Discerning our Common Call

The Episcopal Diocese of New Jersey

Special Convention

October 7, 2017
10:00 A.M.

Trinity Cathedral
Trenton, New Jersey
Presentations will occur in the Cathedral.

Registration/lunch pickup is in Synod Hall.

Please eat in the Cathedral, Chapel, Undercroft, or Memorial Garden.

Restrooms are marked in green; additional restrooms are available on the lower level.
# Table of Contents

Agenda……………………………………………….1  
Discerning our Common Call  
Steering Committee Report............................2  
Appendix 1...................................................15  
Appendix 2...................................................16  
Appendix 3...................................................18  
Appendix 4...................................................20  
Appendix 5...................................................25  
Resolutions...............................................29
AGENDA
Special Convention of the Diocese of New Jersey
Trinity Cathedral, Trenton
October 7, 2017

8:00 a.m. Convention Registration – Synod Hall
to 10:00 a.m.

10:00 a.m. Holy Eucharist – Cathedral

12:00 p.m. Lunch (pick up pre-paid box lunch) in Synod Hall

12:45 p.m. Opening Session

12:55 p.m. Steering Committee Report

1:15 p.m. Small Group Discussions on Report

1:45 p.m. Quasi Committee of the Whole to Discuss Report

2:45 p.m. Short Break

3:00 p.m. Resume Session - Vote on Resolutions

1. Steering Committee Resolutions

2. Continuing Resolution for Budget to operate until Convention 2018

Dismissal

Closing Benediction
At the 233rd Convention of the Diocese of New Jersey in March 2017, Convention was confronted with the reality that the expiration of the special initiatives funding in 2018 revealed a significant underfunding of our shared ministry, and highlighted the need to more deeply understand our common mission. Our Bishop called for a process of discernment around our call and ministry as a diocese before Convention took action on the 2018 budget. That process began with the Spring Convocation meetings. A Steering Committee for Discerning Our Common Call was then formed to design and implement a process that would capture the views of stakeholders - lay and clergy, parishes and missions, staff and congregants, from all parts of the diocese - on diocesan values, ministries, and priorities. They were also charged with coalescing the information gathered into recommendations and resolutions for discussion and adoption that address the issues being considered at this special convention.

Starting with certain key principles that are the basis of our faith and behavior - the Baptismal Covenant, the Anglican Marks of Mission, and the Mission of the Church - the key questions underlying this entire process are:

- How does the Diocese of New Jersey redesign its activities, priorities and communications to address the critical services and ministries that need to be provided and the resources that are needed for those efforts?
- What guidance can be provided to the Budget process for 2018 to start our Diocese on a path towards mission fulfillment and sound financial stewardship?

The work of discernment unfolded in three parts: 1) a series of forums with the Bishop, 2) two Days of Discernment focusing on core values, and 3) a series of Charrettes. These all were designed to lead into the work of this Special Convention.
DISCERNING OUR COMMON CALL

SPRING CONVOCATIONS
Convocations solicited feedback and reflections from members of the diocese as a beginning to the discernment resolved by Diocesan Convention. A Steering Committee was then established to understand learnings, develop process outline and evaluate findings.

BISHOP'S FORUMS
Participants explored a set of Vital Questions concerning our shared life as a diocesee, then joined our Bishop for one of 20 conversations held across the diocese. Dwelling in the Word together, exploring our interconnectedness and interdependence, and deepening our understanding of our common call. The Steering Committee identified common concerns from the conversations, published in the Forums report.

DAYS OF DISCERNMENT
Lay and Clergy members of the diocese gathered for Days of Discernment focused on identifying the Core Values of our diocesan community and rooted in the Baptismal Covenant and Marks of Mission. The key values from those days guided the next step in the process.

CHARRETTES
At four regional gatherings, members of the diocese engaged in brainstorming based on the Core Values from the Days of Discernment, prioritizing activities and programs that support our core values and considering new resources for ministry.

SPECIAL CONVENTION
Receives, reflects on, and discusses the Steering Committee’s findings and recommendations from all previous elements of the process, and begins the process of realigning our diocesan life and budget with the values and priorities discerned in this process, moving toward a sustainable budget and increased vitality in our common life.
Bishop's Forums

*And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another – Hebrews 10:24-25*

Twenty Bishop’s Forums were held this summer with clergy and lay participants throughout the Diocese of New Jersey, including two for Spanish-speaking participants, and two with youth and young adults. The purpose of the meetings was to begin the work of uncovering the values and gifts we share as the community of the Diocese of New Jersey. The result will help us in our commitment to serve God’s mission.

Each forum began with an experience of Dwelling in the Word, a shared reflection on Acts 11:19-30, which tells of the formation of the Christian community at Antioch, and their response to reports of famine in Judea. Participants frequently noted that this ministry required disciples to go outside their comfort zone, that recognition of the work of the Spirit is essential, and that the community’s determination to each give according to their ability to support other believers had relevance to our common work here and now. The passage reflected interdependence and mutual accountability among different parts of the early Church.

Bishop Stokes reflected that as bishop, he is called to the work of Barnabas: to go out and see the work of the Spirit, to exhort the faithful, and to carry the word of the Spirit’s work in one place to the rest of the church.

These forums consisted of open conversation between participants and the bishop, framed by the Vital Questions identified and distributed at the Spring Convocations [see Appendix 1]. The conversations made clear several very important issues that most commonly concern us. They include:

Community – Building greater interconnectedness between parishes and the secular communities in which we are located. A strong sense of needing to reach out to each other was expressed.

Communications – Utilizing various communication tools to build stronger networks of connection between parishes, Diocesan House and congregations; as well as with the different generations, and between the laity and the bishop. A strong sense of needing to do a better job communicating with each other was expressed.

