



MAP Presentation

MAP Team

MAP Introduction

Five Stages:

- Stage 1: Set-Up (Team)
- Stage 2: Design (Mandate)
- Stage 3: The Story – Gathering Data (History, Ministry, Finances, Building) and culminating in “What Next?”
- Stage 4: The Decisions
- Stage 5: Implementation

Stage 1: Set-Up (The Team)

Mentor

- The Rev Jeremy Clark-King

Local Leaders

- Steve Shannon
- Ross Bliss

Priest

- The Rev Markus Dünzkofer

Wardens & Treasurer

- Wade
- Rose Desrochers
- Richard Van Delft

Leadership Team

- Jack Wood
- Sebastien Telford-Rake
- Hope Telford-Rake
- Steve Kershaw
- Dorothy Barnes
- Graeme Barritt
- Jillian Christinson

Stage 2: Design (Mandate)

- “St Paul’s is an exceptionally diverse and unique church, deeply rooted in the Christian tradition, whose presence in the West End and Yaletown goes far beyond the walls of our historical building. We have chosen to engage in this process to acknowledge the challenges and issues that affect St Paul’s. Through this process, we hope to gain clarity and development while engaging all who are part of our community.”

Stage 2: Design (Questions)

1. Is the Ministry we are currently doing nurturing our lives and the lives around us?

- How does our liturgy live within our church and community?
- What are the community's needs and how do we meet them?

2. What are the lives of our buildings and what are their future life?

- What are the buildings providing and what do they need to provide in the future?

Stage 3: Story (History Data)

- History Day shared our history
- Allowed us to see the actions and risks our predecessors took to get where we are today
- Showed the changes in buildings, ministries and vision over the past century

Used to provide a sense of continuity and encouragement for the future

Stage 3: Story (Ministry Data)

- Used “Christianity for the Rest of Us” by Diana Butler Bass as a guide
- Describes 10 Ministries of vibrant churches
 - Hospitality
 - Discernment
 - Healing
 - Contemplation
 - Testimony
 - Diversity
 - Justice
 - Worship
 - Reflection
 - Beauty

Stage 3: Story (Ministry Data)

- MAP Review believe that the 4 core ministries for St Paul's were:
 - Hospitality
 - Healing
 - Worship
 - Reflection

The Leadership Team believe these ministries are core Christian practices and meet a real need in our church and our community.

Stage 3: Story (Ministry Data)

Hospitality

“Hospitality is a way of caring for all God’s children – a central practice of Faith carried out for its own sake as a way of overcoming the fear and isolation so prevalent in our world. Our “face” to the world, and essential means of connecting and building community.”

Stage 3: Story (Ministry Data)

Healing

“Restores wholeness – spiritual, mental and physical. Mends brokenness in our relationship with God, with others and with self. Brings about God’s “Shalom” in the lives of people. Has a societal aspect : promotion of peace and social justice and preservation of Creation.”

Stage 3: Story (Ministry Data)

Worship

“Opening our souls to transcendent experiences of our triune God. Experience that transforms the heart and celebrates the life, teachings and acts of Jesus the Christ.”

Stage 3: Story (Ministry Data)

Reflection

“Linking the intellectual content of Faith to its everyday practice. Nurturing compassion and justice. Integrating head and heart, spirit and intellect, tradition and questioning. Equipping the Body of Christ for service.”

Stage 3: Story (Ministry Data)

- Each practice was assessed to see how well it meets the church and the community's needs by celebrating existing ministries and exploring room for growth
- Extensive interviews were conducted within the church (15% of the membership participated) and in the community (representing 1000s of members across our community)
- Gathered and analyzed church & community demographics and statistics
- Leadership team met >10 times to review and discuss findings and next steps

Stage 3: Story (Ministry Data)

Hospitality

- Examples of Existing Ministries
 - Greeters/Ushers
 - Coffee Hour Ministry / Brown Bag / BBQs
 - Food Bank/ Advocacy Office
- What Else Can We Do?
 - Make hospitality everyone's practice
 - Reach out to a wider demographic and area
 - Extend proactive outreach to the church through pastoral care and to the community at large- in particular to those who are sick or alone
 - Encourage the use of community organizations to use our buildings

Stage 3: Story (Ministry Data)

- Worship
 - Examples of Existing Ministries
 - Services / Choir and Music / Holy Week
 - Liturgy Committee / Altar Guild
 - Labyrinth
 - What Else Can We Do?
 - Cherish our traditions while embracing evolution
 - Commit to creating an environment where the mystery of God is experienced
 - Encourage fuller laity participation
 - Raise up ordained laity leadership
 - Greater connection to our community through weddings, funerals and baptism
 - Experiment with worship services across our community

Stage 3: Story (Ministry Data)

