

# Parish Leaders Workshop



Diocese of Toronto  
Anglican Church of Canada



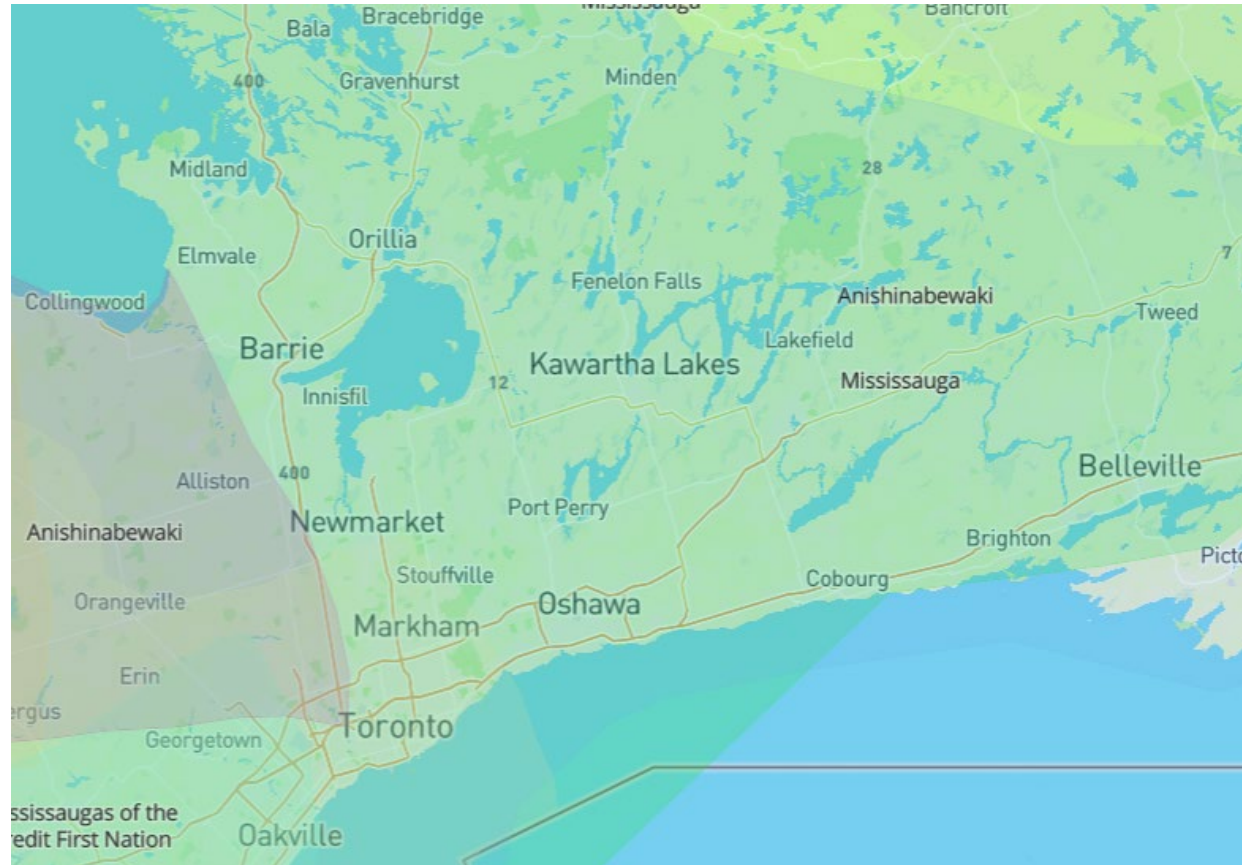
Welcome

Opening  
Prayer

# Land Acknowledgement



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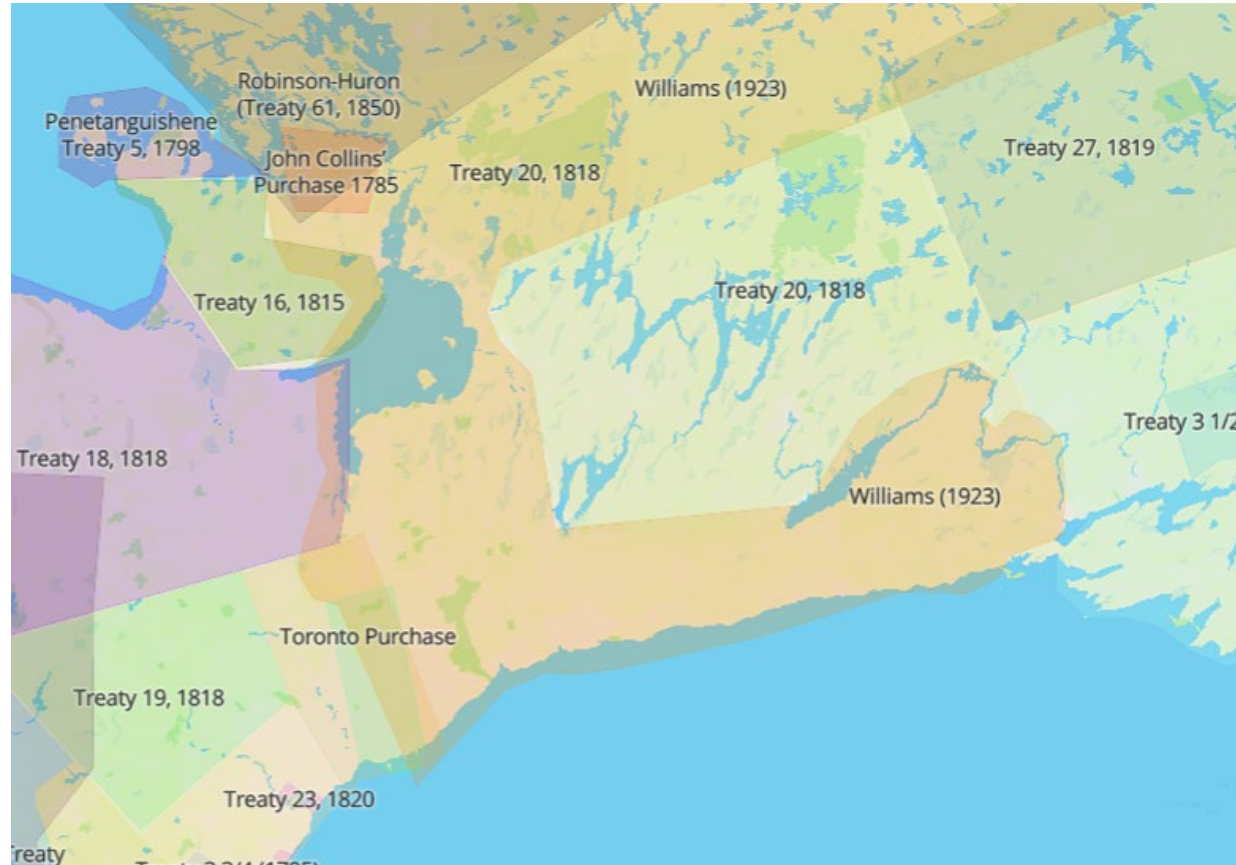
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Pamela Boisvert,  
Secretary of Synod



David Krause,  
Diocesan Missioner



Elizabeth McCaffrey,  
Volunteer Resources  
Consultant



Cynthia Majewski, ODT  
Chair & Team Leader  
Hybrid Ministry Working Group





Peter Misiaszek,  
Director of Stewardship  
Development



Tim Ralph, ODT  
Member  
Hybrid Ministry Working Group

# Goals

- Growth and continued learning
- Learn about work underway and new supports
- Participate in dialogue
- Learn together

**Followers of Jesus, inspired by the Holy Spirit, to serve the world God loves.**



# Agenda

- Sharing a Stewardship Story at the Diocese:  
The Big Picture
- Healthy Hybrid Churches
- Early Observations for Parishes on  
Givings and Attendance, and Online Givings
- Internal Controls for Hybrid Environments
- Missional Insights and Emerging Questions

