



Vision Survey & Analysis

Of

The Clergy & Delegates to Synod 2010

Prepared by:

Harris G. Willman

Lay Administrator & Treasurer

Gulf Atlantic Diocese

1650 Margaret Street, Suite 302

PMB # 141

Jacksonville, FL 32204-3869

(904) 465-7901

Email: HWillman@gulfatlanticdiocese.org

Website: <http://www.gulfatlanticdiocese.org/>

Summary and Thematic Response Tally

Question 1: What do you want to see our diocese (through all of its parishes) accomplish in the next five years?

Theme	Responses
Church Planting	19
Existing Church Growth & Evangelism	14
Stabilize Current Churches Financially	5
Outreach in our local communities – Visibility in the communities	6
Discipling Youth for leadership	5
Spiritual Growth	5
Develop orthodox discipleship curriculum for all ages	5
Develop Foreign & Frontier Mission plan	5
Facilitate Clergy Relationships – Clergy / Spouse Retreats	4
Facilitate inter church relationships	3
Clearly define the structures of the diocese	3
Develop a College Ministry	3
Define what it means to be Anglican – Marketing Plan to spread awareness and interest	2
Spiritual Healing, Restoration of Relationships, Pastoral Care	2
Develop Children’s Ministry	1
Develop Young Families Ministry	1
Churches Tithe 10% to the Diocese and the Diocese Tithe 10% to the ACNA	1
Do a realistic appraisal of every church	1
Shared Resources – Best Practices Library	1

Question 2: Discuss how the diocese can best support the needs of the 23 congregations and facilitate the function of our four current ministry groups (A4D, Dynamos, Camp Araminta, & College Ministry)

Theme	Responses
Better communication of what is going on in the churches & ministries	9
Scholarship Fund for diocesan programs	5
Diocesan events to bring clergy and lay closer together	4
Develop effective College Ministry	4
Rethink Anglican 4 th Day	3
Catechumenal resource for shared use in the diocese	3
Yoke large and small churches for shared resources	3
Develop Deaneries for sharing common ministry	2
Bishop visitations focused on encouraging the clergy & vestry – cast the vision	2
Keep the diocese funding requirements small	2
Provide training for Church Planting and other ministries	2
Stick to the biblical teaching and practices	2
Educate the diocese about ministries in each <u>parish</u>	1
Diocese Anglican radio station	1
Raise up new clergy – focus on young leaders	1
Help churches with audit requirements and other administrative tasks	1
Encourage all clergy to participate in all four diocese ministries	1
Support the 10% tithe to the diocese so the diocese can support the four ministries	1
Develop consistency in Diocese Canons and Church Bylaws	1
Develop diocesan uniform plan for church membership growth with specific goals for each	1
Pastoral support for clergy & their families	1
Local Seminars and continuing education for lay and clergy	1
Have diocese “reps” visit each parish	1

Question 3: Discuss what new ministries might be effective in taking Christ’s gospel message to a hurting world and how those new ministries might best be formed and incorporated into the diocese.

Theme	Responses
Establish healing ministries in the parishes – Living Waters/Exodus	7
Use Alpha as a diocese wide program to help attract the un-churched to build churches	4
Develop Global Missions Network – Support for overseas missionaries	4
Learn from AMiA about large evangelism events	2
Use technology for joint teaching events	2
Homeless Ministry – Feed the hungry	2
Local churches should create ministries first and if successful expand to the diocese	2
Ministry for clergy & their families – spiritual, mental, emotional support	2
International Student Ministry	1
Church food distribution website	1
Habitat For Humanity	1
Help churches recognize their spiritual gifts and use that as basis for growth	1
Bring in effective people to teach us how to build our congregations	1
Sports based “Children’s Club” program to foster interchurch fellowship	1
Focus on local mission field – why go overseas when our neighbor doesn’t know Christ?	1
Think through our diocese calling – Simple Church plan	1
FaithBridge – Foster care program	1
Celebrate Recovery	1
College Ministries	1

Question 4: Discuss your vision for church planting in Florida and South Georgia over the coming 3 years to accomplish our part of the Archbishop’s vision for 1,000 new church plants. Does your congregation know about the Archbishop’s vision and are they engaged in accomplishing it? In what ways?

(Note: many of the responses to this question were difficult to classify into categories or themes)

Theme

Responses

Theme	Responses
Hard to think about planting churches while concerned about survival of existing church	5
Commitment for every church to plant a new church	2
Help the large churches catch the vision for Church Planting	1
“Anglican Mission Fellowships” – home groups dedicated to plant seed churches	1
Mission “mindset” must be taught in all churches	1
Provide for shared administration for smaller churches	1
Training for New Comers Program	1
Coordinated marketing plan to the general public	1

Actual Responses Grouped by Question

Question 1

What do you want to see our diocese (through all of its parishes) accomplish in the next five years?

My group said, "More intentional discipling of our youth for leadership roles."

Understand various ways to go about church planting with our new DNA and new circumstances and then actually "get 'er done."

Both an investment in numerical growth (resources for evangelism in existing parishes and resources for church planting) and spiritual growth (resources for discipleship, catechesis, etc).

1. Stabilize current parishes
2. Plant 20 churches in four years: 2011 - 2; 2012 - 3; 2013 - 5; 2014 – 10
3. Develop young leaders
4. Support children's ministry
5. Establish university fellowships on every campus in the diocese with an intentional discipleship program (a la Reformed University Fellowship)
6. Develop plans/curriculum for a discipleship process that is age-appropriate and trains parents in discipling their children.

Stabilize existing ministries (years 1, 2) then politely ask each congregation to at least attempt to plant one new "church" (even if it's a home fellowship) in years 3-5.

Growth in our corporate dedication to the Great Commission, church planting, leadership development (lay and ordained) and biblical literacy.

Strengthen existing congregations so all are viable, consolidating if necessary. Strategically plant 10 new congregations. (Numbers aren't as important as successfully establishing congregations that can be self-supporting within 3 to 4 years.)

