no underlined work, the action that is taken is implied in column A
- Some items are abbreviated without losing content (ex. PoP-Prayers of the People)