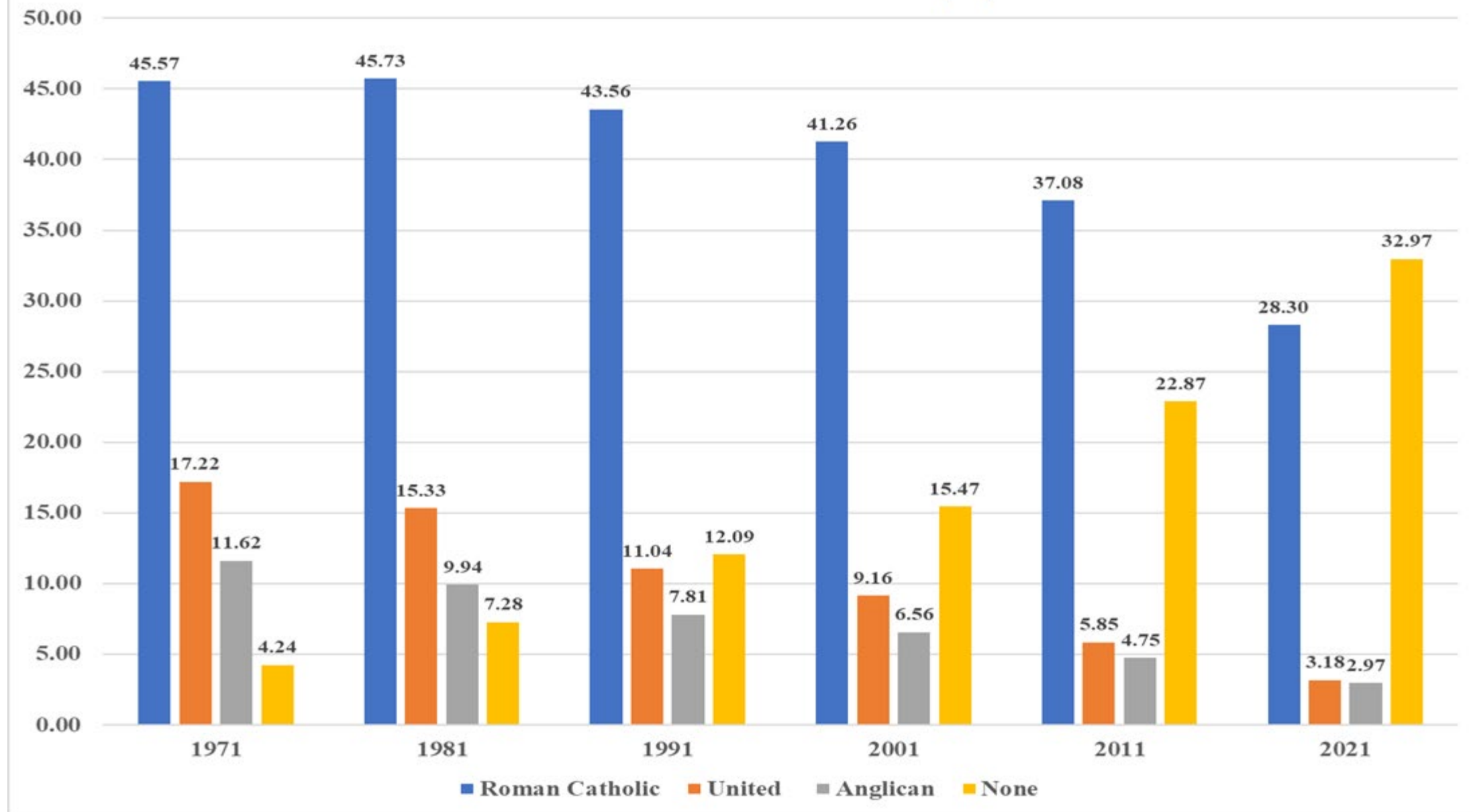






Sharing a  
Stewardship  
Story at the  
Diocese:  
**The Big Picture**

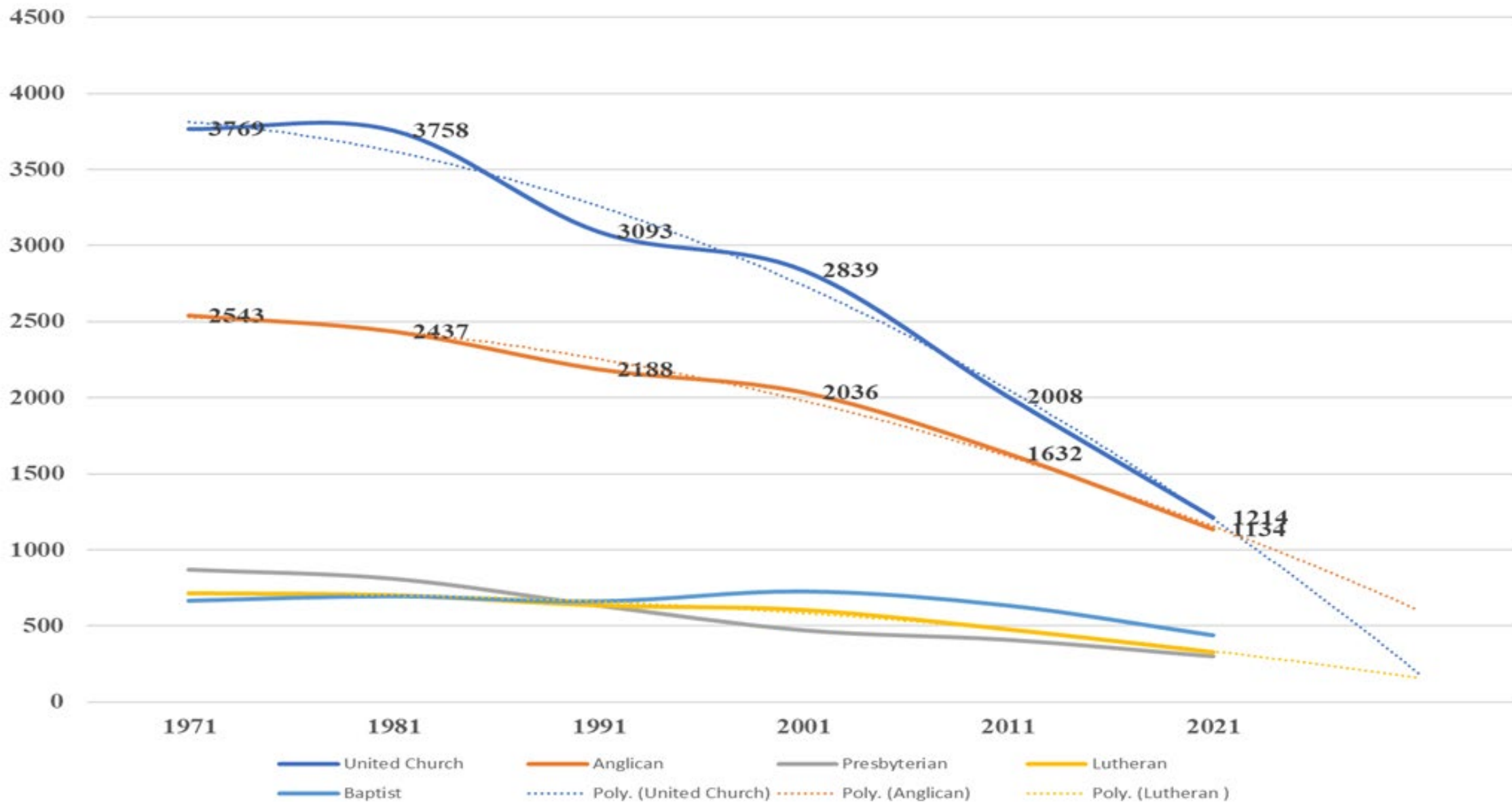
## Adherent as a % of Canadian population



(Census data 1971 - 2021)



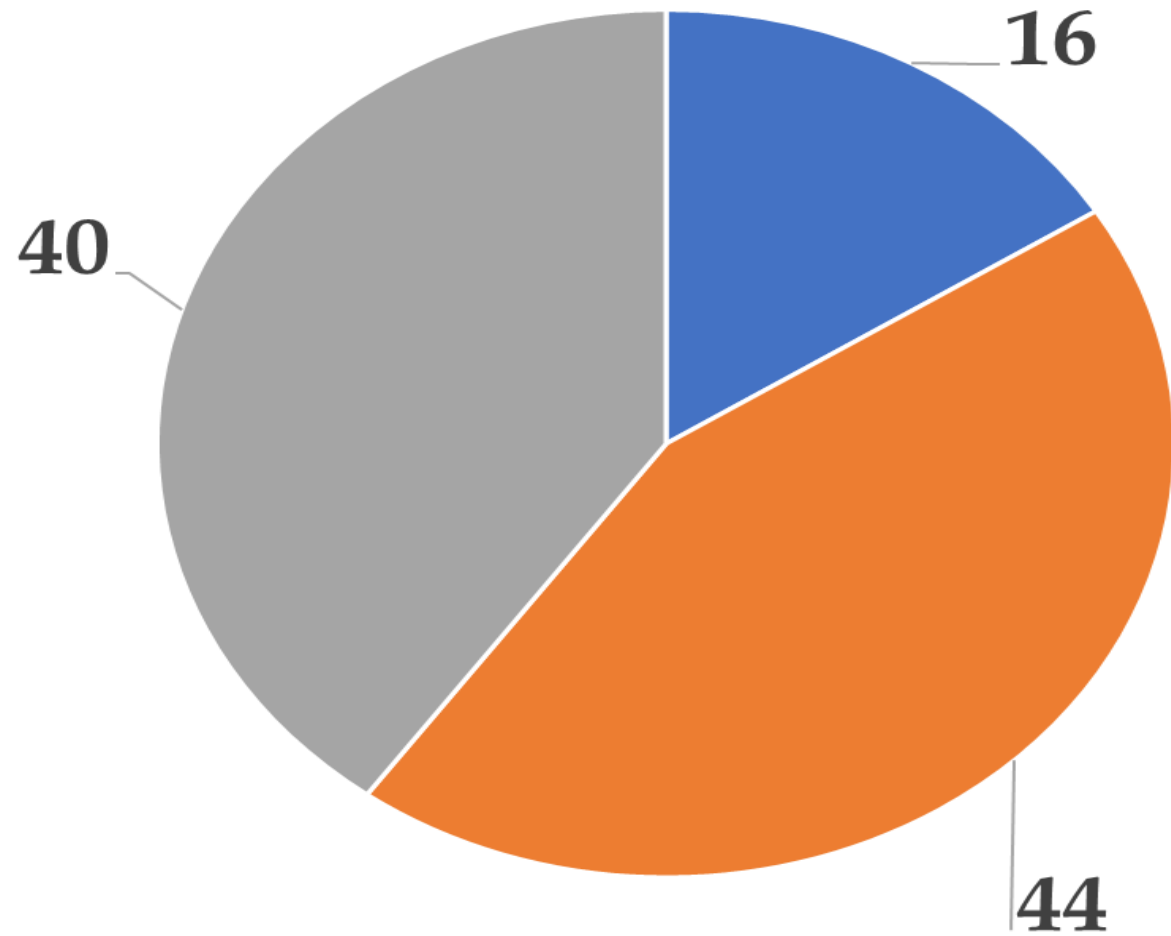
### Mainline Protestant Adherent 000's



(Census data 1971 - 2021)



