



Diocesan Dean for Small-Church and Pastoral Development (PT): *Reverend Canon Johnnie Ross*
/ Grace and St. Andrews
(approximately 600 hours a year)

- Takes on parish responsibility in a small church context to be in the practice of ministry.
- Works closely with the Bishop, Diocesan Deans and District Deans in supporting Clergy and congregations particularly when there are pastoral concerns.
- Nurtures the pastoral care of retired Clergy of the Diocese by organizing two annual gatherings for fellowship and more.
- Coordinates with Deans and other retired clergy resources to work with a congregation in the event of a pastoral situation where some kind of temporary clergy support is necessary due to the Rector's illness or other unforeseen circumstances.
- Coordinates relevant resources and networks small church development with an annual gathering to share best practices and resources.

Diocesan Deans will also:

- Recruit Facilitators for Mutual Ministry Reviews (MMR) and Circles of Support (COS) in collaboration with Bishop and Director for the College.
- Set up check-ins as necessary, participate in quarterly and annual meetings with the Bishop.
- Participate actively in monthly staff-meetings followed by Diocesan Deans meetings with the Bishop.
- Participate actively in quarterly Leadership Meetings.

"It was nearly twenty years ago that I was first invited to become a member of a diocesan staff. Then my work was to be rooted in a small church where I was the rector who also served as canon missionary. It's interesting how life has a tendency to come full circle. What excites me about this "new" beginning, is the same thing that excited me twenty years ago. This plan offers both a laboratory to experiment with new things, in Scottsville and Caledonia, and thirty-one additional communities eager to practice the tried and true, while at the same time willing to take a risk for the sake of the Gospel. Learning and sharing the riches of these individual experiences with other small communities is perhaps the best growth opportunity for the whole.

Nearly 60% of all Episcopal Churches are small and are located in towns, villages, small cities, and rural areas. In our diocese, approximately 75% of the churches are considered small, a number that does not include our summer chapels.

The good news, according to the Church Office for Research, is that these churches are more likely to grow than are larger, more resourced parishes. I think it's because they are more likely to develop sacramental leadership that is active on both sides of the stained glass - feeding and being fed, nurturing and growing, teaching and learning. These are exciting times for me... and us!"

*God's Blessing & My Love,
Canon Johnnie+*

