



Leadership Grants

Anglican Diocese of Niagara

At the core of the diocesan vision is our call to follow Christ passionately, pursue excellence, practise justice and grow. When we take up that call, grounded in our vision's values, we flower or bear fruit in a range of ways. One of the ways in which such passionate discipleship flowers is through raising up and equipping outstanding lay and clergy leaders for ministry.

Outstanding leaders engage in a process of life-long learning. This persistent pursuit of excellence and growth in knowledge and skills for ministry requires an innovative openness of spirit, critical attention to evidence-based learning and best practices. It also requires generous dedication of resources: time, abilities and funds.

As a diocese, through the generosity of *Survive and Thrive* donors, we are committing significant resources to the work of equipping ministry leaders. Growth in an Education & Training endowment fund makes it possible to offer leadership grants to **individuals** and for parish, regional, extra-parochial ministry groups and/or diocesan (sponsored, partnered or approved) **programmes**.

Types of Leadership Grants

1) Grants to Individuals

- a. **Training and Development for Individuals** – All Niagara's lay and clergy leaders are eligible to apply for financial assistance enabling a wide range of leadership for ministry training and development opportunities.

Such grants are made to cover up to 80% of the total costs for an individual to undertake the proposed learning programme. [Should this 80% ceiling pose a financial hardship for the applicant, please contact the Director of Human Resources directly.] Please note that members of the General Synod's Continuing Education Plan (CEP) are expected to exhaust the benefits available through their CEP account before being eligible for a Leadership Grant. If costs for a programme exceed the amount available in a member's CEP account, a Leadership Grant application can be submitted for 80% of the amount that the costs exceed the benefits available, up to the maximum of \$2,500 in a year.

- b. **The Bishop's Ministry Scholar Programme**, launched in 2013 as a joint venture with Trinity College, Toronto, supports Doctor of Ministry students enrolled at that college with up to four years of fully-funded tuition [through a 15% diocesan tuition subsidy and the remainder from College bursaries]. As many as four clergy or licensed lay-workers employed by the Diocese of Niagara can take part in the programme at any given time. The application deadline is October 15. Cf. [Bishop's Ministry Scholar Programme](#) for more details.

2) Grants for Programmes

Strains on operating budgets often tempt us to cut back on essential activities such as training and development leaving us much less well equipped as leaders and as the church to respond to contemporary mission challenges. Leadership Grants for Programmes can provide funding to cover or subsidize the cost of sponsoring or partnering in offering programmes, producing training and development resources, or sending designated representatives to participate in programmes which would benefit particular ministry groups (parishes, regions, extra-parochial ministries, diocesan groups and the diocese as a whole).

Applicants who receive a Leadership Grant for Programmes may re-apply for the same programme for only one additional time within five years of the initial grant being received, unless a programme is revised and upgraded in content to the extent that, in the judgement of the Grants Committee, it warrants treatment as a new application.

Criteria for Applications

Using the Leadership Grant Application Form posted on the diocesan website, with attached supporting documents, applicants are expected to respond substantively and concisely to the questions arising below.

- **Programme specifics** – For what programme or activity is a Leadership Grant being sought? For whom? When? Of what duration? Where? What are the costs? Who is offering or sponsoring this programme?
- **Vision-relevance** – How would this grant enable the grant recipient(s) to engage the diocesan Mission Action Plan <https://niagaraanglican.ca/mission> more effectively?
- **Excellence in ministry** – How would the activity this grant supports build on pre-existing evidence of excellence in ministry? How would it foster excellence in ministry?
- **Opportunity to benefit** – How would the grant recipient(s) actually have opportunities to utilize the training?
- **Empowerment and maximal impact** – How would the activity this grant supports empower people other than the recipient(s)? How extensive an impact would the activity this grant supports have? On whom?
- **Sufficiency** – What other sources of funding for this venture are being sought? Would the resources available through this grant and other confirmed sources be sufficient for this project?

The grant application should have the written support of the appropriate Regional Archdeacon or other appropriate diocesan leader.

Other Matters

Grants are made subject to a covenantal accountability to the purposes for and terms under which they are awarded. Varying with the programme for which the grant is being sought, the recipient(s) will be expected to report on the training and development opportunity enabled by the leadership grant and may be asked to share the learnings gleaned with others in the parish, region, community and/or diocese.

Opportunities for learning can arise without much advance notice. Except for the Bishop's Ministry Scholar Programme, grant applications will be accepted and, where possible, decided monthly on a rolling basis throughout the year.

Annual grants to any specific individual will not exceed \$2,500 and to any specific programme will not exceed \$15,000. Any surplus funds must be returned to the Diocese of Niagara. Subject to availability of funds, multi-year individual grants (up to four years) are possible. For recipients of multi-year grants, an annual report will be required. While announcement of successful grant applications may be made earlier, payments of grants will be made subject to confirmation that the proposed learning activity has been undertaken and the costs of participation have already been incurred by the applicant.

Please submit applications to the Leadership Grants Committee
c/o The Rev'd Canon Terry DeForest
Cathedral Place, 252 James Street North
Hamilton, ON L8R 2L3
or via email : terry.deforest@niagaraanglican.ca