Formation – Creating more opportunities for formation and learning. A strong sense of trying to engage the changes in culture and use them as opportunities for evangelism instead of fighting them was expressed.

Youth – Making sure there are opportunities for younger people to become more committed to Jesus and the Gospel and to become stakeholders in the diocese. A strong sense of needing to make room for youth to step into leadership as well as God’s wider mission was expressed.

The Steering Committee’s full report on what we learned from these forums is available in Appendix 2. Notes on the conversations from all the forums are available in the Discerning our Common Call portion of the diocesan website.
Days of Discernment

“I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all. But each of us was given grace according to the measure of Christ’s gift.” – Ephesians 4:1-7

The Discerning Our Common Call Steering Committee brought the feedback from the Bishop’s Forums to two Days of Discernment for clergy and for laity, designed to gain an explicit understanding of the shared values that define our life as a diocesan community. We began with the understanding that as members of the Episcopal Church and the Anglican Communion our meta-values are established for us by The Book of Common Prayer, our Baptismal Covenant and the Five Marks of Mission. The task for the Days of Discernment was to determine how we, as a diocesan community of 144 congregations, apply these values in our own collective and individual lives.

Days of Discernment participants began by Dwelling in the Word with Ephesians 4:1-8, 11-16. Many of the responses from clergy and from lay participants echoed each other; unity of the spirit; being a prisoner of the Lord; growing in maturity; being patient and humble; the need to react with a sense of urgency; love for one another; a ‘one for all’ sense of unity; and speaking truth in love. Lay participants commented on having a sense of being called to lead a worthy life and a call to evangelism. Clergy commented that the passage reminded them that their gifts are given to be used for the work of God: “It’s not our work, our itinerary or our program – it’s God’s and as individuals we must get out of the way.”

Bishop Stokes shared his thoughts on the passage, saying, “God overflows as a gift giver. We live with the incredible abundance of God. There are so many gifts in this room and they are all given for equipping us for the work of ministry, for building up the body,” “I absolutely believe God calls us as individuals and as community,” said Bishop Stokes. He continued, “I don’t know if we’re clear yet what God is calling us to do as a diocese, but God is definitely calling us to something. This process is part of discerning that call.”

Participants in the Days of Discernment worked at tables to identify shared values of the diocese. Tables also worked to identify the current ministries of the diocese - all 144 congregations – which support the values they identified at their tables. The values from all tables were collated, and participants were asked to prioritize the values identified by the whole group, and to identify any values missing from the combined list.

The highest prioritized value by the lay gathering was “Faith,” and by the clergy, “Jesus.” The Steering Committee understands these two as meta-values, affirming the faithful grounding of all our shared values in our faith in Jesus. Both groups shared relatively high priorities on the values of Evangelism, Formation, Inclusion, Justice, and Outreach. In addition to those five, lay participants ranked Youth and Collaboration/Communication, and clergy participants ranked Discipleship, as extremely important.
The key core values which thus emerged were:

- Collaboration/Communication
- Evangelism
- Formation/Discipleship
- Inclusion
- Justice
- Outreach
- Youth

A report listing all the values discussed at the Days of Discernment is available in Appendix 3, and notes on the conversations from both days are available in the Discerning our Common Call portion of the diocesan website.

Finally, the participants discussed which of those things we do well in the Diocese of New Jersey, and the values we need to do a better job with. Talking about justice and responding to crises received high rankings as did the Episcopal worship service. On the other hand, the participants thought that as a Diocese we need to do a better job collaborating, being proactive rather than reactive, forgiving, and communicating the value and purpose of what it means to be a diocese and a diocesan community.

Generally, Days of Discernment participants agreed that working together, we as a diocesan community can make things happen, although the discernment process, they felt, is likely to be a longer process than just this year. They acknowledged that many congregations were not represented at the meetings and explored ways to reach out and include them in the conversation.

**Sample Comments from Bishop’s Forums and Days of Discernment**

- Any act of exclusion should make us uncomfortable.
- We are in danger of loving the liturgy too much.
- We should do away with the, “This is how we’ve always done it” mentality.
- There is increased individualism among the parishes instead of interdependence.
- We need to reduce the number of church buildings to increase our strength.
- Old people feel devalued.
- There should be more intergenerational events and Cooperative Youth events.
- We need to find the Holy Spirit within our churches.
- We are stronger when we are in community.
- There should be deacons in more parishes.
- We are witnessing the breaking down, shredding, and tearing apart of the social fabric to a degree that we have not seen in a while.
- When we engage with God in the Word, we have to pull our egos out of the way and allow the Spirit to work within us and to separate what’s ours from what’s God’s.
- Lay leadership is essential. The lay leadership is the continuity -- clergy come and go.
- Regional collaborations need to be supported by the laity.
- We need to move past where we are in our personal relationship with Jesus to become more connected with each other.
- We need to develop programs and music that are more upbeat and appealing to youth.
- Way of Saint Paul allows for experimentation and offers participants opportunity to take risks and adapt to innovative worship.
- When something new is tried and it works, let other people know!
Charrettes

As he went ashore, he saw a great crowd; and he had compassion for them, because they were like sheep without a shepherd; and he began to teach them many things. When it grew late, his disciples came to him and said, “This is a deserted place, and the hour is now very late; send them away so that they may go into the surrounding country and villages and buy something for themselves to eat.” But he answered them, “You give them something to eat.” They said to him, “Are we to go and buy two hundred denarii worth of bread, and give it to them to eat?” And he said to them, “How many loaves have you? Go and see.” – Mark 6:34-38a

The work of the Days of Discernment in exploring our diocesan core values led directly into the Charrettes. The Charrettes process uses “brainstorming” to engage in group problem solving. Charrette participants were asked to apply core values arrived at during the Days of Discernment and wrestle with questions of essential functions and funding of diocesan community ministries from the diocesan budget.