# Age Profile of Census Anglicans - Diocese of Toronto 2021 (n=197,045)

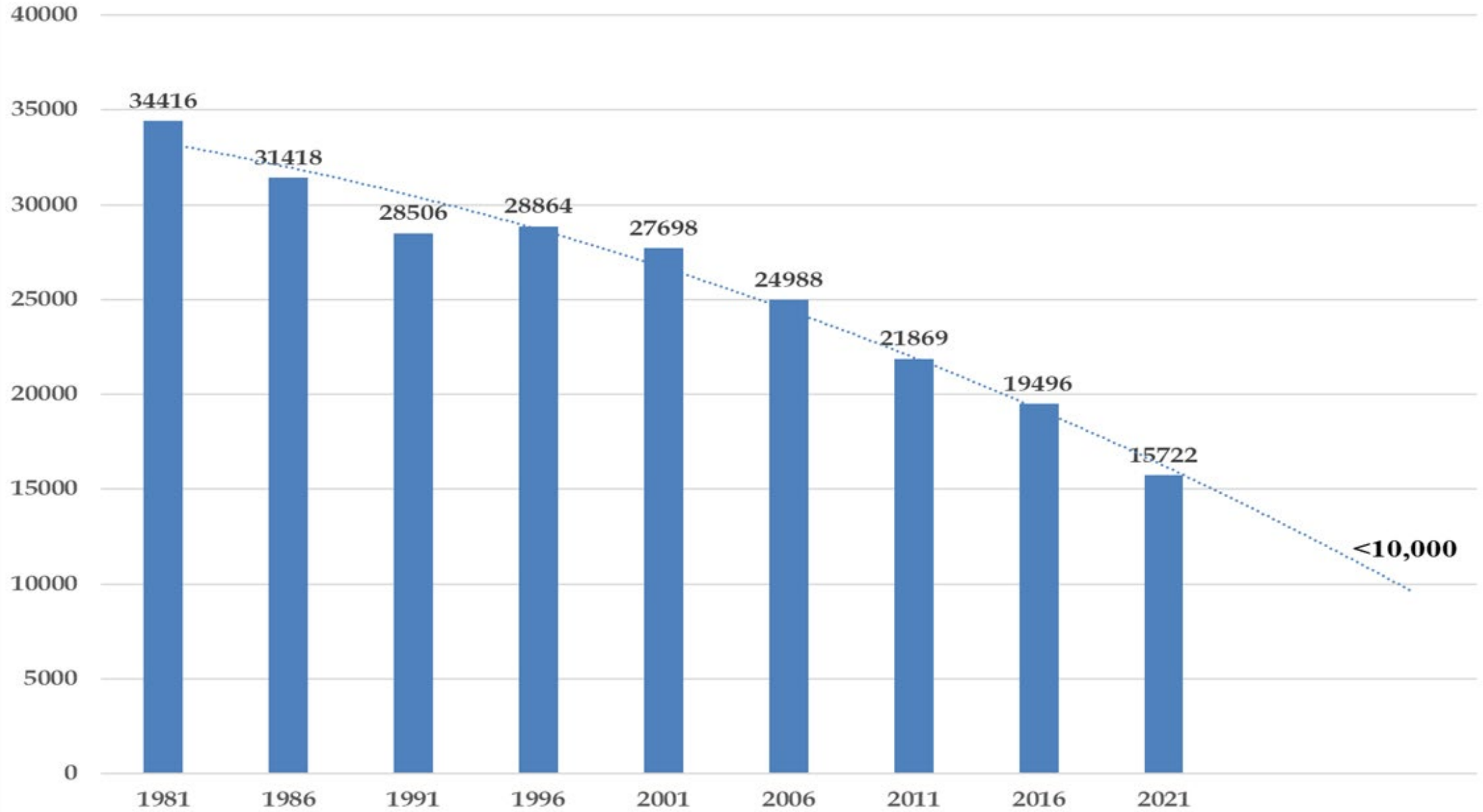


■ 0-30 ■ 30-65 ■ >65





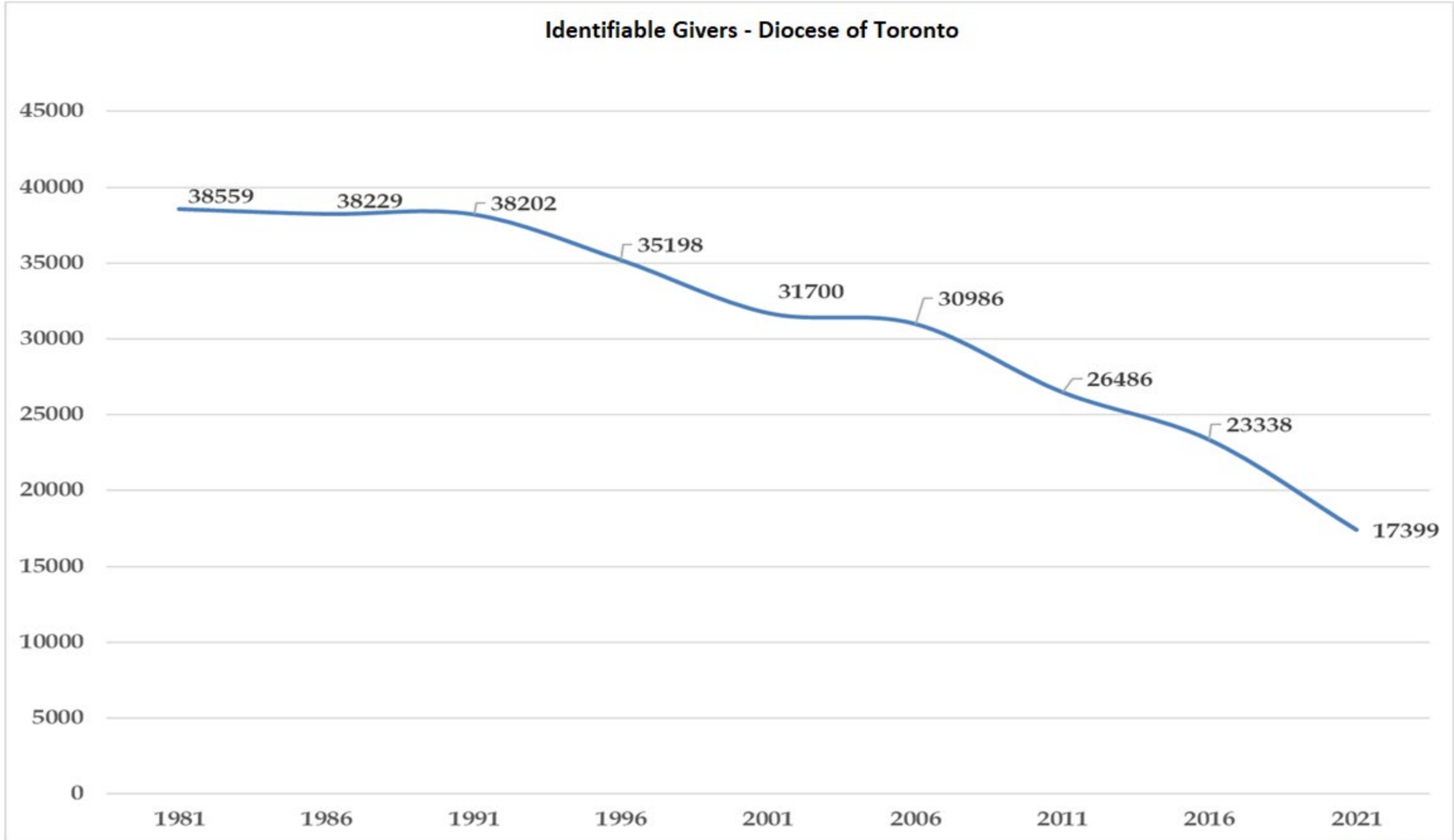
### ASA - Diocese of Toronto



(1981-2021 with trendline to 2031)