Grow the existing churches and add new church plants

Facilitate clergy relationships, accountability and prayer through regional and diocesan events.

I see a growth in membership as necessary to encourage and support new congregations

More outreach -more teaching on what it means to be Anglican* (mentioned twice) -accomplishing structure without re-inventing 815 -Synod should be a time of enabling ministry and sharing, not just business

Thanks for this. Great idea to survey the leadership for 2011-13. Love it! I realize that I am not a member of the diocese nor practically engaged, but I would humbly offer my 2c for the diocese to include global frontier mission as something not to be dropped! And I speak as out of incredible respect for Bishop Lebhar, but also as Co-Chair of the ACNA Missions Task Force and as a member of the Anglican Communion's Evangelism and Church Planting Initiative. It's almost beyond belief that today, in 2010, that 86% of all Muslims, Buddhists, Hindus and Tribal peoples have no relationships with Christians. For the diocese to take seriously this major challenge, to take perhaps 2 or 3 steps in the next couple years to see vibrant churches spring up amongst these people groups who have no advocate would seem biblically consistent. I fear that a focus on at-home missions, at the expense of frontier-missions, actually harms the body of Christ rather than nourish, renew, and revitalize it through increased prayer, volunteerism, service and financial support. Well, please forgive my 2c, and take this as you wish! Forgive me if I speak out of turn. My fear is that those with least access to the gospel may be overlooked (again). May the Lord grant much wisdom and faith to the diocese for the years ahead.

(These are not in any particular order): Each church plant at least one new church. Evangelization and conversion of the unchurched. Churches work together in mission/outreach. Churches tithe to the Diocese; Diocese tithe to ACNA. Annual Clergy & Spouse retreat—care and feeding of clergy and their spouses. The current annual national retreat at Ridgecrest may not continue after this year.

Grow in strength, depth, and numbers. Reach out to youth, college-age people and young married couples.

If what you mean by 'Diocese' is the structure of bishop, administrator and dean it depends on their understanding of the collective vision that the combined clergy and lay people are committed to as a spiritual family. Is the diocese really more than its structure? Are the clergy and lay people the 'lower tier' following the direction of the 'upper tier?' I realize these are hard questions but if we are to be the new spiritual Reformation how is it best realized?

"Without a vision the people perish" is the biblical foundation by which any group of believers initiates a plan of action. A vision is a Holy Spirit given and driven spiritual experience that motivates action. Is it one or two persons' vision or is it a shared vibrant belief that people sense they have been called to take part in accomplishing? When we look at the work of the Holy Spirit in Acts we see the Body of Christ in action. Can we take our cues from that vibrant reality?

We need a realistic appraisal of congregations and their spiritual attitude regarding mission who will give us a sense of how realistic their local vision is beyond their parish concept. Our past Episcopal mindset was very parochial and that conditioned many of us. The driving understanding of spiritual direction was to have a comfortable parish with sophisticated intelligent 'people like us' gathered in annual conventions with meaningless motions and self-congratulatory reports after which every one went home to business as usual.

Large parish rectors and vestries drove the engine behind the scenes. Compromising politics shaped budgets and program. Bishops hobnobbed with the rich and made condescending appearances at smaller parishes. At the conventions polite applause followed reports from urban and mission projects of which 99% of the delegates had no personal contact or experience. Lip service and verbal support justified their absentee status. Committee work was the methodology of movement. If we just work hard on committees, that is 'church work' at its best. Have we really shaken that malaise or does it still linger amongst us? It goes to personal spiritual motivation in every local congregation. Do people really connect in a common spiritual vision beyond the parish level?

Expand God's Kingdom by bringing people to Christ and planting churches. We must look at new models (or much older models) of evangelism and church planting. The recent models were too inefficient and too costly.

The diocese is new so just surviving and establishing itself would be good. But it's better than that already because it is free from corruption, heresy, and vilification. Even better yet would be to see solid growth in congregations, diocesan ministries, and new churches. Fifty parishes come to mind, but that seems so small considering the vastness of the geographical area.

I would like to see our diocese accomplish what churches cannot do for themselves. I do not want to see redundancies that generate unnecessary costs. The number one question should be for dioceses and churches...How do we bring people to Christ? Most of us being former Episcopalians have seen all the ways we can be distracted and we cannot afford to be distracted anymore. I would like to see our diocese be a source of information and support to 1) bring churches together as the body of Christ for fellowship and interaction (as reasonable due to the geographic challenges we face). 2) be a bank of information of what is happening in other churches to be shared with churches that could benefit from the information. Likewise, where churches are struggling, provide insight to assist with such challenges OR put them in contact with a church that may be able to help them. The diocese should not get in a mindset that they have all of the answers. God has gifted everyone with talents and we should take advantage of churches assisting churches.

I am not sure why churches are being asked to give to the diocese for the diocese to use the funds for outreach and the same could be true of the diocese giving funds to ACNA for outreach. We at Christ Church Vero Beach founded our church on the Biblical principal of tithing 10% to outreach in our community, our state, our country and the world. Why is the diocese better equipped to decide on the use of those funds. Is it control on our part? Absolutely not! It is a spiritual commitment that our Lord has blessed us mightily for following. Just as we have discussed at Christ Church Vero Beach, upon planting a church, we should provide as much administrative support to the new church for as long as is feasible to save money (minimal duplication of effort) and allow the new church to keep focused on Jesus and bringing people to know Him. In a similar fashion, I say again, the diocese and the providence should be careful not to waste money in duplication of efforts just because "that is how it was done in the past".

Now I recognize that I may be speaking out of ignorance. And that brings me to another point. Don't assume the churches in the diocese know what you are doing and why. Even if we are not on the Board or Standing Committee (or their equivalents), which I hope Christ Church Vero Beach will be participating on these in the future, we want to be kept in the loop. Remember we are part of the same body and even the little toe needs to know what the head is doing. I could go on, but I hope you have gotten my point. We need to: 1) Pray first in all we do 2) Bring people to Christ 3) Minimize cost and duplication of efforts 4) Think outside the box in putting churches in contact with churches where one can help the other 5) Bring the body together for times of worship and fellowship 6) Keep the body informed in all ways, spiritual, technical/business, general news 7) Have the same expectations from the providence. 8) Ask for assistance. Don't assume as a diocese or providence you have all of the answers.