Each Charrette began with a period of Dwelling in the Word, reflecting on Mark 6:30-44. Participants reported being particularly struck by Jesus instructing the disciples who had turned to him to solve the problem of hungry people: “You give them something to eat.” This was seen as a call to action, and to participate in Christ’s love, involving all of us. Bishop Stokes noted that he feels challenged by the Holy Spirit to “Go and see,” where God has provided the resources for ministry.

Many were also struck by Jesus’ compassion for the crowds, and his attention to their spiritual hunger as well as physical hunger; and by a sense of God’s abundance (“all ate and were filled”), which is available no matter how tired or hungry or stumped we may be. Others noted that by feeding the people in this deserted place, Jesus keeps the community together, rather than letting the community scatter in search of their own food.

Next, participants were asked to brainstorm the essential functions of the Bishop and the Bishop’s staff. This was to establish an understanding of what is central to our structure and function as a diocese of the Episcopal Church.
The results of this brainstorming exercise confirmed the importance of canonical and sacramental Episcopal roles: visitation, confirmation, ordination, and oversight. Participants also placed a high importance on communication, leadership, pastoral care, and serving as a role model for both clergy and lay members of the diocese. Where participants reported a difference in their understandings of the role of the staff to the role of the bishop, staff were understood to support the bishop in carrying out essential functions, and to have a significant role in communications. Pastoral work and leadership were seen as particular functions of the bishop.

Many other suggestions overlapped with what we heard during the Bishop’s forums: that the bishop and staff can play a critical role in connections - among congregations, and with the church beyond our diocese – and in teaching and formation.

A full list of responses to this question from all four charrettes may be found in the Discerning Our Common Call section on the diocesan website.
Participants were then asked to consider what elements of our ministry as a diocese we should stop doing, keep doing, or start doing. This brainstorming exercise evolved during the course of the charrettes. Participants in the first charrette were asked to do open ended brainstorming on these questions. Feedback from that experience led the Steering Committee to modify this exercise. Participants in the rest of the charrettes were given a list of ministries that support our diocesan core values, then asked to say whether they would keep doing or stop doing those ministries. They were also asked what ministries we might start doing to support those core values.

Participants were then asked to prioritize the items they suggested keeping or starting, knowing that our diocesan budget might not stretch to all of the things we wish to keep and start. Although the difference in methodology presents a challenge for analyzing this data, the results across all four charrettes affirm that participants felt our core values were strongly realized through our ministries supporting mission congregations, the vulnerable members of our society who live both within and outside of our diocese, the development of clergy leaders, and justice ministries.

The list of ministries used in the charrettes showed all the activities participants at the Days of Discernment named as supporting the seven core values which emerged in that part of the process. While some were ministries that take place primarily in the congregation and have a minimal impact on the diocesan budget, all are ministries of the diocese, the 144 congregations and their members from Elizabeth to Cape May.

