

## How does it work in Toronto?

The Fresh Start program is offered by the College of Bishops to clergy and congregations in transition and is part of the wellness initiative of the Diocese.

### Clergy Program

Incumbents are invited to participate in a monthly, day-long gathering for two years. This gathering is led by trained Fresh Start facilitators and offers a collegial environment in which to examine transition issues in ministry.

### Congregational Program

Congregations that are receiving new incumbents may be offered Fresh Start for Congregations. An introductory session will give congregational leaders an overview of Fresh Start and provide information on transition issues. Three or more sessions over a two year period will cover many of the important transition issues facing congregations. Congregations are welcome to invite as many parishioners as possible to attend these sessions.

Please contact the Area Bishop's Office or the Congregational Department to learn more about this program.

FRESH START: The Diocese of Toronto  
Congregational Development Department  
416-363-6021, ext. 225

Long distance: 1-800-668-8932 x 225  
emccaffrey@toronto.anglican.ca

## What people are saying about FRESH START?

*After completing our work on the selection committee we were anxious that our relationship with our new priest get off to a good start. Fresh Start gave us helpful information about transition and made room for the intentional conversation necessary for making this transition positive.*

**Mary Anne Chrisjohn**

St. James the Apostle, Diocese of Niagara

*The opportunity of spending a day a month with colleagues in a learning and supportive environment is invaluable. And to think that everything learned is transferable to the parish! I wish FRESH START had been there when I made other moves.*

**The Rev. Canon Cheryl Palmer**

Incumbent, St. Clement, Eglinton

*We have been amazed and delighted at the effect the Fresh Start forum is having in facilitating strong, collaborative relationships amongst our clergy while providing opportunity for continuing education and development.*

**The Venerable Janet Griffith Johnson**

Executive Archdeacon, Diocese of Montreal

*I am very pleased with the way FRESH START is working in the Diocese. It is helping clergy and parishes bond together and communicate effectively. It is helping our Diocese in the creation of healthy and responsible partnerships.*

**The Most Rev. Terence Finlay**

Former Metropolitan of the Province of Ontario

*So you're  
calling a  
new priest ...*



**A Resource for Clergy and  
Congregations in Transition**

FRESH START is a program of the Episcopal Church, USA, and is an initiative of the Provincial Synod of Ontario, Canada.

## All are to be welcomed as Christ.

Welcoming strangers into our communities has been an important part of our faith and is reflected in the law of Moses and in many stories in both the Old and New Testaments. Our baptismal covenant also emphasizes the importance of welcoming newcomers into our congregations.

Newcomers bring new gifts, new challenges, new perspectives and new opportunities. But welcoming new people into a congregation isn't always easy — we don't know them and they almost always bring changes with them.

Welcoming a new priest is just as important as welcoming anyone else into our church community — and all the more challenging as they bring their new gifts and opportunities to a leadership position.

Transitions in leadership raise many important issues in the life of a community: Everyone wants the relationship to get off to a good start and they want to express their hopes for new ministries.

The early years in a new relationship are critical, formational opportunities. The more intentional you and your new priest are in strengthening this new relationship the more effectively the congregation can focus on its common mission.

The bishop is offering FRESH START because it has proven to be a highly effective way to help both clergy and congregations adjust to each other and deepen their relationship as they move forward into a new ministry together.

We encourage you to lead others in the congregation into making the most of this transition by making it a FRESH START.

## Benefits

Fresh Start has been used in more than 50 Dioceses and has proven to be one of the most effective ways to build the bonds of trust and affection that can help a worshipping community broaden its ministry and mission. Here are some of the ways FRESH START can benefit your congregation:

- Deepens trusting relationships that enable bishops, diocesan staff, clergy and congregational leaders address critical issues before they become problems.
- Strengthens bonds between clergy and congregations so that their ministry together is a FRESH START.
- Creates learning opportunities where issues of transition can be talked about.
- Helps to honour the ministry of all, lay and ordained, in the life of the congregation.
- Provides an opportunity for congregational leaders to experience each other's openness to God and to deepen their capacity to be ministers of Jesus Christ.
- Broadens the scope of your bishop's teaching ministry within your congregation.

*The issuance of a new Call is not the end of the process – it is the beginning of a new and exciting period of discovery.*

**The Rev. Dr. Melford Holland**  
Church Deployment Office, ECUSA

## Program

The Diocese will help with all the required training, facilitation and support for your FRESH START program. Each module is easy to implement and is intended as a launching pad for conversation. They include a biblical/theological base, a teaching component and ample opportunity for discussion.

*“Fresh Start really is a way of transforming the clergy/church culture.”*

— Participant

## Participation

Who should be involved?

- Congregational decision-makers
- Committee chairs
- Group leaders
- Key Influencers

Your new Priest will participate in a simultaneous FRESH START program involving other clergy in transition in the Diocese. FRESH START creates a healthy space to examine ministry and builds a strong sense of collegiality across the Diocese.