We at Christ Church Vero Beach, have been and will continue to ask for assistance from the diocese, but don't make the mistake that the diocese cannot ask for assistance (other than money) from a church.

Seeing folks come to follow Christ as Lord and Savior, not just growth through church transfers. Raising up new clergy (esp. the young and those who are missional/church planting minded) and supporting them through the discernment and ordination process. Planting new churches. Care for clergy families.

Over the next five years the diocese needs to continue developing canons so there is clarity and unity in structure. The diocese needs to create structures and events that bring us together, give us a sense of belonging, draw us into common ministry, BUT avoids creating a top-heavy bureaucracy that overshadows the work of local parishes. The diocese needs to help deaneries that do not already have them develop healthy gatherings for clergy (clericus) and laity. I think it especially important that the diocese work to bring into these relationships those AMiA/REC, or other partner congregations, that are not currently engaged. The diocese needs to work to help all the parishes feel strongly aware of, and connected to, the larger body of ACNA. This business of unity and identity will be especially important over the next decade.

- 1) Radical Kingdom Living
- 2) Spiritual Growth and numerical growth
- 3) Bring people to Christ
- 4) Remain orthodox

1. Not just grow in numbers, which I hope we do, but help people grow spiritually in the transforming love of the Trinity. I would like for us as a diocese to become known as places of healing and restoration.

See question #2

Grow by at least 25% in its average Sunday attendance. Raise up at least 15-20 new candidates for ordination under the age of 30.

Develop a "presence". That is, I would like to see us be more visible throughout the region. Obviously, this means that we would need to plant churches and be a visible alternative to the ECUSA.

Plant many churches! 2 per year at a minimum

I'd like to see us plant 10 new churches, and concentrate on reaching the lost, looking at new ways to reach folks for Christ in our current culture.
Plant 10 new parishes.
Expand mission work, locally & abroad.
More regular ministries that address the call of Christ to feed the hungry, clothe the naked, visit the prisoners, i.e., diocesan structures that help parishes in working with and among the poor, and the bishop's office used as a bully pulpit to encourage such work among the member parishes. Such work among our parishioners who lose jobs in these tough economic times. More significant support of our brothers and sisters in Africa who have been so helpful in these recent years, especially to replace funds that TEC no longer sends.
The parishes need to be teaching and preaching the Good News of Jesus' salvation through His death and resurrection. Growing within each parishes community and putting "hands on" to meet the local needs. The diocese should provide the core support of setting a vision to accomplish that goal through developing curriculum recommendations for Youth and Adult training, teaching/ conferences, partnering with Trinity Seminary (or other conservative seminaries) for online classes.
I would like to see some real growth in spirituality and numbers. We should double the number of congregations. We should NOT look inward as in the past but look outward to our Diocese, the Province, and the world I would like to see one person in each congregation appointed to keep the congregation updated and advised on Diocesan, Provincial, and Global mission—in larger congregations a committee.
I would like the diocese to enable parishes to accomplish the Great Commission in practical ways, i.e. emphasis on local small groups, discipleship, church planting.
Greater exposure and "marketing" to the general public of the forming and existence of the Anglican Church in North America (ACNA) as a unified communion of orthodox Christians that is thriving in our corner of the world with twenty-some parishes in Florida and South Georgia
Grow, grow grow! Bring more people to our current churches, and grow new churches. I feel our country is slipping away from its foundation as a faith based nation. I think this is catastrophic! We need to do everything possible to reverse this trend.
Plant Congregations; Help congregations look at themselves and plan for growth; Pastoral Care for Clergy; Develop mutual support through grants and loans for smaller church ministry initiatives

Question 2

Discuss how the diocese can best support the needs of the 23 congregations and facilitate the function of our four current ministry groups (A4D, Dynamos, Camp Araminta, & College Ministry)

Library of shared resources so that parishes can borrow and learn from one another. Catechumenal Resources. Diocesan-wide events that draw clergy and lay closer to one another.

-- (From Gil): Shift the diocesan FY to begin 4/1 so parishes will have their fall budgets done and can give a more accurate pledge to the diocese. Our discussion combine #2 and #3 together, concluding that the diocese should encourage most new ministries to be initiated and funded at the deanery level, i.e., deaneries are the most effective level for sharing and funding common geographic ministries.

Most of our discussion centered on College Ministry in two ways: (1) Creating an Anglican presence on campus and (2) Working in concert with other evangelical campus ministries (RUF, Inter-Varsity, FCA, Campus Crusade, etc.).

1. Educate parishes about various ministry groups and key ministries/charisms of each parish
2. Develop a pool of skilled resource people/teams and make them available to the diocese Anglican radio station
3. Clear commitment and system for raising up clergy with creative forms of theological training - shift initiative from the person with the "call" to the congregation - focus on younger leaders
4. Network people/congregations that share similar callings/charisms
5. Offer diocesan-wide fellowship opportunities

1. First, decide if they are worth doing or if we are doing them just to be like ECUSA. Personally, I think that is too many "diocesan" ministries. Second, decide what you mean by the word "diocese" in the question. Do you mean Neil? Do you mean the diocesan budget? The question makes no sense to me unless you are thinking old paradigm. Third, Neil and his staff only exist to support the congregations. Neil should spend two weeks a year in each of his 23 congregations, focusing especially on encouraging the clergy and lay leadership on their turf, not forcing them to come to him. That is old paradigm.

Since I am relatively new in GAD, I would like to learn more here. Building community support and fellowship within the four areas would be a good start.