Knowledge and awareness of the many ministries that are supported through the diocesan budget played a large part in how participants ranked the different categories. We heard many comments that participants were unfamiliar with many of the ministries on the lists provided. Generally, more well-known ministries that receive more significant funding tended to be “keep-ers” and achieved a higher priority score, while new or less well-known areas with minimal funding through the budget tended to be “stops” or “keep” but with a low priority score. Comments from participants did indicate a growing awareness of and support for the new initiatives in congregational development and evangelism developed with special initiatives funding over the past three years.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Currently Funded by Budget?</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>70 Activities Evaluated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clear priorities by both engagement and importance:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anti-Racism</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Board of Missions (Mission Assistance)</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Commission on the Priesthood</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Committee on the Diaconate</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Health Insurance</td>
<td>Y Employees &amp; retiree benefits</td>
<td></td>
</tr>
<tr>
<td>Hispanic Commission</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Safe Church</td>
<td>Y Staff support, materials</td>
<td></td>
</tr>
<tr>
<td>Activity</td>
<td>Currently Funded by Budget</td>
<td>Comments</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>----------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td><strong>Strong priorities by both engagement and importance:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campus Ministry/Chaplaincies</td>
<td>N</td>
<td>Campus Ministry Foundation</td>
</tr>
<tr>
<td>Commission on Black Ministry</td>
<td>N</td>
<td>Special Initiatives</td>
</tr>
<tr>
<td>Communications/Social Media/GNGS</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Convocations</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Human Trafficking Task Force</td>
<td>Y</td>
<td>Part of Global Goals TF</td>
</tr>
<tr>
<td>Immigration Committee</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Jubilee Ministries</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Prison Ministry</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Regional Confirmations</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>School for Deacons</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Stewardship Team</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>UBE</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Widows, Widowers &amp; Orphans Fund</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Youth &amp; Young Adult Ministry</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td><strong>Significant priorities by engagement:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clergy Conference</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Continuing Education Programs</td>
<td>N</td>
<td>CE Credit for Clergy Conf., BSC</td>
</tr>
<tr>
<td>Disaster Recovery/ERD</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Ministry with the Disabled</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td><strong>Significant priorities by importance:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interim Ministry</td>
<td>Y</td>
<td>Significant Staff Support</td>
</tr>
<tr>
<td>Lifelong Christian Formation Committee</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Theo’s Café (Youth)</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Youth Conference/Happenings</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td><strong>Notable priorities by engagement:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clergy Days</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Episcopal Youth Event</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Interfaith Dialogue</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>LGBTQAI Ministry</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Migration Ministries</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Older Adult Ministry</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Activity</td>
<td>Currently Funded by Budget</td>
<td>Comments</td>
</tr>
<tr>
<td>---------------------------------------------------------</td>
<td>----------------------------</td>
<td>-----------------------------------------</td>
</tr>
<tr>
<td><strong>Notable priorities by importance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canon for Congregational Development &amp; Mission</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Congregational Development Commission</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Global Goals Task Force</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Leadership Days/Lay Empowerment Day</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Multi-Cultural (especially Latino) Ministries</td>
<td>Y</td>
<td>Partial only, Spec. Initiatives</td>
</tr>
<tr>
<td>Way of St. Paul</td>
<td>Y</td>
<td>Staff support (prog. self-funds)</td>
</tr>
<tr>
<td><strong>Lower priorities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acolyte Festival</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Advocacy/LEAMNJ Advocacy Ministries</td>
<td>N</td>
<td>Special Initiatives</td>
</tr>
<tr>
<td>Anti Gun Violence</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Ashes to Go</td>
<td>Y</td>
<td>Incl. in Communications</td>
</tr>
<tr>
<td>Bishop’s Spring Conference</td>
<td>Y</td>
<td>Incl. in Christian Formation</td>
</tr>
<tr>
<td>Choir Camp</td>
<td>Y</td>
<td>Incl. in Music Ministry</td>
</tr>
<tr>
<td>ChurchNext</td>
<td>Y</td>
<td>Incl. in Congreg. Dev.</td>
</tr>
<tr>
<td>Clergy Retreats</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Companion Diocese</td>
<td>Y</td>
<td>Staff support (prog. self-funds)</td>
</tr>
<tr>
<td>Congregational Coaches</td>
<td>Y</td>
<td>Staff support (prog. self-funds)</td>
</tr>
<tr>
<td>Constable Grant Videos</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Discerning our Common Call</td>
<td>Y</td>
<td>Staff support (prog. self-funds)</td>
</tr>
<tr>
<td>Education for Ministry</td>
<td>Y</td>
<td>Incl. in Christian Formation</td>
</tr>
<tr>
<td>Eucharistic Ministers</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Fresh Start</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Lenten Programs</td>
<td>Y</td>
<td>Staff support</td>
</tr>
<tr>
<td>Liturgy Commission</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Marks of Mission Min. Giving (Fair Share)</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Ministry Institute</td>
<td>Y</td>
<td>Staff support</td>
</tr>
<tr>
<td>Mission Trips</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Music Ministries</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Province II</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Recovery Ministry</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Resource Library</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Retreats</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Sanctuary</td>
<td>Y</td>
<td>Incl. in Immigration</td>
</tr>
<tr>
<td>Spiritual Direction</td>
<td>Y</td>
<td>Event-based; through LCF</td>
</tr>
<tr>
<td>Sudan Committee</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>UrbanPromise</td>
<td>N</td>
<td></td>
</tr>
</tbody>
</table>
Another look at this data, sorted by the ratio of stop to keep votes, and sorted by priorities given, is available as Appendix 4. Raw data on this exercise is available in Appendix 5. Notes on the conversations from all four charrettes are available in the Discerning our Common Call portion of the diocesan website.

Next, participants were asked to identify ministries, activities, or even values that could be better accomplished using resources other than diocesan budget dollars.

While the most frequent suggestions were activities that are already resourced more by congregations than the diocesan budget (e.g. Ashes to Go, Eucharistic ministry, mission trips, and the Acolyte festival), it is notable that many participants suggested that Convocations, Youth & Young Adult Ministry (including Theo’s Café, Choir Camp, and Campus Ministries), and Disaster Recovery could be better resourced outside the diocesan budget.
Participants were also asked to brainstorm resources other than diocesan budget dollars that could support these ministries. An overwhelming majority of participants suggested pursuing grants: from foundations, governmental organizations, and civic organizations. An increased focus on planned giving (legacies and bequests), general and specific fundraising efforts, and increasing or implementing participant fees for events and programs were other significant suggestions for expanding the financial resources for ministry.

In discussion of several suggestions of increasing participant fees, and moving items like Education For Ministry programs out of the diocesan budget, it was noted that the diocesan budget plays an important role in providing a level playing field for programs and events, allowing congregations with limited funds equal access to these resources.

Another strong theme in expanding our resources for ministry was an increase in volunteerism, including a diocesan talent bank which could help connect ministries and congregations with volunteers skilled in their specific needs, and an increased use of in-diocese talent. A third theme of connecting congregations with one another directly to share resources and ministry, by convocation, region, or interest and need.

One example of effective collaboration and volunteer leadership frequently mentioned by participants in this process is the Way of St. Paul, a congregational program for spiritual growth developed by the Canon for Congregational Development. Participating congregations pay a monthly fee, which ensures the buy-in of participants, with the rest of the cost funded by the diocesan budget, so that the communities most in need of growth will be able to afford the program, not just well-resourced congregations. This ministry develops our in-house talent, with 18 members of the diocese now trained in the skill set to engage struggling congregations in the work of church growth. Also, churches entering into the Way of St Paul are connected to one another by group meetings and coaches to help improve interparish communication and collaboration.
**Special Convention**

The final step in the process this year is the Special Convention. Members of Convention will receive this report from the Steering Committee, with time to reflect and comment on the findings from this process.

The Steering Committee will recommend actions which will enable the diocese to implement much of the learning from this process, including enabling the diocese to operate at 2017 financial levels through the Convention of March 2018, which will consider a budget for 2018 that is informed by this process.