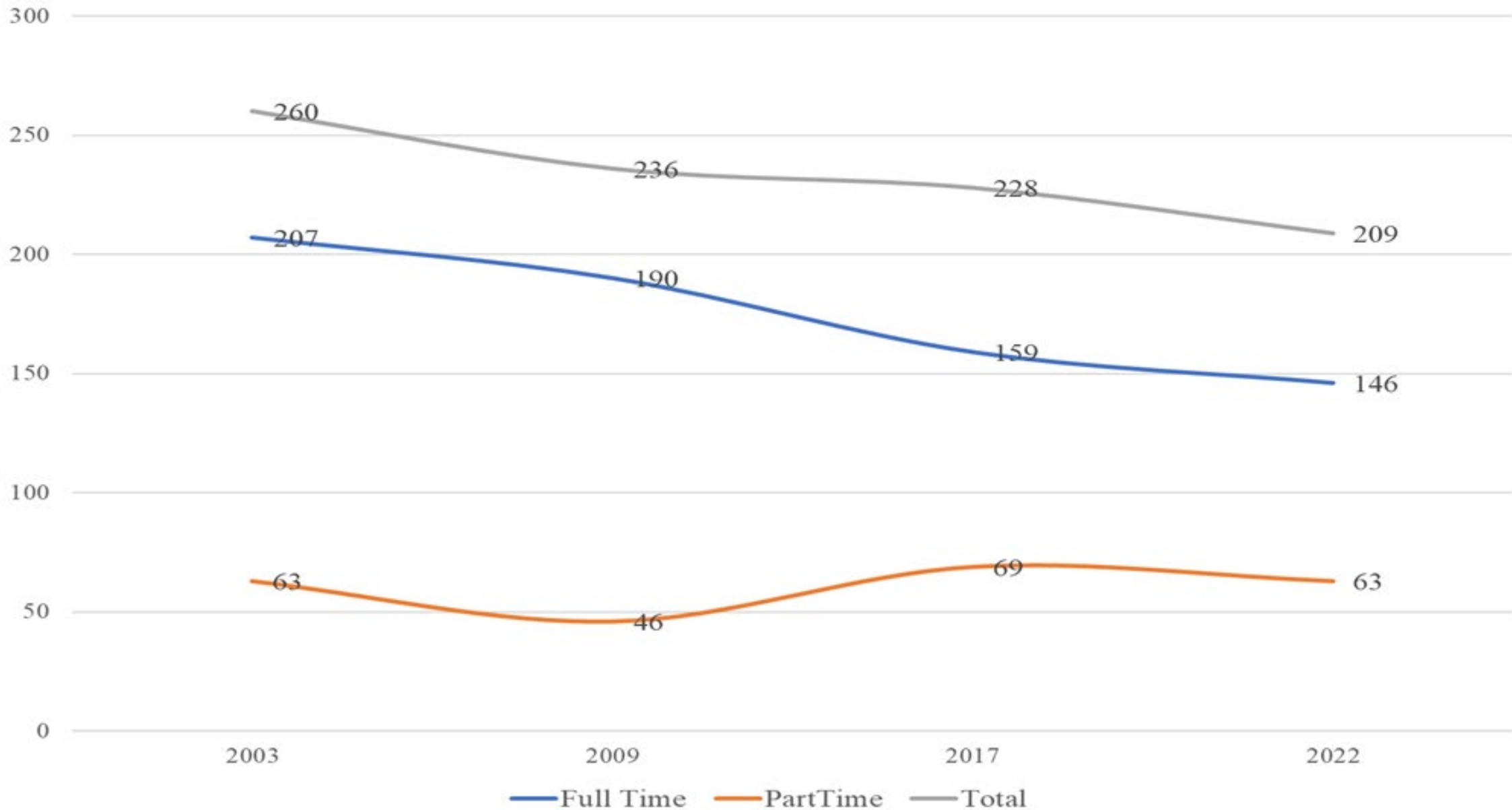
### Identifiable Givers - Diocese of Toronto



(1981-2021)



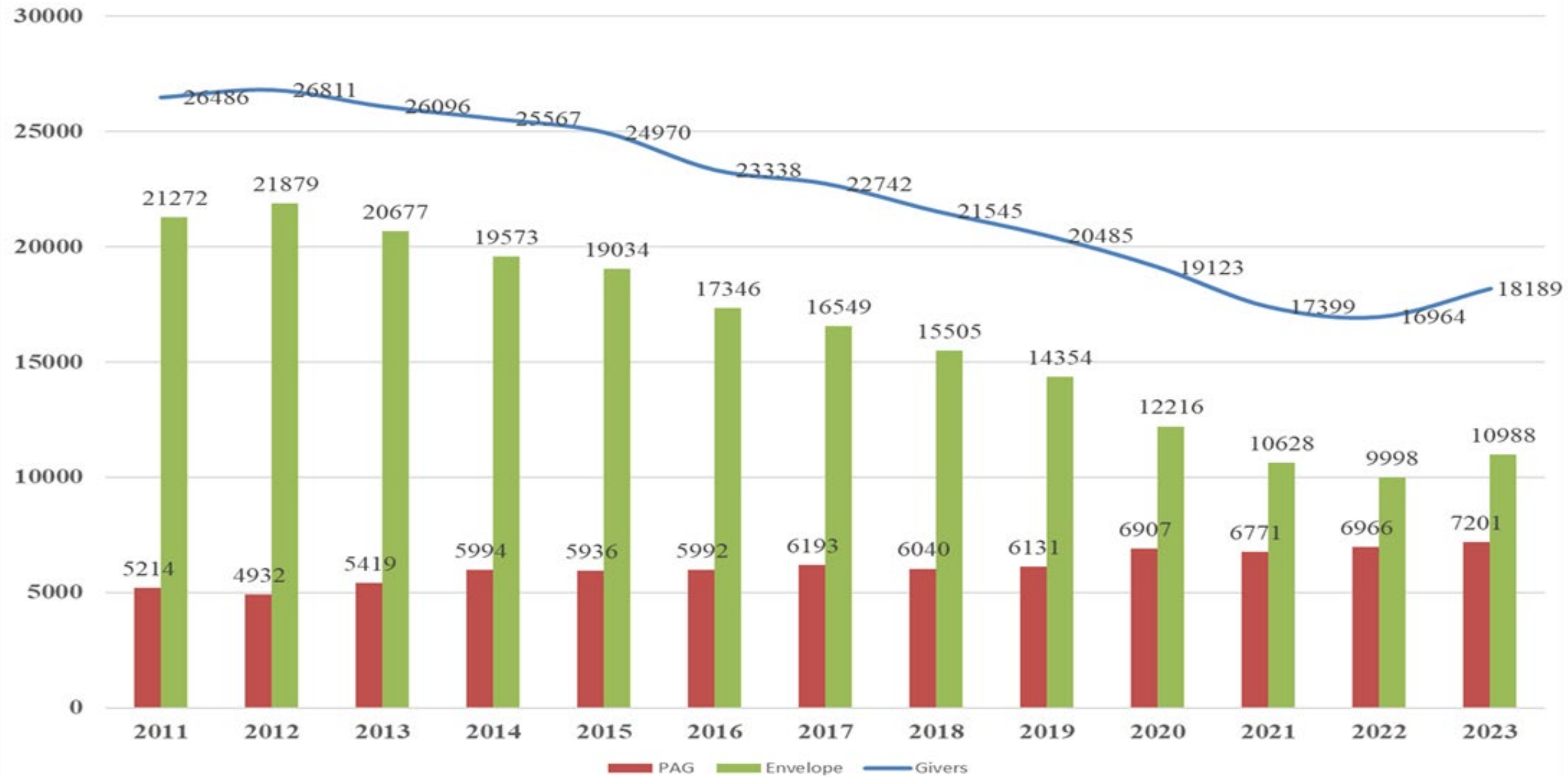
### Clergy Deployment, Diocese of Toronto



(2003 - 2022)