One important need for many of our congregations is support with the auditing requirements. Many of us are small and the cost of a full CPA audit plays havoc with ministry and mission budgets. Either reduced audit level requirements or CPAs in the Diocese willing to offer free or very reduced rates of audits to congregations with budgets below a certain level as part of their ministry would be of great benefit. At this point, these ministry groups do not need to be in the Diocesan budget. Rather they should be supported through the congregations and deaneries who are most active in them or who benefit most from their ministries.

Provide incentives for increased Clergy Participation so that all Diocesan clergy will have attended and/or supported each of these ministries through participation

I think it will help if the Diocese requirements for cash stay small (keep funds in the parishes), and if the diocese facilitates communication among the parishes regarding these ministries and upcoming events.

To support our diocese each congregation should tithe at least 10% of their income to the diocese to support the needs of all special groups and to help with the everyday expenses of this office.

Have scholarships available for Diocesan programs - publish list of leaders of ministries on the website - age/experience definition of ministries—who qualifies to attend each based on age/life experience? (ex. College ministry--"college age" or "in college"?) -A4D needs to allow new leadership onto council, etc., to keep the ministry growing and relevant to the upcoming generations -full-time youth minister (Diocesan level) -facilitate community among parishes—important to know "we are not alone." -Dynamos—get different churches involved so that youth can have a network of peers and discipleship

Training for various ministries. Training for church planting

I don't have any new ideas, except to say that communication with each other and with the diocese is essential. Weren't we told to invest in our children by hiring a children's minister for each congregation?

There are really two questions here that require vision understanding. The first is parishes and the second is the support of already existing ministries. The first asks how do we spiritually motivate congregations where each of its believers have as sense of their personal involvement led by the Lord Jesus through the inspiration of the Holy Spirit? That is up to the clergy and leadership of each parish who gather their people to determine their local vision through prayer and sharing. Then was their vision arrived at as part of the larger vision to which the parish as a whole sensed was their spiritual direction? The second asks how do we support already existing ministries? People who have the sense of being called to those ministries will be the answer to that question.

The church has only three tasks: worship, discipleship, and evangelism, (and a fourth may be mercy – which must go hand in hand with evangelism). We must be encouraged not to be sidetracked into other directions – our wills must be held to those tasks. We need help being inspired, and challenged. We will need training, equipping, and correction when we veer off of Biblical priorities.

All of them need to be supported but mostly the congregations. Some are still reeling from their previous battles, and have to work out a whole new reality of community presence and outreach.

I believe for where we are today (all new in our walk together) I have covered this question in my response above. To expand briefly and more specifically (continuing on the doing what churches cannot do for themselves), provide an education arm. Certainly the development of successful ministries, but I go back to, should this not be done at a church and once it is perfected then shared with other churches? Should the diocese develop programs? As you have shared, we have 23 congregations in our diocese. Each of these congregations has personalities, strengths, weakness and a diversity of leaders and parishioners. I feel the diocese should evaluate the churches and identify their strengths and weaknesses and see which are right for developing programs that can be shared with other churches. Let's take advantage of what we have before we start from scratch. Get to know the churches.

A4D needs to be rethought if it is to remain as one of the 4 things our diocese does together. I would like more information as what is happening in College Ministry in our Diocese. If someone were to ask me what was happening, I would not be able to say. Regular updates in the monthly newsletters about these four areas?

I think the suggestion at Clergy Day about having a “Resource Library” (which of course could be on line) is perhaps the most helpful thing that could be done. Perhaps we simply list (by subject) those materials and other resources (know how) that parishes would be willing to share. I think Clergy Day events, and the kind of events the Tallahassee Deanery has enjoyed (the Hobby education events for clergy) do much to strengthen clergy ties. We need to continue these, but consider also creating events to keep our laity engaged and connected to one another.

- 1) Consistency in canon law and bylaws
- 2) Link larger parishes with smaller one for support and encouragement
- 3) Keep diocesan giving at a reasonable level so smaller churches won't feel overwhelmed

I don't know.

Develop an effective model for Collegiate Ministry

Brief Apology by Mr. Charles Welch – Assistant Headmaster, Veritas Academy, Savannah, Georgia.

Invariably, tomorrow's leaders are currently housed in today's universities...whether or not these men and women will lead us towards a Godly society or away from a Godly society, lead in one direction or another they will. Thus, it is fundamental to the call of God's Church to recognize the strategic nature of the university in Western society and to implant God's Word and culture wherever that soil is receptive. In particular, as ACNA is seeking to establish itself as a cohesive Anglican expression of Christianity in North America, it is part and parcel to such an effort to consider the grounds from which the perpetuation of said expression might be located, namely, the college campus.

It is no secret that many adults have their worldviews either shaped or re-shaped while attending college as it often plays the part of incubator and solicitor of new and challenging ideas. Such an intellectual climate, while challenging, provides the perfect opportunity for a thoughtful, liturgical ministry, rooted in orthodox teaching, respectful of history, and distinctly Anglican to come alongside young adults who are seeking after truth in one form or another.

Practical Structure: Diocesan-led but nationally organized (there should be a universal philosophy of ministry that holds together ACNA's culture and principles while allowing for each Diocese to maintain and oversee their particular collegiate outreaches). Not local-parish-led (such a dynamic, while fiscally the path of least resistance, philosophically denies the very reality of a liturgical culture, that which would make ACNA distinct and attractive to young people in a fragmented society such as today's)

Each collegiate minister should be just that, an ordained minister! College students can often be more thoughtful than many working adults when it comes to thinking through theological issues and living out one's theology, thus, proving the critical need for seminary-trained, mature leaders amongst such an inquisitive constituency...If an effective model for collegiate ministry is developed and implemented in the Gulf Atlantic Diocese, we can then share this model with the ACNA.

Establish a minimal uniform process (that each church could add to) for new members. Set a goal for a minimum number of confirmation candidates.

Provide scholarships to those who are unable to attend diocesan functions. Maintain regular visits of the bishop. Provide e-mail communication to all congregants.