**Conclusions**

The Steering Committee thanks everyone who participated in one or more parts of this process, including those congregations who shared the fruits of their local reflection on the Vital Questions offered at the beginning of the process. Your comments, table conversations, and thoughtful responses have been heard and recorded, including many helpful suggestions and observations not included in this report.

One thing we heard over and over is that this process must continue beyond this Convention. We need, as a diocesan community – all members of our 144 congregations – to remain in conversation and discernment about our common life in Christ, and our part in God’s mission in the world. Many participants expressed the hope that the process will continually engage more and more of the members of our diocese in learning about the many and varied ministries of our diocesan community, and in the benefits of connection with one another across congregations, ministries, and geographical regions that this process facilitated. Continuing the process can have additional benefits in addressing the need for better communication and collaboration throughout our diocese which emerged at every step of the process.

As a Steering Committee, we have learned at every stage of this process that there is more to do. None of the conversations we have had this summer have been complete or definitive, though all were illuminating and constructive. We understand that this is simply the first phase in deepening our understanding of the values and priorities that must shape our common mission, and in strengthening relationships with one another, and look forward to where the Spirit will lead us, together.

Respectfully submitted,

**The Discerning Our Common Call Steering Committee**

The Rev. Amy Cornell  
Grace-St. Paul’s, Mercerville
Ciro de los Reyes  
St. Mary’s, Keyport
Theresa Dunn  
Trinity Cathedral, Trenton
Tom Esposito  
St. George’s-by-the-River, Rumson
Canon Phyllis Jones  
Diocesan Staff Liaison
Deborah Kirk  
St. Stephen’s, Waretown
The Rev. Emily Mellott, Convener  
Trinity, Moorestown
The Rev. Juan Monge, Chaplain  
All Saints’, Lakewood
Karen Moore  
Grace, Plainfield
Nevan Soumilas  
Grace, Haddonfield
Appendix 1

Vital Questions

What is our relationship to Jesus Christ and how do we explain it?

What core values flow from this relationship?

In what ways does this determine what we do in our congregations and as a diocesan community?

How do we respond to God’s mission and call as Congregations, the Diocese of New Jersey, and the Episcopal Church today?

How will we engage in and accomplish the mission God places before us?

What is our commitment to each other and how do we flourish together as a diocesan community in a challenging cultural and economic environment? What does it mean to be a diocese in The Episcopal Church today?

Las Cuestiones Vitales

¿Cuál es nuestra relación con Jesucristo y cómo la explicamos?

¿Qué valores fundamentales emanan de esta relación?

¿De qué manera determina esto lo que hacemos en nuestras congregaciones y como una comunidad diocesana?

¿Cómo respondemos a la misión y a la llamada de Dios como Congregaciones, la Diócesis de Nueva Jersey, y la Iglesia Episcopal hoy en día?

¿Cómo vamos a participar en y cumplir con la misión que Dios pone ante nosotros?

¿Cuál es nuestro compromiso el uno con el otro y cómo crecemos juntos como comunidad diocesana en un entorno cultural y económico difícil? ¿Qué significa ser una diócesis en la Iglesia Episcopal hoy en día?
Appendix 2

The Diocese of New Jersey

Discerning Our Common Call

Day of Discernment – September 9 and 12, 2017

Report on the Bishop’s Forums

*And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another – Hebrews 10:24-25*

The Steering Committee would like to thank all those who engaged in the conversations with Bishop Stokes, held over the course of six weeks and over the whole diocese. From these gatherings, a great amount of information was collected. For the purposes of the upcoming Days of Discernment, common themes that surfaced at all of the meetings were collected to help frame our work in the next stages of the process.

The committee identified the following topics as ones of common concern:

Community
How do we encourage each other to take risks on ‘outside the box’ ideas?
Participants commented on the lack of interconnectedness between parishes, and between parishes and the secular communities in which we are located. There was a strong sense of needing to reach out to others, connect with fellow Christians and show ourselves publicly.

Communications:
How do we utilize various communication tools to build stronger networks of connection?
Participants were concerned by a disconnect between the parishes, the Diocesan house and congregations, the different generations, and the laity and the bishop.

Formation:
How do we introduce continuous educational moments for all?
Participants expressed a desire for all members of the diocese to have more opportunities for formation and learning.

Youth:
How do we give the younger generations opportunities to become stakeholders in the diocese?
Participants commented on the low attendance level and lack of engagement and attachment seen in both our children and teens, and those who fall into the category of young adults (18-30 years of age).

A few other points were seen as important for our consideration:
- Our language is difficult and exclusionary. We need to move away from “us” and “them” and curb our use of jargon or language particular to our church.
- People are very interested in having a relationship with the bishop.
- These conversations were well attended, marking widespread interest in this conversation throughout the diocese. We are committed to an ongoing conversation, using formats like this, involving all members of the diocese as we pursue the values and goals identified in this process in the months and years to come.
These are the main areas of common concern that have been identified by the committee. Many other issues were raised, and information gathered through this process that will be assessed and discussed over the coming months. Bishop Stokes and the Steering Committee have reviewed the extensive notes taken at all of the forums (which will also be made available on the diocesan website under Discerning our Common Call). Please know that if you attended a meeting and expressed a concern that does not fall under one of the above categories, you have been heard.

Thank you again for your participation in Discerning Our Common Call. All of the information gathered at the Days of Discernment will again be collated and be made available for the next step in this process, the charrettes scheduled between September 13th and 20th.
Appendix 3

The Diocese of New Jersey

Discerning Our Common Call

Charrettes – September 13, 18, 19, 20, 2017

Days of Discernment Core Values Summary

Using the Baptismal Covenant, the Five Anglican Marks of Mission and the Catechism’s understanding of the Mission of the Church as our starting point at each day of discernment, the meta-values of “Jesus” and “Faith” emerged overwhelmingly the strongest, affirming our commitment to these foundational principles from which the rest of the core values enumerated below flowed.