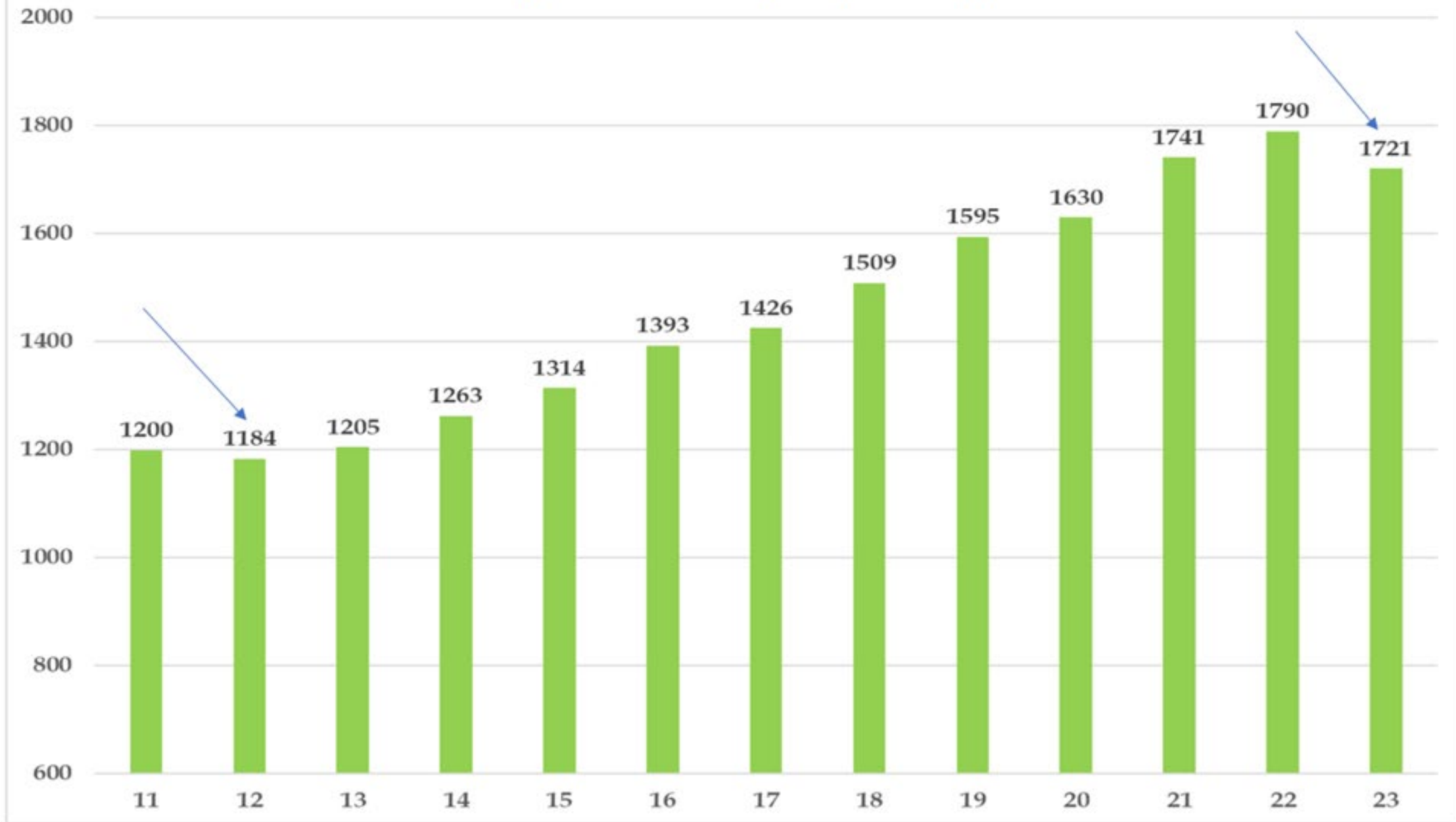
### Diocese of Toronto - Total Givers by Giving Vehicle



(2011-2023)



Average Annual Offertory Gift per Giver (\$)



(2011-2023)





# Additional Trends and Observations

- People with no religious affiliation (nones) are trending to become the majority segment of “faith” identifiers in Canada by 2031.
- Less than 200,000 people identified as Anglican in the Diocese of Toronto in 2021 – on any given Sunday, less than 10% are in church.
- Anglican identifiers in the Diocese of Toronto represent 1/6<sup>th</sup> of the Canadian Church.
- At least 50% of attendees are over age 65.
- The average annual gift per giver is nearly \$1700.
- Number of FTE clergy has declined 30% since 2003 (from 207 to 147).





## Small Group Questions

1. What surprised you?
2. What questions does it prompt you to ask?

# **Using Technology for God's Mission: Hybrid Ministry Working Group Update**

**November 2024**



# In the next half hour, you will:

- Hear about the Hybrid Ministry Working Group (HMWG), its membership, vision and objectives for 2024
- Have a brief opportunity to reflect on your own parish's experience and progress beyond broadcasting for worship
- Consider 1 or 2 strategies for sustained engagement and growth which embrace community using technology

# Hybrid Ministry Working Group

- **Committee Members:** Team Lead & Chair: Cynthia Majewski ODT

The Rev. Daniel Brereton, The Rev. Yohan Dumpala, Martha Holmen, Communications Consultant, Deb Whalen, Consultant, Elizabeth McCaffrey, Volunteer Resources Consultant, Kylah Lohnes, David Paradis ODT, Tim Ralph, ODT.

- **2024 Goals**

- Creation of Resource Document to share hybrid ministry experiences & stories
- Facilitate ways of transforming diocesan culture by increasing the understanding of the value of hybrid church for worship, missional work, & future-focused stewardship
- Pilot key, meaningful & easy-to-use measures that indicate growth, stability and sustainability of a parish's hybrid health.



# Speaking the same language

- Technology Enhanced
- Live **Broadcast**
- **Recorded** On-demand
- Broadcast **Hybrid**



<https://www.toronto.anglican.ca/parish-resources/digital-ministry/>





# Our Vision

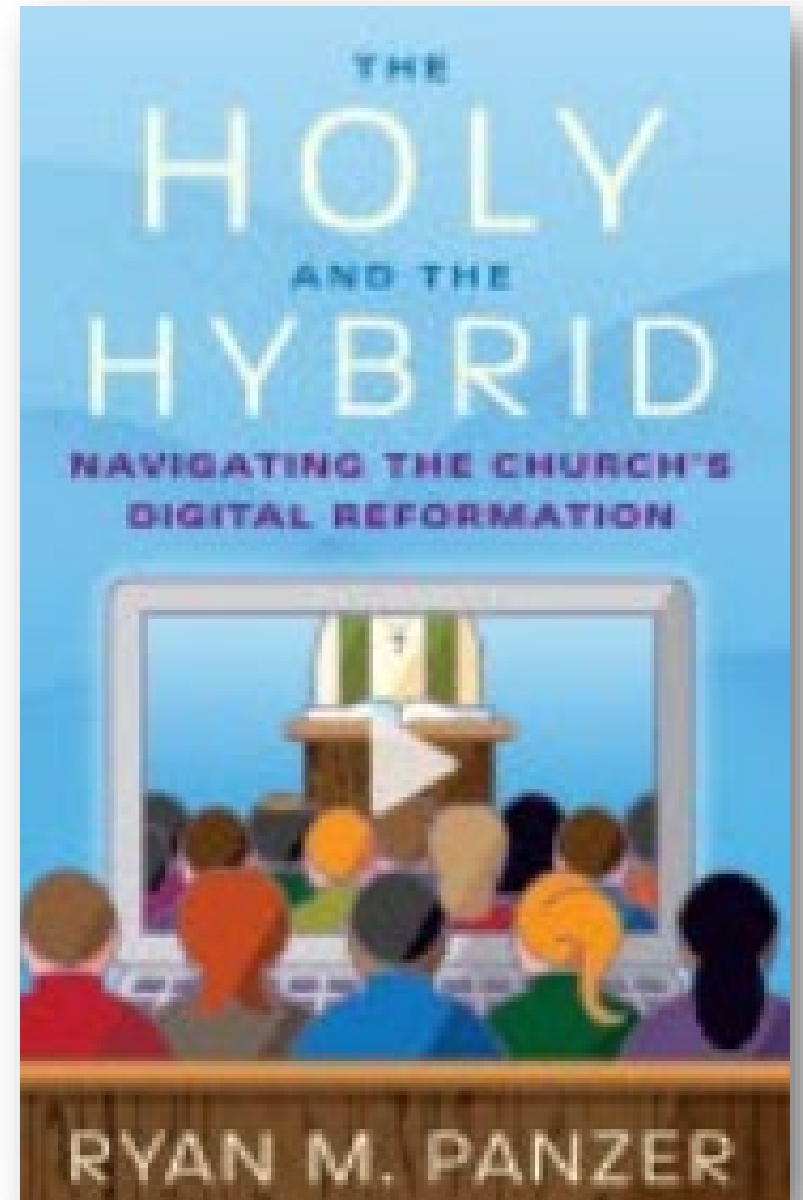
To engage congregations in building a healthy hybrid church, inspired by faith, and a reimagined ministry experience based on collaboration and creativity, responding to a tech-shaped culture.

Hybrid ministry exists wherever bridges are built between online and in-person participants... it creates opportunities for collaboration, online and offline.

A ministry can only be hybrid when online participants are actively involved in the work of the people.



[www.ryanpanzer.com/post/digital-ministry-vs-hybrid-ministry-what-s-the-difference](http://www.ryanpanzer.com/post/digital-ministry-vs-hybrid-ministry-what-s-the-difference)



# Scenario – Ascension on the Hill

The Rev. Betsy McDeacon was recently appointed to Ascension Anglican near Uphill, Ontario.

Excited to learn more about the online experiences of her parishioners, she learns that all services are recorded and posted online. She also learns that the corporation meets by Zoom monthly and, in Lent, an online Bible study occurred.