Through communication, money should be used for planting churches

Provide pastoral support for clergy, so they can remain healthy & effective in their parish ministry, & possibly have some kind of scholarship funds available to help with the fees for A4D, Dynamos, Camp Araminta, & College Ministry.

Availability of some sort of parish financial support. Church planting team, and scholarships for A4D, etc.

Provide local seminars & continuing education opportunities.

It would be good for the diocese to provide support for building a strong Anglican ministry presence on the main campuses of our diocese. For example, support for the Anglican Student Association at FSU in terms of finding and funding a meeting place near campus, modeled after the Episcopal Church's Ruge Hall. There is real opportunity here since the only real alternatives on most of our campuses are the parachurch evangelical model or the Catholic Student Union.

Because of the large geographic distances people have to travel we should look at events like 4th Day being planned with a maximum 2 hour driving time. Get info of these programs to parishes and encourage them to include in Sunday bulletins. Have diocesan reps visit each parish

As in #1: communicate. Each ministry group should have a representative in each congregation.

Point congregations and clergy in the right direction to get resources and facilitators who will help them accomplish their goals. Regarding the 4 current ministry groups we need to be constantly reassessing those ministries and be careful to not just do what we did before as Episcopalians. (E.g. an idea would be to have A4D once a year in order to not stretch the current resources/people within the diocese).

- A) Encouragement, primarily in the form of visitation and preaching from the Bishop and through the prayer cycle.
- B) Sharing of resources between and among parishes.
- C) Distribution of common, unified information concerning the ministry groups.

Most congregations are relatively new. St. Peters is one of the oldest at 5 years! We need to support each other, share information, create and identify as a group, realize we are not alone, let each other know what we are doing. The diocese can help with visits, newsletters, conferences, any kind of outreach that helps us to communicate with one another at the congregational level and share our resources and support one another.

Provide training for Best Practices in Churches; Cast a larger vision for evangelism and church planting

Question 3

Discuss what new ministries might be effective in taking Christ's gospel message to a hurting world and how those new ministries might best be formed and incorporated into the diocese.

Learning from Amia about some of the larger regional events they have done for the purpose of evangelism.

Specific ministries, one to international students and one re: a website that helps manage meals. Unfortunately, I don't have details on that, but will try to get that info for distribution.

Living Waters/Exodus - Healing ministry for sexually/relationally broken people. Stimulate cooperative global mission across the diocese (Global Mission Network, or something like that)

Wrong question. These are congregational matters. That is where the energy and money is.

We should plant new and innovative ministries at the crossroads of life, especially in urban areas and larger towns, where young people can discuss their concerns, be heard and engage with the gospel and mission teams. This may involve establishing mission teams in an area before actually planting a church.

At present the Diocese is not in a position to financially initiate any new ministries through its budget. New ministries need to arise from congregations and deaneries at this point. Until the congregations (and thus the Diocese) are on a firmer financial footing, the only ministry we should fund through the diocesan budget is the strategic planting of new congregations (see #1 above).

Adopt Alpha as a Diocesan Wide tool for expanding ministry beyond the doors of the local church. Using the resources within the Diocese as well as Alpha USA, train the diocesan clergy and leadership in how to run Alpha. The program when run properly has a retention rate of 50% of participants becoming active in the local church. Alpha was introduced in Soroti, Uganda this summer and several churches have already started programs. Many of the team members who have completed Global Alpha Training and gone abroad to introduce Alpha are in our diocese. We would be wise to use these resources.

Promote bible studies, visiting the ill, more information on our missionaries as to their needs and how we can help, encourage more prayer groups not only in our church but in our neighborhoods, and to promote understanding to members and new comers that each parish does not stand alone but is part of the total Anglican Communion. There is a lack of communication here and as we are new it is understandable but I believe it is a necessity.

More mission support -Homeless ministry, Habitat for Humanity -video teachings (such as Beth Moore) shared among churches who don't have resources -the Diocese is very spread out; unreasonable to expect folks to come to a Saturday workshop. Use technology to have joint teachings, events, that others can log on to -Need to have a conversation/training on: what do those not in church need the church to be— example specifically 18-30-year old males = more guy-friendly service? -Services such as tutoring, childcare, and events to get people "in the doors" so they can see a different vision of church than what they expect.

Cooperative efforts with other churches of other denominations; feed the hungry; ministry to divorced, widowed, and orphaned. Alpha is a great tool to use for evangelization. Small groups are essential to growth.

Ministry is the work of the Holy Spirit through the gifts He has given the Body. This is the crux of ministry. Several things here need to be decided upon. First, we need to grasp the biblical concept of the difference between ministry and mission. Ministry in the biblical sense is what we do to minister in the local Body. Mission is what we do outside the Body. Second, are we talking about ministries that help the parish to minister for the growth of the local Body? That is done through the spiritual gifts given to each believer in the Body. Mission, the application of our faith to the outside world, is identifying and extending the gift of missionary in those who are called to carry their faith and witness outside the local Body. Third, since it is spiritual gifts operating through the gifted believers in a parish that means they are a part of the diocese and don't need to be incorporated into the diocese of which they are already a part. The old concept of a diocese as a structure, which is man made, needs to be dissolved. We are a family of believers whose bishop is a guardian of the Apostles' teaching not a CEO of a corporate structure. Fourth, if we rely on Scripture to define who we are, how we operate and have a vision that is Spirit originated and led there is no end to the opportunities He will place before us. But we start with the local congregation where teaching spiritual gifts is the discipling method that grows the Body. Out of this come the believers who are led to minister and to extend their faith into the world.

If there is to be diocesan involvement it is lifting up those whose spiritual gifts help local congregations recognize their gifts and help them develop those gifts. Diocesan staff are those whose spiritual gifts of administration and leadership help organize and direct any centralized missionary activity as they recognize who has those gifts, where they are and how they can best be utilized to accomplish the collective vision of believers. The bottom line is that ministry and mission arise from the spiritual giftedness of individual and collective believers.