Although the top two or three values differed between the lay and clergy days of discernment, there were significant areas of convergence between the full lists of values. The top seven list that you see here includes the top five of those convergent values, and the values from the top three of either day that were not included in the convergent list. The Steering Committee feels that these are a good representation of the conversations we had at both days.

Along with the top seven list, we’ve included for informational purposes the full list of convergent values, and lists of the values that were unique to each day of discernment (those the clergy named and lay did not; or lay named and clergy did not).

<table>
<thead>
<tr>
<th>Top Seven Core Values:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collaboration/Communication</td>
</tr>
<tr>
<td>Evangelism</td>
</tr>
<tr>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Inclusion</td>
</tr>
<tr>
<td>Justice</td>
</tr>
<tr>
<td>Outreach</td>
</tr>
<tr>
<td>Youth</td>
</tr>
<tr>
<td>Full List of Convergent Values</td>
</tr>
<tr>
<td>-------------------------------</td>
</tr>
<tr>
<td>Justice</td>
</tr>
<tr>
<td>Evangelism</td>
</tr>
<tr>
<td>Inclusion</td>
</tr>
<tr>
<td>Formation</td>
</tr>
<tr>
<td>Outreach</td>
</tr>
<tr>
<td>Love</td>
</tr>
<tr>
<td>Missional/Mission</td>
</tr>
<tr>
<td>Tradition</td>
</tr>
<tr>
<td>Transformation</td>
</tr>
<tr>
<td>Compass</td>
</tr>
<tr>
<td>Reconciliation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Only on Lay List of Values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth</td>
</tr>
<tr>
<td>Collaboration/Communication</td>
</tr>
<tr>
<td>Leadership</td>
</tr>
<tr>
<td>Growth</td>
</tr>
<tr>
<td>Stewardship</td>
</tr>
<tr>
<td>Education</td>
</tr>
<tr>
<td>Trust</td>
</tr>
<tr>
<td>Creation</td>
</tr>
<tr>
<td>Peace</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Only on Clergy List of Values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kingdom of God/Living the Gospel</td>
</tr>
<tr>
<td>Episcopal/Anglican Identity</td>
</tr>
<tr>
<td>Worship</td>
</tr>
<tr>
<td>Hope</td>
</tr>
<tr>
<td>Survival</td>
</tr>
<tr>
<td>Unity</td>
</tr>
<tr>
<td>Sanctuary</td>
</tr>
<tr>
<td>Freedom</td>
</tr>
</tbody>
</table>
### Diocese of New Jersey
Discerning Our Common Call
Activities Prioritization Evaluation

#### Ranked by Keep/Stop Ratio

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Racism</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Board of Missions (Mission Assistance)</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Clergy Conference</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Commission on the Priesthood</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Committee on the Diaconate</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Continuing Education Programs</td>
<td>Outreach</td>
</tr>
<tr>
<td>Convocations</td>
<td>Collaboration/Communication</td>
</tr>
<tr>
<td>Disaster Recovery/ERD</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>Justice</td>
</tr>
<tr>
<td>Hispanic Commission</td>
<td>Evangelism</td>
</tr>
<tr>
<td>Immigration Committee</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Ministry with the Disabled</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Safe Church</td>
<td>Justice</td>
</tr>
<tr>
<td>School for Deacons</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Widows, Widowers &amp; Orphans Fund</td>
<td>Justice</td>
</tr>
<tr>
<td>Campus Ministry/Chaplaincies</td>
<td>Evangelism, Formation/Discipleship, Outreach</td>
</tr>
<tr>
<td>Clergy Days</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Commission on Black Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Communications/Social Media/GNGS</td>
<td>Collaboration/Communication, Evangelism, Inclusion</td>
</tr>
<tr>
<td>Episcopal Youth Event (EYE)</td>
<td>Youth</td>
</tr>
<tr>
<td>Human Trafficking Task Force</td>
<td>Justice</td>
</tr>
</tbody>
</table>