- Healing
 - Examples of Existing Ministries
 - Healing Guild / Home and Hospital Visits / Haro Park
 - Street Outreach / Our House/ Save St Paul's Hospital Coalition
 - Labyrinth
 - What Else Can We Do?
 - Promote a fuller understanding of healing
 - Develop our healing ministry outside the church
 - Nurture the church towards wholeness and fuller participation in healing our community
 - Engage intentionally in healing of church, neighbourhood & world
 - Partnering with those who provide healing

Stage 3: Story (Ministry Data)

- Reflection
 - Examples of Existing Ministries
 - Bible Study / Library
 - New Church's Teaching Series / Education For Ministry
 - Discussion following 9:15
 - What Else Can We Do?
 - Be deliberate about reflective practices
 - Facilitate retreats, discussions, bible studies and other opportunities to engage in reflection
 - Integrating reflection onto our daily lives and experiences

Stage 3: Story (Ministry Data)

Upon review, we believed that in some ways two of the ministries are “business as usual” where these formed an integral part to most worshippers at St Paul’s:

- Worship and Hospitality

We also considered that two of the ministries are more “deliberate practices” and need further focus at St. Paul’s:

- Healing and Reflection

Summary

- In summary, your MAP Leadership Team believes that God calls us to use these 4 ministries as the prism through which we should view our vision and ministry for St. Paul's, our community and the world.

Assets

We are very fortunate to have many wonderful assets at St. Paul's

- People: An active church with motivated people giving their time freely and prayerfully
- Buildings: A beautiful church building, Advocacy and Labyrinth to welcome worshippers and community alike. In particular, we are grateful for the, then, risky decision to build the Pendrellis that now assists us so greatly in our finances
- Finances: A budget that allows us to do all we currently achieve without indebtedness

Assets (Our People)

- Church Membership potential of 450 people
 - 100 regularly attend most Sundays
- Choir and Music
- Healing Guild
- Altar Guild
- Advocacy Office
- Labyrinth
- Our House
- Many other ministries

Assets (Our Giving)

- Donations fluctuate, but overall trend is towards gradual decline
- Giving contributes less than 40% of total income by source – healthy range is 60 to 80% [Diocese Report]
- Average gift per donor is actually increasing slightly – Approx. 45% from top 10% identified
- Need to encourage more mid-range giving
- Emphasize stewardship – every bit helps

Assets (Our Finances)

- Our income has remained static over the past 5 years and consequently our ministries are highly reliant on income from the Pendrellis
 - Offerings and rentals barely cover 30% of our needs
- Our Current Financial Arrangements Limit Our Mission and Ministry Potential

Assets (Our Community)

- Densely populated area, amenity rich
- Young to middle aged (20-39) 50% (40-64) 30% ; younger families are moving in
- Mainly English speaking – 70%
- Highly mobile and transient - 70% have moved since last census
- Apartment dwellers - people living alone
- Widely varied employment
- Many lifestyle and recreation options

Themes (Our Community)

- Diversity – politicized subcultures
- Varied spiritual blends and beliefs
- Many unfamiliar with or estranged from Christian practice and tradition
- Acceptance and openness are highly valued
- Isolation and loneliness amidst crowds
- Need for welcoming, supportive, healing place and people to connect with

Stage 3: Story (Buildings Data)

- Building Status
 - Church building is in good condition and will not be altered substantially (Heritage Status)
 - A works program needs to be planned and funded (currently this is largely ad hoc) [Seismic upgrades for example]
 - Church hall is in poor condition and the design does not support current or potential uses
 - Decision must be made within next 3 years to entirely renovate or rebuild

Stage 3: What Next?

We Need To:

- Establish and empower working groups for ministries, drawing upon existing assets:
 - Provide clear objectives and mandates for ministries [MAP Leadership Team to provide]
 - Communicate with the larger community and the church leadership
 - Advocate for their respective ministry in the church and the community
 - Review and report progress in light of the “ministry-prism” to the church and leadership

Example Mandate/Objectives

The Reflection WG is responsible for making the ministry a full and balanced part of the “ministry-prism” through which St. Paul’s serves the church and the community [Mission Statement]

- Act as advocates for the ministry of reflection in church services, activities and within the community
- Educate the church and community on the ministry of reflection
- Link with other reflective groups and adapt what is learnt for St. Paul’s and the community
- Ensure that literature is available in the church library
- Organize and facilitate reflection retreats at least twice a year
- Help to make reflection an intentional part of everyone’s activity at St. Paul’s

Stage 3: What Next?

We Need To :

- Establish a WG to provide a strategic plan for 1140 Jervis Street including consultation with external experts
 - Scope must include a professional cost-benefit analysis of existing facilities against potential development facilities, including the Pendrellis
 - All decision must be approved by the Diocese as the Property Owner
- Initiate an ongoing maintenance plan for the church buildings and budget accordingly
- Establish a clear and honest financial plan for the next 10 years which must include external experts
- Make stewardship a fundamental component of our life as a Christian community