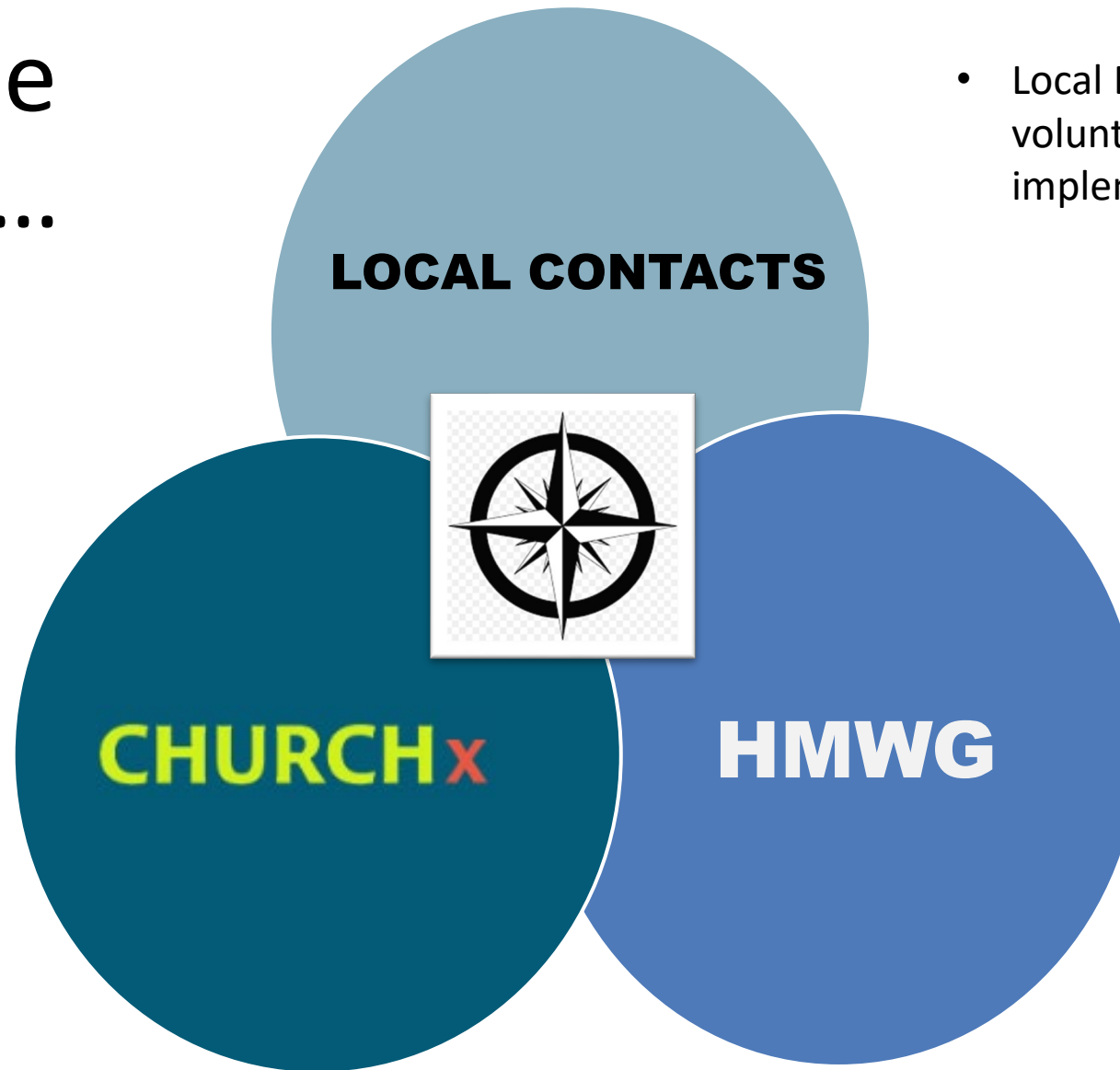
Based on our discussion today, discuss the hybrid health of this parish.

What could be Rev. McDeacon's next steps?



# Choosing the best course...

- Ecumenical Approach to Hybrid Practices
- Broad Network for Technical Solutions



- Local Experts and volunteers to assist with implementation

- Diocesan Best Practices
- Pathways to Diocesan Staff and Volunteers
- Suggested Practices anchored in Canons and Common Practice



# Tell us your story...

We need your help to reach our goal of creating an online resource for all parishes which provides examples of successful hybrid ministry across the diocese.