#### Ranked by Priority

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Racism</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Board of Missions (Mission Assistance)</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Commission on Black Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Commission on the Priesthood</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Committee on the Diaconate</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Communications/Social Media/GNGS</td>
<td>Collaboration/Communication, Evangelism, Inclusion</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>Justice</td>
</tr>
<tr>
<td>Hispanic Commission</td>
<td>Evangelism</td>
</tr>
<tr>
<td>Interim Ministry</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Lifelong Christian Formation Committee</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Regional Confirmations</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Safe Church</td>
<td>Justice</td>
</tr>
<tr>
<td>Theo's Café</td>
<td>Formation/Discipleship, Youth</td>
</tr>
<tr>
<td>Youth &amp; Young Adult Ministry (incl. Stop Hunger Now Lock-Ins and Youth Council)</td>
<td>Justice, Formation/Discipleship, Inclusion, Youth</td>
</tr>
<tr>
<td>Youth Conference/Happenings</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Campus Ministry/Chaplaincies</td>
<td>Evangelism, Formation/Discipleship, Outreach</td>
</tr>
<tr>
<td>Canon for Congregational Development &amp; Mission</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Congregational Development Commission</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Convocations</td>
<td>Collaboration/Communication</td>
</tr>
<tr>
<td>Global Goals Task Force</td>
<td>Justice</td>
</tr>
<tr>
<td>Human Trafficking Task Force</td>
<td>Justice</td>
</tr>
<tr>
<td>Activity</td>
<td>Ranked by Priority</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>Immigration Committee</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Jubilee Ministries</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Leadership Days/Lay Empowerment Day</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Multi-Cultural (especially Latino) Ministries</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Prison Ministry</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>School for Deacons</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Stewardship Team</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Union of Black Episcopalians (UBE)</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Way of St. Paul</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Widows, Widowers &amp; Orphans Fund</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Interfaith Dialogue</td>
<td>Inclusion</td>
</tr>
<tr>
<td>LGBTQAI Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Jubilee Ministries</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Migration Ministries</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Older Adult Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Prison Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Regional Confirmations</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Stewardship Team</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Union of Black Episcopalians (UBE)</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Youth &amp; Young Adult Ministry (incl. Stop Hunger Now, Lock-Ins and Youth Council)</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Anti Gun Violence</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Companion Diocese</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Education for Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Eucharistic Ministers</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Liturgy Commission</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Province II</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Marks of Mission Min. Giving (Fair Share)</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Recovery Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Sanctuary</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Theo’s Café</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Way of St. Paul</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Youth Conference/Happenings</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Activity</td>
<td>Core Values Fulfilled</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>Advocacy/LEAMNJ Advocacy Ministries</td>
<td>Justice</td>
</tr>
<tr>
<td>Ashes to Go</td>
<td>Evangelism, Outreach</td>
</tr>
<tr>
<td>Bishop’s Spring Conference</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Canon for Congregational Development &amp; Mission</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Clergy Retreats</td>
<td>Evangelism</td>
</tr>
<tr>
<td>Congregational Development Commission</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Discerning our Common Call</td>
<td>Collaboration/Communication, Youth</td>
</tr>
<tr>
<td>Fresh Start</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Interim Ministry</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Leadership Days/Lay Empowerment Day</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Lifelong Christian Formation Committee</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Mission Trips</td>
<td>Youth</td>
</tr>
<tr>
<td>Multi-Cultural (especially Latino) Ministries</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Music Ministries</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>UrbanPromise</td>
<td>Outreach</td>
</tr>
<tr>
<td>Choir Camp</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>ChurchNext</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Congregational Coaches</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Constable Grant Videos</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Global Goals Task Force</td>
<td>Justice</td>
</tr>
<tr>
<td>Lenten Programs</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Ministry Institute</td>
<td>Collaboration/Communication, Formation/Discipleship</td>
</tr>
<tr>
<td>Resource Library</td>
<td>Formation/Discipleship</td>
</tr>
</tbody>
</table>
### Ranked by Keep/Stop Ratio

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retreats</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Spiritual Direction</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Sudan Committee</td>
<td>Outreach</td>
</tr>
</tbody>
</table>

### Ranked by Priority

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liturgy Commission</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Province II</td>
<td>Outreach</td>
</tr>
<tr>
<td>Sudan Committee</td>
<td>Outreach</td>
</tr>
</tbody>
</table>

### What should we start doing that we're not doing now?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESL/Spanish</td>
<td>Outreach</td>
</tr>
<tr>
<td>Youth Church Camp</td>
<td>Formation/Discipleship, Youth</td>
</tr>
<tr>
<td>Community Engagement</td>
<td></td>
</tr>
<tr>
<td>Ministry for Sports</td>
<td>Outreach, Evangelism, Youth, Inclusion</td>
</tr>
<tr>
<td>STEM (STEAM) Project</td>
<td>Youth, Outreach, Discipleship, Justice</td>
</tr>
<tr>
<td>Community Church Council</td>
<td>Collaboration/Communication, Justice, Outreach</td>
</tr>
<tr>
<td>Clergy mentoring</td>
<td></td>
</tr>
<tr>
<td>Regional Confirmation Instruction</td>
<td></td>
</tr>
<tr>
<td>Sign Language / Ministry for the hearing-impaired</td>
<td></td>
</tr>
<tr>
<td>Another Bishop</td>
<td></td>
</tr>
<tr>
<td>Promoting the Jesus Movement</td>
<td></td>
</tr>
<tr>
<td>Regional Youth Advisors</td>
<td></td>
</tr>
<tr>
<td>Combine/consolidate ministries</td>
<td></td>
</tr>
<tr>
<td>More sharing/communication, formation programs</td>
<td></td>
</tr>
<tr>
<td>Stop 2-day Convention; 1-day only; limit reports/fewer verbal reports</td>
<td></td>
</tr>
</tbody>
</table>
## Ranked by Keep/Stop Ratio

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keep DR Missioner</td>
<td>Effective Convocations</td>
</tr>
<tr>
<td>Interfaith Dialogue - Islam</td>
<td>Keep DR Missioner</td>
</tr>
<tr>
<td>Youth Diocesan Convention</td>
<td>Interfaith Dialogue - Islam</td>
</tr>
<tr>
<td>Conflict Resolution</td>
<td>Youth Diocesan Convention</td>
</tr>
<tr>
<td>Music Review - reach youth; more contemporary</td>
<td>Conflict Resolution</td>
</tr>
<tr>
<td>Combine/Coordinate activities eg international (Sudan, Companion, Global Task Force)</td>
<td>Music Review - reach youth; more contemporary</td>
</tr>
<tr>
<td>Congregational Crisis assistance</td>
<td>Combine/Coordinate activities eg international (Sudan, Companion, Global Task Force)</td>
</tr>
<tr>
<td>Suffragan Bishop/Diocesan Partition</td>
<td>Congregational Crisis assistance</td>
</tr>
<tr>
<td>Clergy Spouse/Partner</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>regional meets youth</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>Rowan College ministry</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>Rutgers Camden</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>local volunteer development</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>grant writing</td>
<td>Rabban Guregian</td>
</tr>
</tbody>
</table>