I know that Neil is doing this, but we must keep seeking what God is doing and what is working elsewhere. We need to be willing to bring in effective people to show us how we can do things similar to what they are doing.

I would love to see a diocese-wide children's club program that is sports-based, discipleship oriented, and evangelistic.

While I am all for ministering to the world and have had the pleasure of meeting some of our wonderful Bishops from afar, I feel we need to focus locally first. With the secular society we live in today, we need to make an impact at home. Reach out to our communities and bring people to Christ. Not ignoring the global world, but why minister to someone in Uganda and ignore your non-believing neighbor? If we focus too much on the world and not enough locally, we may win a battle, but we will **continue** to lose the war. The situation in the Episcopal Church did not happen overnight. It happened over many years under many of our watchful eyes.

I would encourage the Diocese to engage in "Simple Church" practices on the diocesan level. First thinking through/discerning what we are called to do and eliminating anything that does not fit that simple calling. I guess it concerns me somewhat to begin adding new ministries (and there are tons of great things out there) before thinking through direction and calling first.

Other than those things listed, I cannot think of a new ministry that needs to be created at the diocesan level. Again, I don't want us trying to create things at the diocesan level that could be done just as well (or better) in the local parish.

- 1) Celebrate Recovery
- 2) Alpha
- 3) Dave Ramsey's Financial Peace Univ. or Crown Ministry
- 4) Healing and recovery ministries

I don't the answer to this either. Personally, I would like to be part of starting a healing care community. But the Lord has not shown me how to do that yet.

FaithBridge Foster Care - <http://www.faithbridgefostercare.org/>

FaithBridge Foster Care is a Christ-centered, tax-exempt corporation intent on changing U.S. foster care.

FaithBridge has a strategy and a model and to mobilize and organize faithful churches, to equip and support families, to foster children, thereby solving our nation's foster care crisis. Together, our diocese, along with other churches in our region, can stand in the gap for foster children and families. A healing, teaching and discipleship series, Living Waters addresses the reality that we are all broken in our ability to love others well. The goal of Living Waters is to lay a foundation for sexual and relational wholeness in our lives. With groups all over the world, and with over twenty years of ministering God's healing love, the Living Waters program is a proven path of healing. Living Waters is particularly relevant to those struggling with homosexuality, sexual promiscuity, the effects of sexual abuse, codependency, self-hatred, or the inability to love others well. Thankfully, Christ's capacity to touch and restore us at deep levels of shame and brokenness extends to all of us, regardless of the specifics of our issue.

Reinvigorate Alpha (For Youth, Campus, Internationals, In the Work Place, etc.). Offer leadership for city wide Alpha Courses in Jacksonville, Tallahassee, Savannah, etc.

For ideas suggest sending representatives/note takers to INJOY's free "Take Out Conference 2010: Helping Churches Develop the Strategies that Give Your Schools and Community Hope" at NorthStar Church in Atlanta (Kennesaw) on November 9th: Interesting promo line: "To fully impact those in your area, churches must serve their communities while asking nothing in return." Good Sam's once-a-month Food Giveaway (especially in this economy) is giving us some great opportunities. In two hours we served well over 150 people September 25th. It sounds like Christ Church's "Celebrate Recovery" is a great idea: more effective in making disciples. "Find a need and meet it."

Develop a ministry for clergy health (mental, spiritual, emotional, intellectual and social). Include the family.

Ministries should happen at the church level where the people are

Reclaiming of the ministry of healing – spiritual, emotional, & physical – as an active ministry in our parishes.

Healing

Healing ministries in each parish in the diocese. Christian Healing Ministries would be a great resource for this.

(i). Church plants among the poor, modeled, for example, after Grace Mission in Tallahassee. This would require start-up resources for meeting sites and priests to serve. (ii). As per my answer to no. 2 above, strong Anglican student ministries on all the main campuses of our diocese

Stephens Ministry, partner with Ellel Healing Ministry in Lithia Fl. As suggested in #1 above, partner with established ministries. There is no need to reinvent things that already work. There is plenty of ministry needs right here in the US.

Global missions committee to coordinate missionary efforts of different congregations—cooperating on mission trips and funding of missionaries.

That's a big question! We need to focus on people and relationships first and foremost to accomplish the Great Commission however God has equipped us to do that.

The Alpha Course has brought millions to Christ over the past several decades and has a proven track record. While Catholics and Protestants the world over are using the course, we musn't forget its Anglican roots, having been created by an Anglican vicar in London. At a national Alpha Course conference I attended a couple years ago, I was quite surprised that Anglicans (and Episcopalians) were a very small minority of those attending. However, the course is incredibly well suited to presentation of the Anglican perspective of Christian essentials. Moreover, the national Alpha Course leadership has really stepped up its promotion of the Course and its support of local parishes and dioceses in presenting the Course. Within the last year or two, the Alpha Invitation was successfully piloted as a marketing tool for collectively promoting the Course within certain geographic areas through the use of billboards, radio, and other media. The national group also has liaisons assigned to different parts of the country, for purposes of giving guidance, resources, and training to those presenting the Course. I would encourage the Diocese to explore ways in which it can, at the diocesan level, support and promote Alpha Courses throughout the Diocese. Some suggestions for consideration might include the following. Perhaps parishes can be encouraged to run Alpha Courses at the same time of year, for greater concentration of marketing and, thus, "buzz" within the Church and public communities. Perhaps the Diocese, through each of the four deaneries, can utilize the Alpha Invitation promotional program to help market the Course within each of their geographic areas. An example would be diocesan financial support for billboards throughout the deanery, promoting an Alpha Course. Perhaps each deanery could present one (or two) Alpha courses within that deanery, with clergy and lay participation from multiple parishes, as opposed to multiple parishes running "competing" courses within a deanery.

