



# LEADERSHIP GRANTS

## ANGLICAN DIOCESE OF NIAGARA

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This persistent pursuit of excellence and growth in knowledge and skills for ministry requires an innovative openness of spirit, critical attention to evidence-based learning and best practices. It also requires generous dedication of resources: time, abilities, and funds.

As a diocese, through the generosity of *Survive and Thrive* donors, we are able to commit resources to the work of equipping ministry leaders. The diocesan Education & Training endowment fund makes it possible to offer leadership grants to **individuals** and for parish, regional, extra-parochial ministry groups and/or diocesan (sponsored, partnered or approved) **programmes**.

### Types of Leadership Grants

#### 1) Grants to Individuals

All Niagara's lay and clergy leaders are eligible to apply for financial assistance enabling a wide range of leadership for ministry training and development opportunities.

Grants for individuals are made to cover up to 80% of the total costs for an individual to undertake the proposed learning programme. Should this 80% ceiling pose a financial hardship for the applicant, please indicate this in the application. Please note that members of the General Synod's Continuing Education Plan (CEP) are normally expected to exhaust the benefits available through their CEP account before being eligible for a leadership grant. If costs for a programme exceed the amount available in a member's CEP account, a leadership grant application can be submitted for 80% of the amount that the costs exceed the benefits available.

#### 2) Grants for Programmes

As leaders and as the Church, we are called to respond to contemporary mission challenges. Leadership grants for programmes can provide funding to cover or subsidize the cost of sponsoring or partnering in offering programmes, producing training and development resources, or sending designated representatives to participate in programmes which would benefit particular ministry groups (parishes, regions, extra-parochial ministries, diocesan groups, and the diocese as a whole).

Applicants who receive a leadership grant for programmes may re-apply for the same programme for only one additional time within five years of the initial grant being received, unless a programme is revised and upgraded in content to the extent that, in the judgement of the bishop, it warrants treatment as a new application.

Grants are made subject to a covenantal accountability to the purposes for and terms under which they are awarded. Varying with the programme for which the grant is being sought, the recipient(s) will be expected to report on the training and development opportunity enabled by the leadership grant and may be asked to share the learnings gleaned with others in the parish, region, community and/or diocese.

Opportunities for learning can arise without much advance notice. Grant applications will be accepted and, where possible, be decided upon by the Senior Administrative Leadership Team throughout the year.

To express interest in a grant,  
and to receive an application form, please contact:  
Archdeacon Bill Mous  
via email: [bill.mous@niagaraanglican.ca](mailto:bill.mous@niagaraanglican.ca)

## Criteria for Applications

Applicants will be asked to submit an application form along with attached supporting documents, to respond substantively and concisely to the following questions:

- **Programme specifics** – For what programme or activity is a Leadership Grant being sought? For whom? When? Of what duration? Where? What are the costs? Who is offering or sponsoring this programme?
- **Vision-relevance** – How would this grant enable the grant recipient(s) to engage the diocesan (and/or parish) Mission Action Plan <https://niagaraanglican.ca/mission> more effectively?
- **Right-skilling for ministry** – How would the activity this grant supports equip applicants with the skills needed for contemporary ministry?
- **Opportunity to benefit** – How would the grant recipient(s) actually have opportunities to utilize the training?
- **Empowerment and maximal impact** – How would the activity this grant supports empower people other than the recipient(s)? How extensive an impact would the activity this grant supports have? On whom?
- **Sufficiency** – What other sources of funding for this venture are being sought? Would the resources available through this grant and other confirmed sources be sufficient for this project?

The grant application should have the written support of the appropriate regional archdeacon or other appropriate diocesan leader.

Annual grants to any specific individual will not exceed \$2,500 and to any specific programme will not exceed \$5,000. Any surplus funds must be returned to the Diocese of Niagara.

Subject to availability of funds, multi-year individual grants (up to four years) are possible. For recipients of multi-year grants, an annual report will be required.

While an announcement of successful grant applications may be made earlier, payments of grants will be made subject to confirmation that the proposed learning activity has been undertaken and the costs of participation have already been incurred by the applicant.

Last revised: April 2025