

Pathways Parish Guidelines November 29, 2018 (REV)

Overview

The Pathways Parish program is a component of the Pathways to Vitality Initiative in the Episcopal Diocese of Indianapolis. It provides an immersive learning experience to a cohort of three parishes who are engaged in meaningful ministries and who are interested in strengthening lay leaders.

Supporting each of the three parishes is the Pathways Priest. This newly ordained priest will serve an eight-month residency with each of the three Pathways Parishes. This experience will aid in priestly formation while providing the three congregations with a fresh perspective and renewed energy.

The Bishop, in consultation with the Canons, will select three parishes to participate in the Pathways' program. The criteria for this selection include the following.

1. Parishes must be financially sustainable or have the potential in the foreseeable future of being financially self-supporting. To this end, the rector/priest-in-charge and the parish treasurer will meet with Canon Brendan O'Sullivan-Hale to review parish finances prior to the program beginning.
2. Each parish will recruit and retain a Vitality Team of at least six members including the rector/priest-in-charge to participate from August 2019 through September 2020. Each Vitality Team will be responsible for developing and implementing a Vitality Project that meets the unique ministerial needs of its congregation.
3. The Vitality Teams must commit to participating in the following activities. The workshops will take place almost every other month on Thursdays from 4:00 p.m. to 9:00 p.m. The retreat will take place on a Friday night and all day, Saturday. Every effort will be made to host the workshops in a central location, but some travel may be required.
 - Orientation and Evaluation
 - Workshop #1 – Overview: Gather, Transform, Send – The Work of the Church
 - Retreat – Defining Vitality Within Your Ministerial Context and Team Building
 - Workshop #2 – Fierce Conversations
 - Workshop #3 – Parish Administration and Canons
 - Workshop #4 – Fundraising as Ministry
 - Workshop #5 – Evangelism
 - Workshop #6 – Communications (Optional)
 - Vitality Project Presentations and Celebration

4. Rectors/priests-in-charge must have the time, skills and willingness to mentor the Pathways Priest.
5. Each Pathways Parish must invest \$1,000 to participate in the program payable by August 1, 2019.
6. Pathway Parishes must agree to accept the Pathways Priest recruited and retained by the Diocese. The Pathways Priest is an employee of the Episcopal Diocese of Indianapolis. The Pathways Priest's salary, benefits, mileage, computer, cell phone and other reasonable out-of-pocket expenses will be paid by the Diocese.
7. The Pathways Parishes must meet all routine diocesan reporting requirements within specified deadlines.
8. The Pathways Parishes must agree to generously share lessons learned through the experience with other congregations in the Diocese.

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