As a good start, perhaps the Diocese might consider creating a diocesan-level Alpha committee of clergy and lay participants that gathers ideas, etc. and starts a relationship with the national Alpha Course leadership to identify ways in which to make the Course a centerpiece of evangelism in the Gulf Atlantic Diocese. There is no doubt that God has blessed the Alpha Course and is using it in incredible ways to draw people to know and love Him. I would encourage the Diocese to not relegate the Course to a parish function, leaving each parish as its own island, as far as Alpha is concerned. It is simply too important and effective.

I would like to see more emphasis put on evangelizing. We don't have a history of doing this as Episcopalians or Anglicans, and many folks are pretty uncomfortable with it, primarily because they have no experience with it. My husband and I also attend a church up in Cashiers North Carolina (Christ Anglican) and Bishop Alec Dickson leads a class called 1-1-3, which teaches lay people how to evangelize in a non-threatening way. Its been extremely popular. At St. Peters Tallahassee this Fall, we are doing two classes on evangelism, one led by Marcia Lebhar. Should be wonderful! I'm hoping we can continue to offer these kinds of ministry opportunities, which are critical if we want to grow new Churches and bring new members to our current churches

Not certain – I see the Diocese as casting vision, providing training and care for clergy and facilitating strategy planning rather than direct ministry.

Question 4

Discuss your vision for church planting in Florida and South Georgia over the coming 3 years to accomplish our part of the Archbishop's vision for 1,000 new church plants. Does your congregation know about the Archbishop's vision and are they engaged in accomplishing it? In what ways?

Helping larger parishes see the vision and take hold of the reins for church planting.

The group seemed overwhelmed with the thought of actually doing this and how to do it. They specifically were concerned with how a diocese consisting primarily small churches with very limited resources could invent their time, talent and treasure in planting new churches when they are barely making it and trying to figure a way to find more permanent church buildings. We really need some new insights here from the church planting folks.

The notion of "Anglican Mission Fellowships" is most attractive to Christ Church, Savannah. These are home groups that actually have their membership with the "mother" parish until/if such a time that the home group grows to a point where a viable mission is possible. Christ Church is praying for three such fellowships to be started: one in Brunswick, one in Statesboro, and one "college ministry" group in Savannah.

That's his vision, not mine. What has he done to give us ownership? This is old paradigm thinking again.

We are aware of the mission to plant churches but it is not actively discussed on a regular basis. We need to stretch out hands of cooperation and joint mission with several groups. 1. Congregations continuing to leave TEC and other revisionist churches. 2. Cooperate with churches who may wish to become Anglican. 3. Identify leaders who are linked with mission teams for the purpose of planting new congregations. Clergy leaders must possess teaching and preaching gifts as well as the necessary human relations skills for long-term ministry and be willing to develop a given area over time. GAD should continue to expand geographically until either the number of churches or the geographical area becomes too large for one bishop to manage. New and creative ways to engage with seekers and young people must be designed and implemented. A "mission mindset" must be taught in all congregations.

See question #1 above

We will be meeting with our Deanery Dean to begin discussing how we might inaugurate a new church plant in Alachua.

I am hopeful that if Redeemer continues to grow, that we do not simply build bigger spaces, but that we encourage the planting of regional churches in the areas where folks are driving from (possibly the beach, orange park, etc depending on attendance, growth, etc).

I would like to see Anglicans who have left the Episcopal Church become one under one Archbishop and have no divisions. (Am I dreaming?) Only then can we promote growth by establishing other parishes. I do not know the Archbishop's plan but can see his vision. I do not think our average member is aware of this vision or any plan to accomplish this. I pray that any differences that are in other Anglican churches or Diocese maybe resolved through working under the leadership of our Lord Jesus Christ.

Better communication of vision coming from the leadership (some had not heard about church planting initiative) - Make church-growing more cost-effective (home churches and small groups) -cluster of small parishes--plan to share administration, etc. -Extensions of SOC—in homes that are in outlying areas—we can go and help them out with their ministry, then they can come to Servants for some things/events After all groups had shared, a young lady new to the church shared this: She has talked to people who have come in and out of church. They feel welcome and love the people, but once they stay away for a week or two, it becomes harder to come back. She suggested a class where we learn how to welcome people continually, and help bring people back who have drifted a little.

I will defer to Rector, Shawn Porter, for this. (I'd like to see each church plant a church, but this will take planning, training, mentoring of our churches in church planting, raising up "evangelists", etc.)

Our congregation knows about this vision, but many are currently preoccupied with our lawsuit and can't seem to drum up the energy or vision for church planting. We do, however, have members from several surrounding counties who might be able to become fledgling church plants.

Church planting in the past has been a 'hodge-podge' collection of people flying by seat of their britches. One method was to gather families from different parishes and launch a parish in a new neighborhood. Unfortunately it takes two to three years to get those people to overcome their parish personality differences and the structural expectations they have. That is how most of the parishes in the Diocese of Florida were formed. Also they gathered not as a Body of Christ but as people gathered with a bishop, a Prayer Book and comfortable buildings as their goal. A bit harsh a judgment maybe but the small impact and average size of congregations say something about their inability to draw people outside the expectations of those gathered.

Here is where we can gain some wisdom from the independent church movement. We need to ask what makes them grow? My own experience is their slavish devotion to expositing the Scripture, involving believers in exciting worship, operating on the basis of spiritual gifts, ministering in small groups and encouraging mission to prisons, youth, colleges and people in business. I'd like to add one more challenging idea to consider. It is not our traditional way but we need to figure out a way to gather people in a non-liturgical setting to engage their minds and hearts with the Lord. Then after some time in Scripture, music and prayer, get them to see the depth of worship in the Lord's Supper. We have that incredible dimension to offer but do we bring new believers or seekers into that experience before they understand it in their minds in order to embrace it in their hearts?

