



## Introduction to the Strategic Planning Process of the Diocese of Eastern Newfoundland and Labrador

What?	<p>The Diocese of Eastern Newfoundland and Labrador is undertaking a strategic planning process as a pilot jurisdiction of the Strategic Planning Working Group of the National Church’s efforts towards its Transformational Aspirations (<a href="https://changingchurch.anglican.ca/">https://changingchurch.anglican.ca/</a>).</p>
Why?	<p>It is time to refocus on what Bishop Sam calls The Why Forward. While The Way Forward continues and will be ongoing, that activity is needed to stabilize our organizational structures to best position us for the future – our mission and purpose. The goals that will drive us forward will be identified in the strategic planning process.</p> <p>Bishop Sam has outlined his vision for the Diocese, and hopefully this will become our collective vision that we can work towards, together:</p> <ul style="list-style-type: none"> <li>✓ Deepening Relationships</li> <li>✓ Transforming Discipleship</li> <li>✓ Renewing Stewardship</li> <li>✓ Engaging Partnerships</li> </ul>
When?	<p>The introductory process will unfold over the next year, to December 2023.</p>
Who?	<p>You! Angela Morgan will facilitate the process across the Diocese in support of the Bishop and Mission Archdeacons and Canons. But everyone will have an opportunity to contribute towards the vision of how we are being called to be the Church at this time, in this place, in the Good News of Jesus.</p>
Where?	<p>Over the next number of months, sessions will be scheduled across the Diocese to introduce the process and engage parishes on next steps.</p>
How?	<p>A strategic planning framework will be developed to provide a repeatable mechanism to establish, action, measure, and report on periodic strategic goals. A starting set of high-level goals will be established as part of this framework for the Diocese. Then, individual goals will be identified by parishes or groups of parishes in support of the high-level goals and the overall vision. Outcomes of actions taken will be monitored and reported against so that we can learn from each other and adjust future actions to ensure we are doing the right things. Then we’ll do it all again!</p>

Things are so different now coming out of the pandemic. Is this really the right time to plan?

Yes! With the changes in our Church and in our world, this is exactly the right time to look to the future. We need to get back to our foundation, to what is important, and re-focus ourselves and our actions on Jesus.

Haven't we done this before?

Yes! Similar exercises have been undertaken in the past and we plan to build on any recommendations that remain relevant. It is appropriate to regularly review and refocus our efforts, particularly coming out of the heights of the pandemic.

How is this work different than what has been done before?

Previous activities produced reports that were often focused on analysis where consultations informed plans but not actions. There was also minimal followup with respect to the actions taken or outcomes of the recommendations. For this strategic planning framework, we are using a hybrid approach, with the vision and high-level goals being defined by the Diocese, but the specific goals and actions largely taking shape within the parishes. This approach ensures alignment, transparency, and accountability at all levels. We are also focused on performance measurement – monitoring and reporting on progress and outcomes.

Will this create more work for our clergy?

We hope not! While there will be work, it should be different work and not more. This exercise should provide structure and consistency to what is already happening, and provide guidance and direction where efforts need to be re-imagined.

What if my parish doesn't want to participate?

You already are! There is nothing new in the Bishop's vision; this is what we have been about, and will continue to be about, as Christians, forever. What this process is doing is to help us all work towards the vision together in an organized and coordinated manner, so that we are all aligned in what we are doing, sharing with each other, learning from each other, and knowing how our individual actions fit into the bigger picture in the Diocese.

I don't know anything about strategic planning. How will I know what to do?

That is what Angela is here for! The Bishop has engaged Angela to oversee the process, which includes providing support and resources to clergy and lay leaders so that you can be empowered to do this work.

What if we fail in our goals?

Failure is a legitimate outcome! We need to understand what went wrong so that we can make the necessary adjustments in the future, and we need to tell those stories so that we can all learn from the experience.