<https://bit.ly/ourtechstory>



<https://forms.gle/u9L6cAaF9W3nxECp6>

# Thank you



<https://www.toronto.anglican.ca/parish-resources/digital-ministry/>



<https://churchx.ca/>



## Email

Elizabeth McCaffrey  
emccaffrey@toronto.anglican.ca

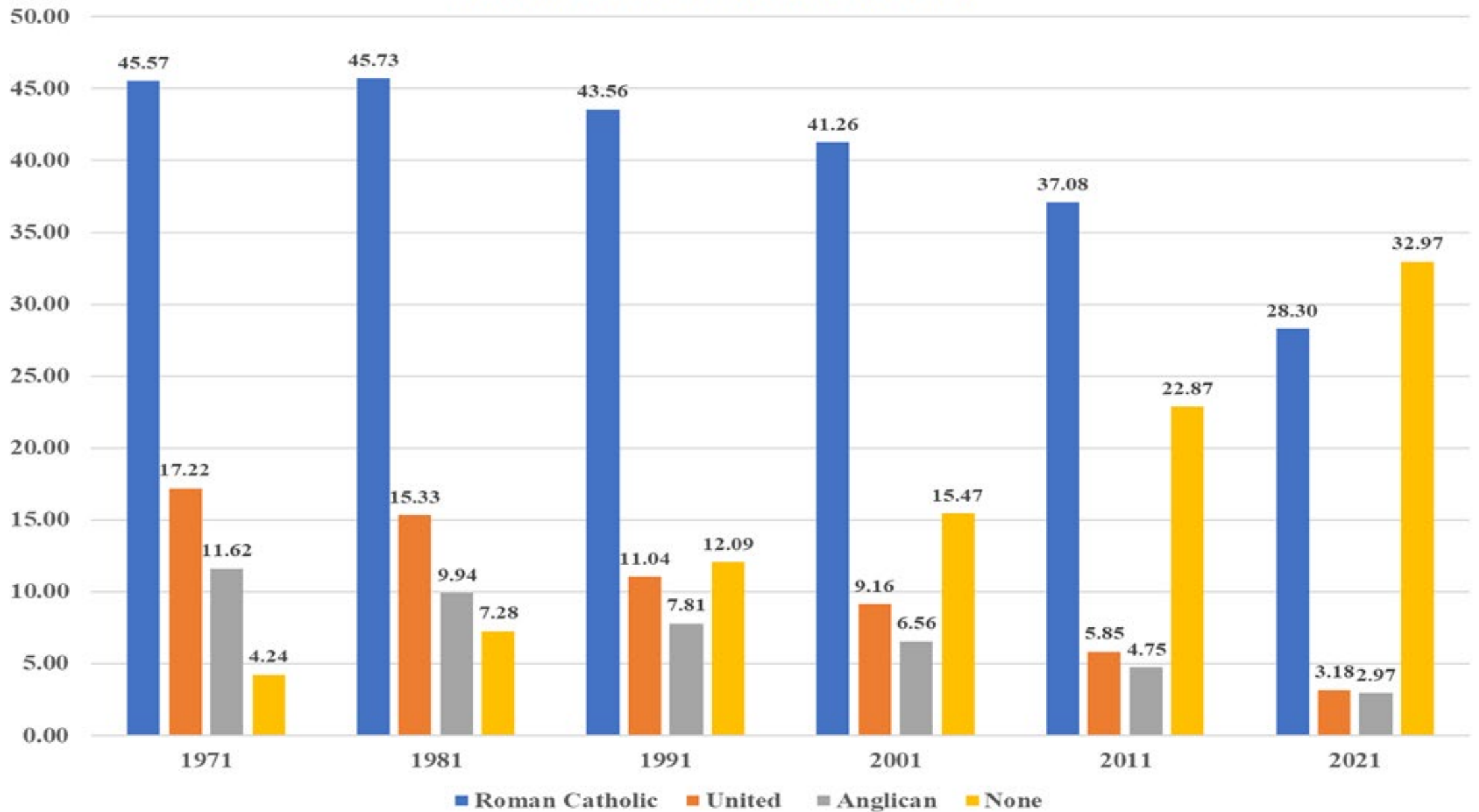


# Early Observations for Parishes on Givings, and Attendance

Peter Misiaszek



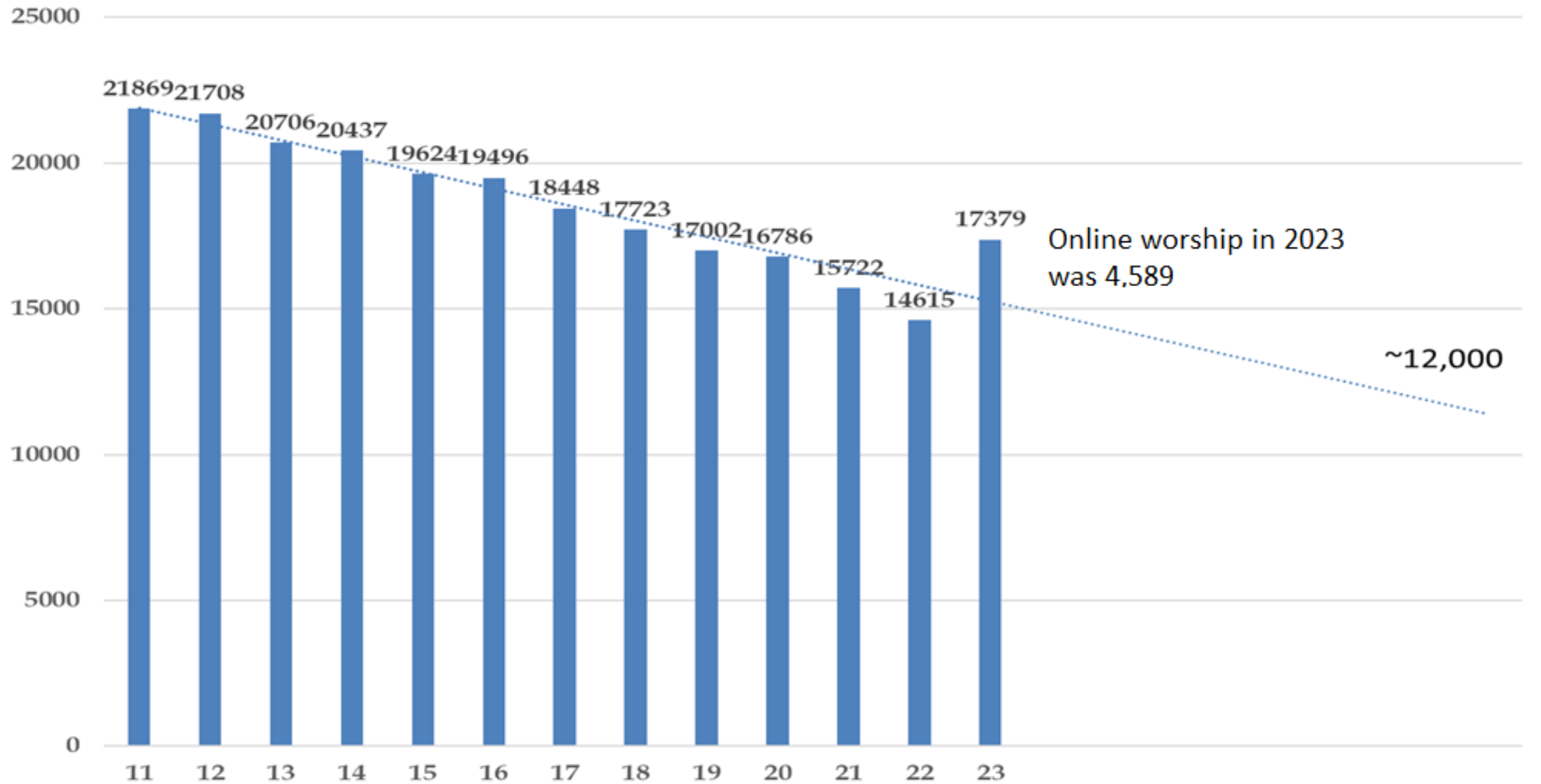
## Adherent as a % of Canadian Population



(Census data 1971-2021)



## Diocese of Toronto, Average Sunday Attendance



Online worship in 2023  
was 4,589

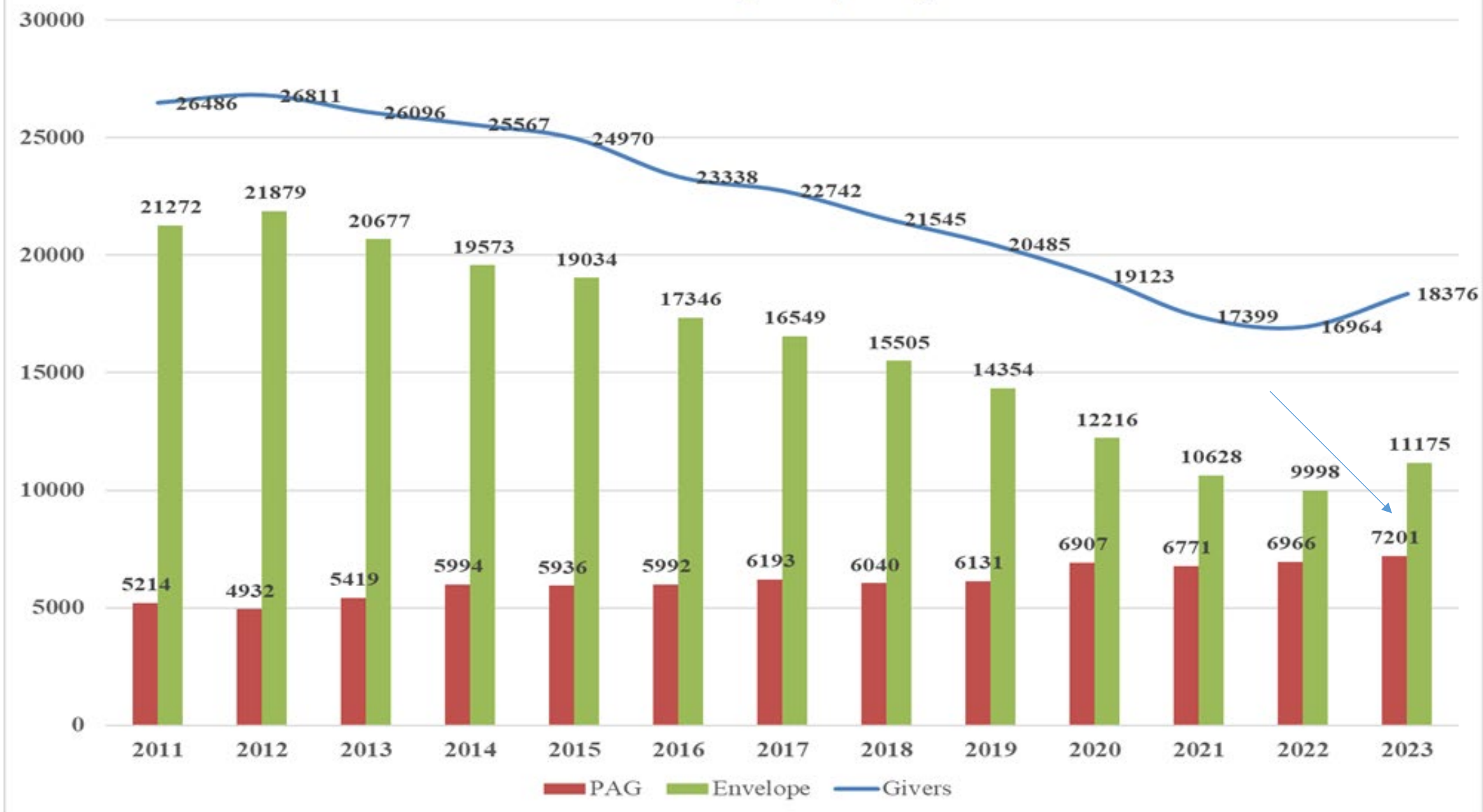
~12,000

(2011-2023 with trendline to 2030)





## Diocese of Toronto - Total givers by Giving Vehicle



(2011-2023)

