

Steps for developing Ministry Covenants in the Diocese of Niagara

Contact the Vision Advocate terry.deforest@niagaraanglican.ca [905.527.1316 x340] and become familiar with the **Ministry Covenant Development “tool kit”** available on the diocesan website www.niagaraanglican.ca.

Orient and consult with the Parish Council:

- Use and discuss *“God covenants and creates relationships”* – a Choral Reading and Reflection on covenants in the scriptures
- Show and discuss *“Ministry Covenants: A Tool for Taking Our Part in God’s Mission Together”* – a covenant development training video available on the diocesan website or as a DVD (33 min. total)
 - (0:00) Introduction: Bishop Michael’s invitation
 - (3:50) Our Vision for Ministry: Overview
 - (8:20) Aspects of Ministry Covenants: a dialogue with Bishop Michael about three-party (Bishop, clergy & people), vision-shaped, missional covenants which widen and deepen our ministry partnerships
 - (16:43) Elements of Ministry Covenants:
 - Vision-related goals
 - S.M.A.R.T. (specific, measurable, achievable, realistic, time-bounded) strategies
 - Periodic reviews
 - (22:10) Vision Groups as Resource People: Journeys in Faith; Outstanding Leadership for Ministry; Prophetic Social Justice-Making; Vision Values; Generous Culture of Stewardship; Continuous Culture of Innovation; and Life-Changing Worship
 - (31:20) Launching and Reviewing Covenants
- Explore, explain and/or decide about the covenant development process

Develop a draft Ministry Covenant by gathering an identified group of parish leaders as a Covenant Development Working Group: Corporation, Parochial Committee, Parish Council or subsets thereof. Engage the Vision Advocate to assist your Group.

- Identify the hopes and aspirations which each ministry partner has for the next 3 years (or so). The Bishop’s designate (usually the Vision Advocate) will communicate the Bishop’s parish-specific hopes.
- Develop a draft covenant
 - Express those aspirations as vision-shaped goals
 - Articulate S.M.A.R.T. strategies for each goal
 - Identify mutual expectations
 - Propose the vehicles for periodic review
- Share the draft with the Bishop (through the Vision Advocate) for review.
- Share it with the Parish Council and parish for review and comment.
- Finalize the draft covenant.

Celebrate & Launch the Covenant liturgically, with an episcopal visit if possible

Live the Vision and shape the work of Corporation and Parish Council to promote ministry covenant awareness & engagement. Review annually with all 3 partners.