Recently I was asked to preach in an independent church. I preached on the gifts of the Spirit and discovered a vibrant response that affirmed their already existing ministry and mission. There were over a hundred college kids there, a bustling herd of grey-haired seniors and young couples with crying babies. I know that the new Diocese is loaded with believers who have grasped the Gospel in their hearts, are ministering and involved in mission. If we could see ourselves as the gathered Body with a Holy Spirit inspired vision empowered by the gifts of the same Spirit congregations will emerge because we have been devoted to the biblical means to do what would please the Lord

We are an AMiA congregation. So we know that evangelism church planting is what we are supposed to be about. But like most congregations we are self absorbed with meeting our own needs. We have, however, been challenged by Jon Shuler to begin a church plant (probably in cooperation with other churches) when our ASA reaches 100. We are currently running about 45

Each church could adopt a missionary vision to plant another church. New church planters could consider starting networks along with a church per se and embed themselves as missional stations rather than another church on another corner. Speakers at clergy gatherings need to cast a vision for growth, accountability, discipline, and evangelism, especially evangelism. Clergy and laity need to be challenged on discovering, developing, and exercising their spiritual gifts.

We do know of the Archbishop's vision and have adopted a resolution to plant churches. We have formed a church planting committee and are planning on sending representatives to the church planting conference in Plano, TX in January. We have already sent clergy to other church planting conferences. Our next step is to continue to learn about the most effective ways to plant a church, develop a process and implement. All this is based on our Lord's timing. At Christ Church we have had many challenging and wonderful experiences. We have kept Jesus at the center of everything we do. I have no doubt he will continue to bless us and lead us in the direction to which he would have us go. Thank you for the opportunity to share my thoughts. I hope all who read this take my comments in the proper light. I am thrilled to be a part of the Gulf Atlantic Diocese and ACNA, but there needs to be more of a change besides leaving the Episcopal Church and buildings. We need to be held accountable to one another on how many lives are we bringing to Christ both locally and afar. Accountability is key and it goes both ways, between churches and dioceses, dioceses and providence and churches and providence.

Yes, Trinity knows about the Archbishop's vision. Trinity is involved in the exploration of a church plant in Valdosta. Esp. now that we are in our new building, we are poised to be a resource parish for many new church plants in surrounding towns. We are looking into the viability of a Hispanic congregation as a church plant within our own community. Church planting is definitely on the radar.

I think we need to move into this carefully, strategically; we don't want to plant little dinky, ill-conceived "fellowship groups" just to say we've planted churches (I see this being done in ACNA and AMiA). True to canon, we need to be sure such efforts are happening under the authority and guidance of specific parishes, and we need to help our clergy understand that the call to plant churches does not mean just planting in the geographical boundaries of our diocese.

- 1) Raise up young people from inside the parishes and disciple them with an eye for ordained ministry
- 2) Educate the parishes in the whys, wheres and details of this process

Christ Church is not presently involved in this vision though many are aware of it.

See the document from Fr. Marc Robertson

My congregation does not really know about this goal. I've mentioned it a couple of times but couldn't remember "1000!" I struggle to communicate this vision of planting churches here as we are struggling to make ends meet. It may be that we have to take those who are drawn by these outreaches (e.g. our Food Giveaway and Christ's Church's Celebrate Recovery) to be the core of any such church planting. Our own at our churches are so preoccupied with getting established after our recently established new churches.

We have been focused on our own future and may soon be a new church plant via displacement. But yes, we are familiar with the Archbishop's vision. Only through thorough research into population growth can we best identify those fertile areas for church plants. We can't just throw money at plants in large areas; we need to investigate where the population is growing and plant cell groups – what the community churches are good at – in those areas. Then, the money will follow.

We know about the vision at Christ Church. Looking at starting worship at a local apartment complex where we are currently passing out groceries to help families stay in their apartments.

Yes, St. Barnabas is aware of the Archbishop's vision, & we've discussed the possibility of our involvement some way in planting new churches on the northside of Jacksonville, and in the Nocatee area.

St. Barnabas has discussed being involved in planting several new churches.

Churches in the diocese working together to plant new churches, as most of us don't have the resources to do this on our own.

(i). See no. 3. (ii). St. Peter's is building a Church and should be moving in the next few years. I would hope there would be support to continue a congregation at our current site. (iii). While I support church planting, I believe the diocese should do everything it can to strengthen our existing churches, some of which are quite fragile.

See response from Jim Reamy our Senior Warden for Christ Church's vision.

Double the size of the diocese. Identify areas such as Stienhatchee, Palm Coast, Lake City, etc. where an Anglican presence might work. Identify lay ministers who might be open to helping establish mission stations. Recognize that the future of such growth will rely on a new model of growth & development—the church plant model of a leader with a job in the community (tentmaker)

As our church grows through small groups and discipleship we would prayerfully and strategically decide on the best area in which to plant another church. Our leadership is aware of Abp Duncan's vision and we will make every effort to share that vision to the congregation through our discipleship endeavors. Right now, for Christ The King, our focus is on growing deeper in discipleship and Christian maturity. I would also hope that through Bishop Neil's visitations and other diocesan events this vision will be spread.

With the caveat of having no experience whatsoever with church planting, it would seem that a predicate to any church plant is a body of congregants that can support a parish/mission distinct in some manner from the next closest, existing parish. Mechanisms to identify such groups would seem to be a logical first step. For example, tracking the geographic locales from which visitors and members of existing parishes travel could help to indicate commonalities. Identification of clergy and laity with past experience with church plants would also seem beneficial. Greater exposure and "marketing" to the general public of the forming and existence of the ACNA, as mentioned at the beginning of this survey, could increase attendance at existing parishes, thus, increasing the prospects for new parishes/missions. I and my parish are aware of the Archbishop's Anglican 1000 initiative. As of this writing, I am not aware of the specific ways in which the parish is engaged in accomplishing the vision or church planting, in general, apart from assisting the congregation of Trinity Anglican Church, Thomasville, Georgia with its formation a few years ago.

I don't think this vision is widely known. I think communication is key. I confess I don't know what our personal plan is for accomplishing this at St. Peters, which is an indication we need to work on this! I think at the current time our primary focus is our own building campaign, and thus we have less time/energy/resources available to plant other churches. We definitely need to be thinking more about this.

Yes. We are discussing how we might be a church that plants churches once we are stable.