



# TURNING TO GRACE

## OUR DIOCESAN PLAN



*Turning to Grace*

### For Deaneries

#### PREAMBLE

The following focusses on the ways that deaneries can play a role in the implementation of the Diocesan Plan, *Turning to Grace*. It lists the individual Acts and Activities for each deanery (with the numbering corresponding to that in the full plan).

The accountability for the implementation of the plan rests in the main with those individuals who are paid by parishes or the Diocese as a whole and therefore have the responsibility for ensuring that the aspirations of *Turning to Grace* are met. This means that at first glance, the plan can seem very clergy-focussed. As the *Word About Implementation and Responsibility* in the preamble to the plan emphasises, this is not intended to diminish the important role of lay leadership. Volunteer leadership in the parishes, deaneries, and indeed across the entire Diocese is how things get done. The plan is premised on strong parishes and coordinated, collective work by deaneries.

#### PILLAR ONE

##### A LEARNING CHURCH FOR DISCIPLESHIP

ACTS AND ACTIVITIES for Deaneries		
2.	Deaneries (or regions) to develop multi-year learning plans that reflect a balance of groups amongst the areas (spiritual growth and development, theology and scripture study, environmental concerns, justice issues, etc.). Ideally such a plan would coordinate and make more widely available the individual parish initiatives.  Who? Regional Deans	For 2025-26 start
4.	Hold a workshop on prayer in each Deanery, including teaching and encouraging the laity to pray Morning and Evening Prayer.  Who? Regional Deans	2024-25

5.	Identify resources for parishes and Deaneries may apply to support activities designed to foster a Learning Church.  Who? Secretary-Treasurer	Spring 2026
8.	Establish Deanery (or regional) learning events annually for children and youth.  Who? Regional Deans & Territorial Archdeacons	Annually from Fall 2025

## PILLAR TWO

### A MORE **JUST** CHURCH

RECONCILIATION ACTS AND ACTIVITIES for Deaneries		
2.	Encourage Parish and Deanery Councils to develop written agreements about how members will interact with one another (e.g., safe-space agreements or covenants). Assist this work by providing models or templates.  Who? Secretary-Treasurer & Director of Human Resources	Fall 2024

POVERTY REDUCATION AND HOMELESSNESS ACTS AND ACTIVITIES – for Deaneries		
1.	Have each Deanery conduct an inventory of existing food, clothing, and housing initiatives and assess whether they could be better coordinated.  Who? Regional Deans	Spring 2025
3.	Encourage each Deanery to expand or begin an annual initiative or campaign in partnership with a local community organisation.  Who? Regional Deans & Territorial Archdeacon	Annually from Fall 2024

## PILLAR THREE

### A MORE **DIVERSE** CHURCH

ACTS AND ACTIVITIES – for Deaneries		
1.	Through small-group gatherings in parishes or Deaneries, re-examine our own learning about diversity that does not resonate with what we know about God. Extend these insights into conversations to encourage honesty about our own reluctances around issues of diversity.  Who? Clergy and Regional Deans	Lent 2025

## **THE FOUNDATION**

### **STEWARDSHIP & RESOURCES**

Most of the Acts and Activities in this area are at either the parish or the diocesan level. Nevertheless, it would be helpful for deaneries to consider the ways that the individual parishes in the deanery could collaborate on shared educational opportunities at Deanery Council meetings. Deaneries may also wish to consider a coordinated project to pool resources and share costs for professional services such as engineering or building assessment reports.

## **ACCOUNTABILITY & REPORTING ON PROGRESS**

Regional Deans and Lay Co-Chairs are encouraged to report on deanery activities as part of the semi-annual meeting with the Bishop and Secretary-Treasurer.