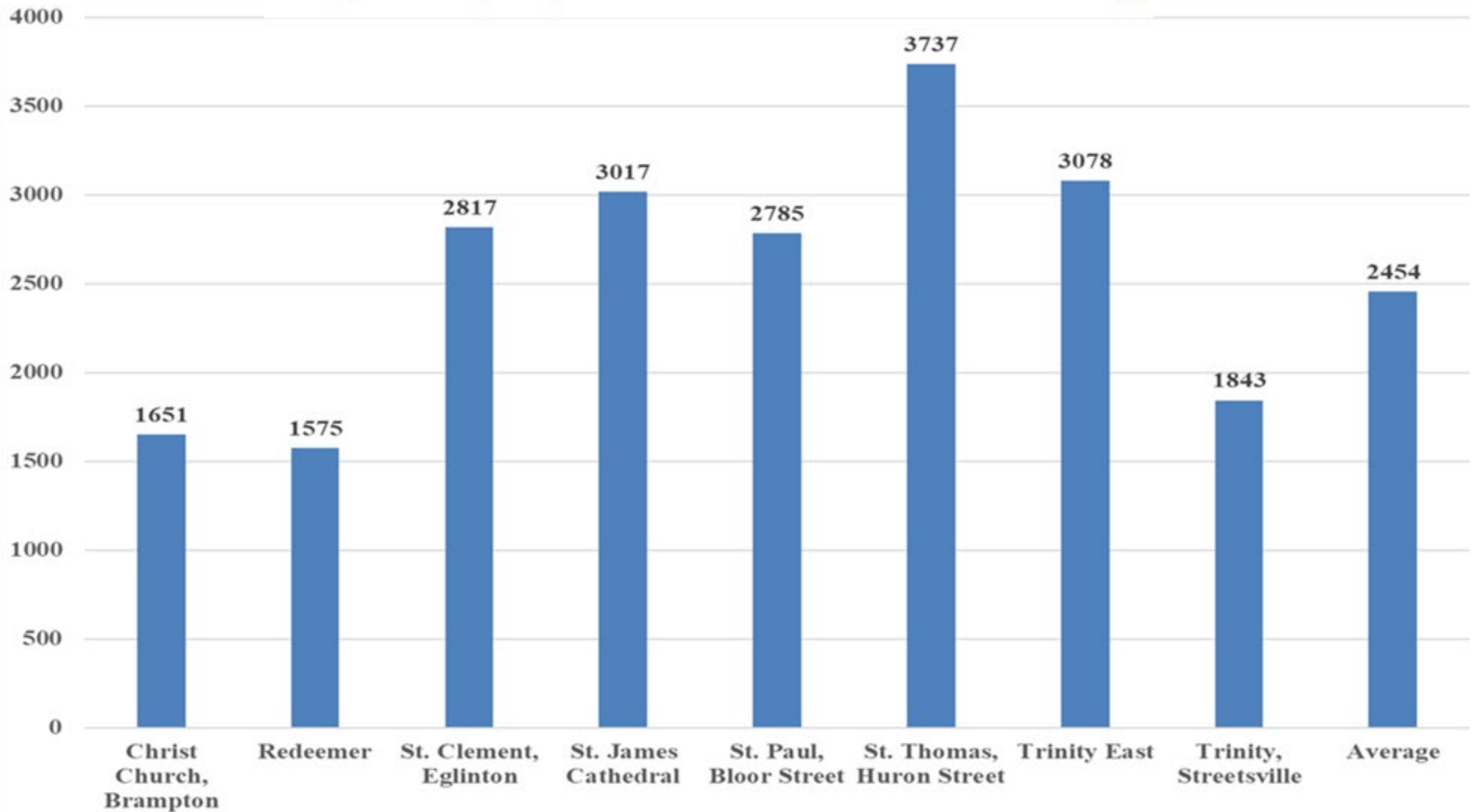


## Largest On-line Worshipping Parishes - Diocese of Toronto (2023)

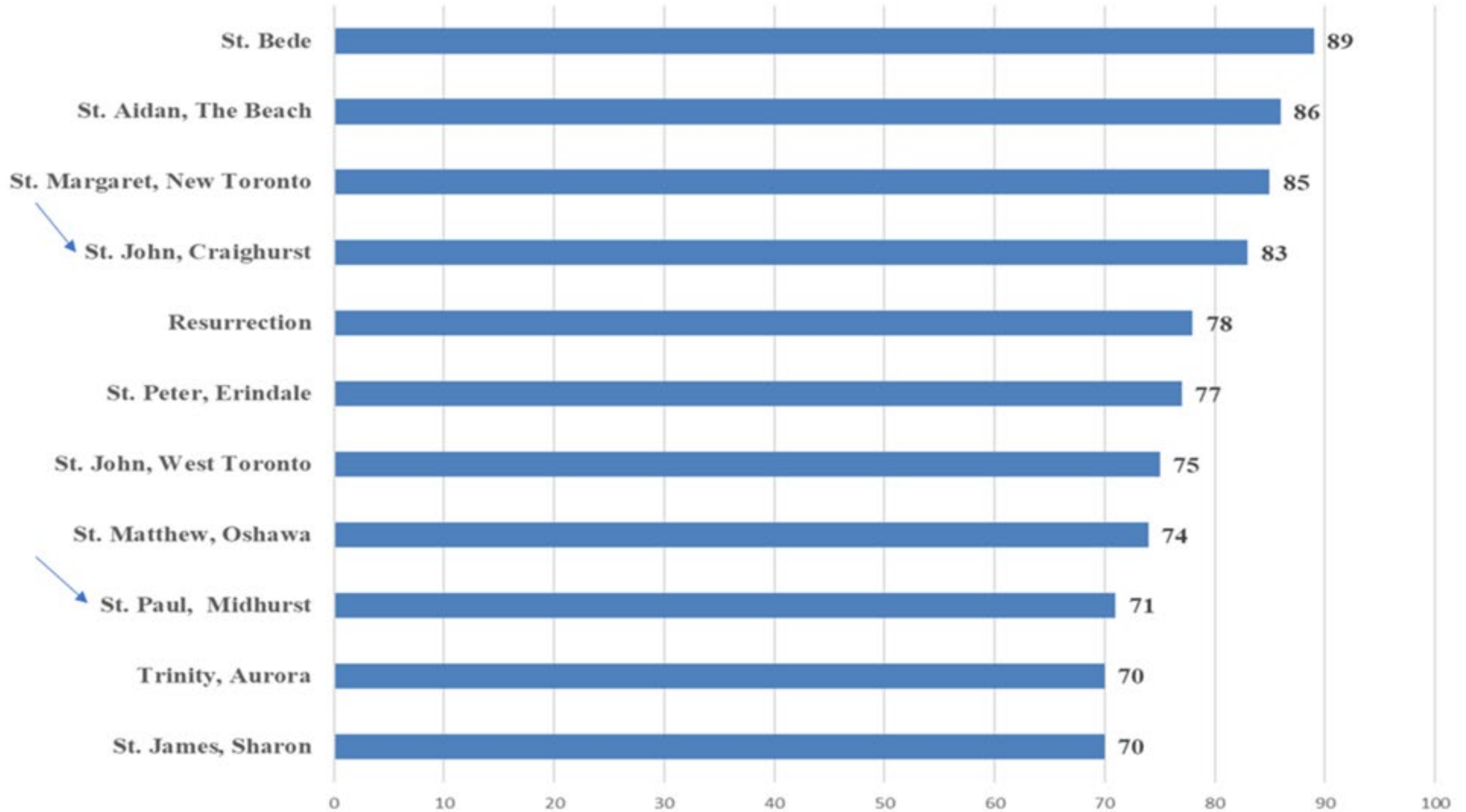
Parish	On line	In Person	ASA	Variance
Grace Church on-the-Hill	178	97	275	64.73
Redeemer	233	156	389	59.90
St. John, Port Hope	112	78	190	58.95
St. Jude, Brampton	51	36	87	58.62
St. Peter & St. Simon	117	84	201	58.21
Christ Church, Woodbridge	56	44	100	56.00
St. Clement, Eglinton	231	183	414	55.80
St. Olave, Swansea	84	68	152	55.26
Trinity, Barrie	50	44	94	53.19
St. Christopher	127	112	239	53.14
St. Paul, Lindsay	55	50	105	52.38
Trinity, Aurora	104	104	208	50.00
St. Paul, Bloor Street	674	704	1375	49.02



**Average Offertory Gift per Giver in Parishes with >300 ASA in 2023 (\$)**



## Parishes with PAG Usage > 70% in 2023



# Reality check

- On-line worship is not a magic bullet.
- 50% of the on-line worship community is found in the top 13 parishes.
- We have not arrested the decline in ASA, just slowed things down.
- The demographic profile of those worshipping on-line is nearly impossible to determine.
- Parishes that invest in newness – services, programs, fresh expressions, community outreach – historically are the ones with the best chance of growing.

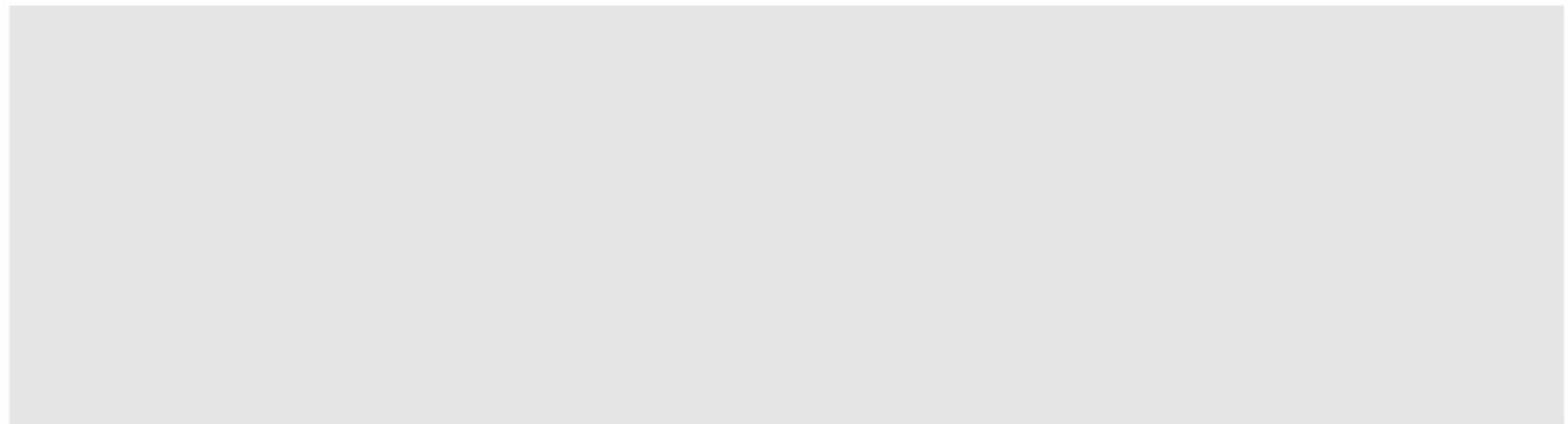


- Why are givings and attendance statistics important?
- Why do these need to be accurate?





# Parish Finances – Hybrid Church



# Consolidation Breakouts

Reflecting on the Parish Leaders Workshops,

-What has surprised you?


-What are you still wondering about?

-What are you still unsure of?

What is missing for you to fully enact your role as Parish Leader?

Off you go...





# Missional Insights and Emerging Questions

Dave Krause, *Diocesan Missioner*



Wrap up



# Any further questions?



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# Post Survey

- Open QR Code Scanner on your phone
- Point it to the QR Code.
- Click on “Open Link”.
- Complete Post Survey



How would you rate your overall satisfaction with the Supporting Parish Leaders Workshop?



Did the workshop content meet your expectations?



How would you rate the quality of the presentations?



Do you have any suggestions for how we can improve future workshops?



Was there a question in the breakout session that you were not able to ask?

*(The Survey will also be displayed in your web browser at the end of the meeting)*



A high-angle, top-down photograph of a diverse group of people of various ethnicities and ages. They are all holding hands in a circle, looking upwards with expressions of hope, prayer, and unity. The lighting is bright and soft, creating a warm and uplifting atmosphere. The text is centered in the middle of the image.

**Followers of  
Jesus, inspired by  
the Holy Spirit,  
serve the world  
God loves!**