

ESM Task 1C Communication Plan

This plan consists of communication principles and guidelines in implementing those principles in our Ecumenical Shared Ministry (ESM) Committee communication with our respective congregations about our shared Ecumenical Shared Ministry. Our goal is to provide consistent communication by all those tasked with this responsibility.

Our principles

- Maintaining transparency and openness throughout
- Providing frequent updates to our respective congregations
- Regularly seeking out congregational feedback and advice
- Being flexible and adjusting as necessary and appropriate
- Promoting ESM as an opportunity for optimizing both our futures

Guidelines

1. We will start our communication in general terms and provide enough detail to give a good idea of what is involved and then ask for questions to see if more detail is wanted.
2. We will provide any and all details that are not sensitive and confidential.
3. If something can't be presented because of its sensitivity or confidentiality, it will be identified as such and when this information may be available will be stated.
4. Communication will indicate that tentatively agreed upon terms are flexible until the final agreement is accepted or rejected by votes of our respective congregations and even after acceptance things can be changed according to the agreement's revision process.
5. Communication will indicate what is agreed upon by the St. Paul's Council and St. Andrew's Session as these things are shaped by congregational advice and feedback from the ESM Committees.
6. Congregational information meetings will be held early in the process and scheduled with coordination between the two congregations. After the first information meeting, subsequent congregational information meetings will be held whenever a major task or related group of major tasks has been tentatively completed and agreed upon.
7. There will also be frequent general updates in written form at worship services, by email, and in Elder conversations with members and adherents of their respective congregations.
8. A frequently asked questions list will be compiled by each ESM Committee and distributed as needed and/or requested to the respective congregations.
9. The Ecumenical Shared Ministries Handbook will be distributed and redistributed as needed and/or requested and be available in print form at all congregational information meetings.
10. Communication will fairly present all relevant aspects of the issues while emphasizing the positive advantages for our respective congregations as well as our future joint venture.
11. Communication will use agreed-upon key messages such as those listed below.

Key Messages

We are working together as equal partners

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Our congregations will share the Saint Andrews church facility while keeping their respective denominational identities

We will honour our similarities while respecting our differences

We will double our people, our energy and our presence in the community

Together we will generate more ideas and be able to accomplish much more;

We will hold a common worship service that strengthens our unity as Christians while respecting our denominational distinctiveness.

We can increase our capacity to be the hands and feet to do Christ's work in the community

We can become a growing church that attracts newcomers

This has been done successfully many times throughout Canada

There is an ESM Handbook and successfully implemented agreements to guide us