

SUMMARY OF PHASE 1 FINDINGS

Prepared by: Another Way

PURPOSE

- + **Explain** the process and methods used
- + **Share** the findings, focusing on strengths and weaknesses of the Diocese
- + **Explore** the opportunities and threats facing the Diocese

FOUNDATIONAL APPROACH: ASSETS

SPIRITUAL GROWTH

TRANSFORMATIVE DISCIPLESHIP Ways in which parish supports people on their spiritual journey:

- Revive program
- Worship
- · Confirmation classes



HUMAN ASSETS

A CALLING FOR ALL

Ways in which parishioners use knowledge and gifts to be the Body of Christ:

- · Public speaking or musical talent
- Academic knowledge
- Trade skills



FLOURISHING PARISH

WAYS IN WHICH PARISH LIVES OUT THE GOSPEL

CULTURAL

ALL RELATIONS Ways in which parish fosters inclusion:

- Welcoming newcomers and people with different abilities
- Hosting ecumenical and interfaith gatherings



PHYSICAL ASSETS

Ways in which parish uses land and building(s) to support community:

- Community meals
- Food bank hubs
- Affordable housing projects



SOCIAL SUPPORT

COLLABORATIVE PARTNERSHIPS Ways in which parish gives and receives support from community partners:

- Warming hubs
- Reconciliation events
- Concerts and arts festivals

FINANCIAL ASSETS

STEWARDSHIP Ways in which parish is bolstered financially:

- Regular giving
- Endowments
- Rental income
- Property value





Process and Methods • • •



- Quantitative data (2017 2023) from Synod office
- Surveys of 46 parishes members, priests and lay leaders
- 18, 1:1 interviews
- 46 parish engagement session + 1 Synod leadership session

Just the Facts...

- + 2/3 of parishes are in the greater Edmonton area; 1/3 in small towns.
- + On average, in 2023, 52 people attended Sunday services. 1/3 of parishes have less than 25 attendees.
- + # children in Sunday school declined 42% between 2017 2023.
- + 40% of parishes have full-time priest. Average of 2 formal lay leaders per parish.

- + Insurance replacement value \$125,866,162.
- + In 2/3 of parishes less than 50 people use the church building outside of Sunday/week.
- + Staff costs = 50% all expenses; building costs = 20+% (not including insurance)
- + Average donation = \$2,463 per member in 2023.



STRENGTHS

- Steadfast spiritual commitment
- Strong lay and priest leadership
- Welcoming and affirming spirit
- Frugal money management

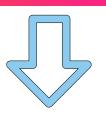
SWOTANALYSIS

- Stronger community engagement and partnerships
- Use of social media
- More structured member integration



OPPORTUNITIES

WEAKNESSES



- Lack of human resources (numbers and ages)
- Lack of financial sustainability
- Communication problems
- Outdated facilities
- Increasingly post-religious society indifferent or hostile to church
- Other forms of Christianity have more resources and different voices
- Rising expenses/fewer resources

THREATS



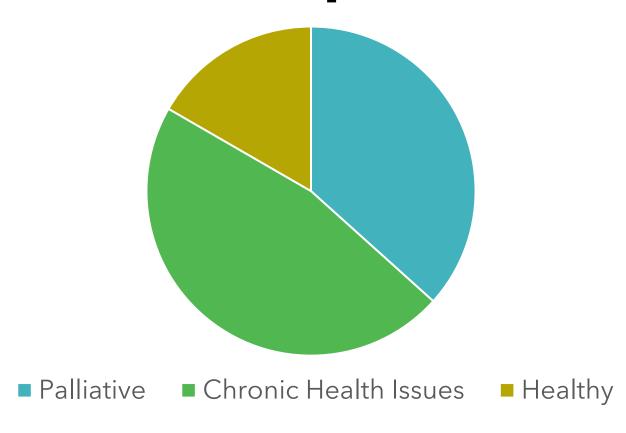
Themes Arising from Interviews

- + Need new models for clergy and empowered laity. Have examples of this!
- Need to examine role of church buildings. Can become community hubs to maximize impact, increase partnerships, and bring in \$\$.
- Children are vital to the future of the church; this work needs investment.
 BIPOC parishes are natural leaders in this area.
- + Lack a common understanding of diversity/inclusion. Have Indigenous and intercultural models to learn from. Minority voices want to be heard.
- + Need to reset relationship between Diocese leadership and parishes.

Consultants Observations

- + Have More in Common than Not Urban vs. Rural Myth
- + Love of, and Dedication to, God is Palpable
- + Lack of Money is Not the Problem Lack of Intergenerational Turnover is the Existential Threat
- Clear-headedness Prevails
- + Tension Between Self-direction and Leadership Needs Attention

Health Status Metaphor



In Your Own Words

"We have a wonderful vibrant growing parish. We are eager to know God more and serve others well. We need to learn to do things differently in order for the church to survive and thrive in the next generations."