## Initiative  | Resource(s) Provided | To Proclaim the Good News of the Kingdom | To Teach, Nurture and Baptize New Members | To Respond to Human Need by Loving Service | To Seek to Transform Unjust Structures of Society | To Strive to Safeguard the Integrity of Creation and to Sustain and Renew the Life of the Earth
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**Budget Support - Re-Tooling our Ministries** | Limited-term funding of expanded budget line items focused in the areas of Communications, Congregational Development and Lifelong Christian Formation to support implementation of expanded and special initiatives. | All of the below | All of the below | All of the below | All of the below | All of the below

**Congregational Development Process** | Support and expand the witness of our congregations through growth and development efforts | Support development of lifelong Christian formation efforts as basic to sustainable congregational development and growth | Increase capacity of our congregations to respond to human need through growth; promote external rather than internal focus on mission: "what's God up to in our community and how can we join in?" | Increase capacity of our congregations to respond to injustice and inequality through growth; promote external rather than internal focus on mission: "what's God up to in our community and how can we join in?" | Promote awareness among congregations of our responsibilities as stewards of creation and the threats to that creation; promote sustainability through understanding that all we have and are has been given to us by God

**Trinity Cathedral Technology Upgrade** | Provide upgraded and new equipment to enable Trinity Cathedral to function more fully as a diocesan conference center | Broadcast workshops, conferences, events, worship services via livestream, webinar, webcast, etc; enable video recordings for dissemination via website, eblast, newsletters | Enable virtual participation in workshops, conferences, events, worship services via livestream, webinar, webcast, etc; enable video recordings for dissemination via website, eblast, newsletters | Enable virtual participation in workshops, conferences, events, worship services via livestream, webinar, webcast, etc; enable video recordings for dissemination via website, eblast, newsletters |

**Anti-Racism Special Training** | Funding for members of diocesan Anti-Racism Team to become certified trainers for our nationally-recognized Anti-Racism program. | Witness to Jesus’ presence in the world today through awareness, advocacy and action around issues of racism and reconciliation; empower congregations to do likewise | Promote awareness among congregations of racism as an insidious, fundamental, pervasive injustice in our world against which we are called as Christians to stand. | Increase capacity to enable congregations to recognize racist structures in their communities and empower them to respond. | Promote awareness among congregations of our responsibilities as stewards of creation and the threats to that creation; promote sustainability through understanding that all we have and are has been given to us by God

**Joint ELCA Government Affairs Initiative** | Share in support for Gov’t Affairs Officer (full-time position) to monitor issues of concern at the federal, state and local levels and assist us in responding, at both diocesan and congregational levels. | Witness to Jesus’ presence in the world today through advocacy around issues including poverty relief, justice, peace and reconciliation, etc; empower congregations to do likewise | Promote awareness among congregations of advocacy as part of our Christian commission; MLK “In the end it will not be so much the words of my enemies that have hurt me the most, but rather the silence of those who have called themselves my friends.” | Promote awareness of legislation impacting institutional structures that continue to marginalize racial and ethnic groups and result in unequal access to institutional resources; advocate and empower congregations to advocate on social justice issues | Promote awareness of legislation impacting institutional structures that continue to marginalize racial and ethnic groups and result in unequal access to institutional resources; advocate and empower congregations to advocate on social justice issues | Promote awareness among congregations of our responsibilities as stewards of creation and the threats to that creation; promote sustainability through understanding that all we have and are has been given to us by God

**Canon Missioner for Historic Black Churches** | Part-time Canon Missioner at Diocesan level to assist in addressing needs of historic black churches and black clergy. | Empower congregations to reach out in culturally and ethnically meaningful ways to black communities historically marginalized by the church. | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes

**Commission on Historic Black Churches** | Provide resources for diocesan-level volunteer commission to support Canon Missioner for Historic Black Churches | Empower congregations to reach out in culturally and ethnically meaningful ways to black communities historically marginalized by the church. | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes | Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes

**Diocese of New Jersey Special Initiatives 2015-2019**

Five Marks of Mission Goals & Planned Outcomes

**To Teach, Nurture and Baptize New Members**

1. Empower congregations to reach out in culturally and ethnically meaningful ways to black communities historically marginalized by the church.
2. Identify, evaluate and recommend responses to systemic issues impeding 1) growth and development of our historic black churches, and 2) involvement of African Americans in our ordination processes

**To Proclaim the Good News of the Kingdom**

1. Witness to Jesus’ presence in the world today through awareness, advocacy and action around issues of racism and reconciliation; empower congregations to do likewise.
2. Promote awareness among congregations of advocacy as part of our Christian commission; MLK “In the end it will not be so much the words of my enemies that have hurt me the most, but rather the silence of those who have called themselves my friends.”

