

# ALL SAINTS' LEADERSHIP TEAM

## MAP MISSION ACTION PLAN

## INCUMBENT AND WARDENS

## 2021-2025 PRIORITIES

Developing a culture of Gospel  
based Leadership

All Saints' Peterborough  
235 Rubidge St.  
Peterborough, ON K9J 3N9  
705-876-1501  
[www.allsaintspeterborough.org](http://www.allsaintspeterborough.org)



# WARDENS - THE ROLE

## LEADERSHIP TEAM 2022

**Incumbent , The Rev Samantha Caravan**

### Canonical Wardens

**Trudi Farquhar, Incumbent's Warden**

**Randy Pagett, People's Warden**

### Deputy Wardens

**Leslie Yee, Incumbent's Warden**

**Barry Greensides, People's Warden**

# FAQ

## FREQUENTLY ASKED QUESTIONS

- What is a Warden and what is their role?
- What are the Canons?
- What is the role of the Leadership Team in implementing the Missional Strategy?
- What is the SMART Goal of the Leadership Team?

## Welcome to the Warden's and Incumbent's MAP

You might be asking yourself why the leadership team needs a MAP, don't they already have Canons to follow? YES, we are governed by the Canons, Policy and Procedures of the Diocese of Toronto as well as Canadian and Provincial law. We are a unique and vibrant community of faith which has created its own Missional Strategy, and as the leadership team we want to equip, engage, and encourage the parish so that our Missional Strategy becomes our sustainable future.

### FAQ's

#### WHAT IS A WARDEN AND WHAT IS THEIR ROLE?

The role of Church warden was established centuries ago. Each congregation has a minimum of two Church wardens, one is elected at the annual vestry, and one is appointed by the Incumbent. All Saints' operates with four Church wardens - two canonical wardens and two deputy wardens. This allows for succession and consistency in the leadership team. The leadership team consists of the wardens and incumbent, this triumvirate is quite Anglican in its creation - it is a pragmatic form of governance. The Churchwardens, by and large, look after the "temporal" affairs of the congregation - money, property and things like that. They always act jointly, never one without the other. The Bishop has the chief responsibility for oversight of ministry in all parishes in the Diocese. The Incumbent, as the Bishop's representative in the parish on a day-to-day basis, looks after the liturgical, educational and pastoral concerns. This may seem like a clean and simple way of delegating responsibilities and authority. However, there is very little if anything we do in our parish that can be separated from our mission and God's holy work in this place and time. That is why the Church wardens and Incumbent always work very closely with each other, as nothing we do is totally 'temporal' and everything we do here is at least in part 'spiritual'. How very Anglican!



Diocese of Toronto  
Anglican Church of Canada

## CONSTITUTION AND CANONS

### **WHAT ARE THE CANONS?**

The Incorporated Synod of the Diocese of Toronto is a legal corporation created under its own Act(s) of the Ontario Legislature dating from the mid-1800's. The corporate form under which our congregations operate was also created through an Act of the Ontario Legislature. This means that the rules we refer to (our Canons or Canon law) are not "private rules" or bylaws of a private corporation; they are provincial statute. We do not operate as "ordinary corporations" either at the Diocesan or at the Vestry level. The Constitution and Canons order everything from worship to insurance, from owning a Rectory to who cares for the vessels used in Eucharist. There are many, many 'rules' and we must abide by all of them. They cover legal matters as well as pastoral care, which is why the Leadership Team must be familiar with them, and why they must work together. If you are curious here is a link to the [Canons](#), they can be found on the Diocesan website - [www.toronto.anglican.ca](http://www.toronto.anglican.ca).

### **LEADERSHIP TEAM SMART GOAL 2021-2025**

The All Saints Leadership Team will work with Parish Council, the congregation, our partners and our communities to communicate and implement the Missional Strategy and share progress through measurement of key deliverables through the end of 2025.

**LEADERSHIP TEAM MISSIONAL STRATEGY FOCUS:** The Leadership Team is focused on implementing this Missional Strategy into the fabric of All Saints' to support long term sustainability. They are intent on improving governance by writing and implementing a variety of policies and procedures to improve functionality and to reduce risk. They are assisting key teams within All Saints' to create and implement MAP's for their area of expertise. They are working with the new Communications and Marketing committee to improve internal communications and implement new marketing and revenue generating ideas. They have strengthened All Saints' partnership with KYO are always looking for value-driven strategic partnerships. They are supporting much needed missional work in our community. The Leadership Team is both driven and delighted to support these initiatives and growth.



### Missional Strategy Summary

All Saints' Peterborough 2021



## All Saints' Missional Strategy Key Measurements 2021-2025

MISSIONAL STRATEGY FOUR PILLARS	KEY MEASUREMENT					
		2021*	2022*	2023	2024	2025
<b>PEOPLE ENGAGEMENT</b> (leading indicator)	# of Volunteers Engaged at All Saints' (anyone who donates time/skills to further our mission)	(Closed due to Covid) 40	(Open 10 months) 69			
<b>WORSHIP ENGAGEMENT</b> (leading indicator)	Average Weekly Church Attendance	Online, Radio Hour, TGIF	53			
<b>SUSTAINABILITY ENGAGEMENT</b> (trailing indicator)	Surplus/Deficit	(\$18,204)	(\$8,720)			
<b>MISSION ENGAGEMENT</b> (leading indicator)	# of People Engaged in our Programs (Avg)					
	Food Security	30+ families	40+Families			
	Discovery Camp	35 children	50 children			
	Youth Group	0	13			
* Covid Impact						