**To Respond to Human Need by Loving Service**

1. Increase capacity of our congregations to respond to human need through growth; promote external rather than internal focus on mission: “what’s God up to in our community and how can we join in?”
2. Increase capacity of our congregations to respond to injustice and inequality through growth; promote external rather than internal focus on mission: “what’s God up to in our community and how can we join in?”

**To Seek to Transform Unjust Structures of Society**

1. Promote awareness among congregations of our responsibilities as stewards of creation and the threats to that creation; promote sustainability through understanding that all we have and are has been given to us by God.
2. Promote awareness of legislation impacting institutional structures that continue to marginalize racial and ethnic groups and result in unequal access to institutional resources; advocate and empower congregations to advocate on social justice issues.

**To Strive to Safeguard the Integrity of Creation and to Sustain and Renew the Life of the Earth**

1. Promote awareness among congregations of our responsibilities as stewards of creation and the threats to that creation; promote sustainability through understanding that all we have and are has been given to us by God.
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<td>Regional Hispanic Missioner</td>
<td>Support of full-time Hispanic Missioner to serve multiple existing churches concurrently, planting new Latino ministries and helping merge the Hispanic and English-speaking congregations in each location into one.</td>
<td>To continuously plant new Latino ministries throughout the region</td>
<td>The local clergy in charge of the partnering church shares in this ministry, celebrating, preaching, providing pastoral services, and planning fellowship festivities.</td>
<td>The parish priest and members of the parish become familiar with the language and culture of the local Latino community, as the Latino community becomes familiar with the language and culture of the parish.</td>
<td>Strive to create an integrated community whereby we will rejoice and celebrate together both the Spanish and English languages and cultures. Culturally diverse Spanish-speaking and English-speaking communities now meeting independently will grow to share other programs such as Sunday School, fellowship, outreach, stewardship, membership on vestry and parish commissions, and other talents and resources. As a part of the whole, we will maintain our own cultural identities as we take on the identity of the Body of Christ.</td>
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<td>Support of St. Augustine's, Atlantic City</td>
<td>Limited-term support to enable hiring of full-time clergy to help sustain and revitalize ongoing programs and implement new initiatives towards self-sustainability</td>
<td>Sustain and revitalize existing worship, bible study, youth activities, and Christian formation; expand reach into surrounding community</td>
<td>Sustain and revitalize ongoing mission and outreach programs including vital community partnerships with Comcast (Azarel Computer Institute) and the John Brooks Recovery Center, an initiative started by St. Augustine's in 1969 which has since expanded as a full-service community treatment center.</td>
<td>Partner to help combat the structures that perpetuate racism in the surrounding community.</td>
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<td>Support of St. Augustine's, Asbury Park</td>
<td>Limited-term support to enable hiring of full-time clergy to help sustain and revitalize ongoing programs and implement new initiatives towards self-sustainability</td>
<td>Sustain and revitalize existing worship in traditional and contemporary African American styles, bible study, youth activities, and Christian formation; expand reach into surrounding community, continue New Visions Planning Program in partnership with St. Augustine's, Brooklyn</td>
<td>Sustain weekly feeding program, emergency food pantry, summer enrichment program for local urban youth, donations of clothing, Easter baskets and Christmas presents for the children who come to the feeding program.</td>
<td>Continue and expand Jubilee Program activities of advocacy; UBE participation, summer enrichment and college support programs for local urban youth.</td>
<td>Partner to help combat the structures that perpetuate racism in the surrounding community.</td>
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<td>Support of All Saints', Lakewood</td>
<td>Limited support to enable hiring of full-time, bilingual clergy to help sustain and revitalize ongoing programs and implement new initiatives towards self-sustainability</td>
<td>Sustain and revitalize existing worship, bible study, youth activities, and Christian formation; expand reach into surrounding community; continue integration of Latino and English congregations into one unified congregational community.</td>
<td>Sustain and revitalize ongoing mission and outreach programs including Fellowship House men's recovery center, immigration advocacy services, community organizing in the Hispanic community, and feeding programs.</td>
<td>Partner to help combat the structures that perpetuate racism in the surrounding community.</td>
<td>Continue efforts towards energy efficiency - boiler replacement, energy audits, etc.</td>
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