## Ranked by Priority

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keep DR Missioner</td>
<td>Effective Convocations</td>
</tr>
<tr>
<td>Interfaith Dialogue - Islam</td>
<td>Keep DR Missioner</td>
</tr>
<tr>
<td>Youth Diocesan Convention</td>
<td>Interfaith Dialogue - Islam</td>
</tr>
<tr>
<td>Conflict Resolution</td>
<td>Youth Diocesan Convention</td>
</tr>
<tr>
<td>Music Review - reach youth; more contemporary</td>
<td>Conflict Resolution</td>
</tr>
<tr>
<td>Combine/Coordinate activities eg international (Sudan, Companion, Global Task Force)</td>
<td>Music Review - reach youth; more contemporary</td>
</tr>
<tr>
<td>Congregational Crisis assistance</td>
<td>Combine/Coordinate activities eg international (Sudan, Companion, Global Task Force)</td>
</tr>
<tr>
<td>Suffragan Bishop/Diocesan Partition</td>
<td>Congregational Crisis assistance</td>
</tr>
<tr>
<td>Clergy Spouse/Partner</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>regional meets youth</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>Rowan College ministry</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>Rutgers Camden</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>local volunteer development</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>grant writing</td>
<td>Rabban Guregian</td>
</tr>
<tr>
<td>Activity</td>
<td>Core Values Fulfilled</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>----------------------------------------------</td>
</tr>
<tr>
<td>Acolyte Festival</td>
<td>Formation/Discipleship, Youth</td>
</tr>
<tr>
<td>Advocacy/LEAMNJ Advocacy Ministries</td>
<td>Justice</td>
</tr>
<tr>
<td>Anti Gun Violence</td>
<td>Justice, Outreach</td>
</tr>
<tr>
<td>Anti-Racism</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Ashes to Go</td>
<td>Evangelism, Outreach</td>
</tr>
<tr>
<td>Bishop’s Spring Conference</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Board of Missions (Mission Assistance)</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Campus Ministry/Chaplainies</td>
<td>Evangelism, Formation/Discipleship, Outreach</td>
</tr>
<tr>
<td>Canon for Congregational Development &amp; Mission</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Choir Camp</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>ChurchNext</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Clergy Conference</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Clergy Days</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Commission on the Priesthood</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Commission on Black Ministry</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Committee on the Diaconate</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Communications/Social Media/GNGS</td>
<td>Collaboration/Communication, Evangelism, Inclusion</td>
</tr>
<tr>
<td>Companion Diocese</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Congregational Coaches</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Congregational Development Commission</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Constable Grant Videos</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Continuing Education Programs</td>
<td>Outreach</td>
</tr>
<tr>
<td>Convocations</td>
<td>Collaboration/Communication</td>
</tr>
<tr>
<td>Disaster Recovery/ERD</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Discerning our Common Call</td>
<td>Collaboration/Communication, Youth</td>
</tr>
<tr>
<td>Education for Ministry</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Episcopal Youth Event (EYE)</td>
<td>Youth</td>
</tr>
<tr>
<td>Eucharistic Ministers</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Fresh Start</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Global Goals Task Force</td>
<td>Justice</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>Justice</td>
</tr>
<tr>
<td>Hispanic Commission</td>
<td>Evangelism</td>
</tr>
<tr>
<td>Human Trafficking Task Force</td>
<td>Justice</td>
</tr>
<tr>
<td>Immigration Committee</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Interfaith Dialogue</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Interim Ministry</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Jubilee Ministries</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Leadership Days/Lay Empowerment Day</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Lenten Programs</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>LGBTQAI Ministry</td>
<td>Justice, Inclusion</td>
</tr>
<tr>
<td>Lifelong Christian Formation Committee</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Liturgy Commission</td>
<td>Formation/Discipleship</td>
</tr>
<tr>
<td>Marks of Mission Min. Giving (Fair Share)</td>
<td>Outreach</td>
</tr>
<tr>
<td>Migration Ministries</td>
<td>Justice</td>
</tr>
<tr>
<td>Ministry Institute</td>
<td>Collaboration/Communication, Formation/Discipleship</td>
</tr>
<tr>
<td>Ministry with the Disabled</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Mission Trips</td>
<td>Youth</td>
</tr>
<tr>
<td>Multi-Cultural (especially Latino) Ministries</td>
<td>Inclusion</td>
</tr>
<tr>
<td>Music Ministries</td>
<td>Evangelism, Formation/Discipleship</td>
</tr>
<tr>
<td>Older Adult Ministry</td>
<td>Inclusion, Outreach</td>
</tr>
<tr>
<td>Prison Ministry</td>
<td>Justice, Inclusion, Outreach</td>
</tr>
<tr>
<td>Province II</td>
<td>Outreach</td>
</tr>
<tr>
<td>Keep/Stop Ratio</td>
<td>Priority - 1 (lowest) to 5 (highest)</td>
</tr>
<tr>
<td>----------------</td>
<td>-------------------------------------</td>
</tr>
<tr>
<td><strong>Charrette #2</strong></td>
<td><strong>Charrette #3</strong></td>
</tr>
<tr>
<td>2.50</td>
<td>2.50</td>
</tr>
<tr>
<td>2.00</td>
<td>1.00</td>
</tr>
<tr>
<td>5.00</td>
<td>6.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>1.33</td>
<td>2.50</td>
</tr>
<tr>
<td>1.00</td>
<td>1.33</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>5.00</td>
<td>6.00</td>
</tr>
<tr>
<td>2.00</td>
<td>1.00</td>
</tr>
<tr>
<td>1.50</td>
<td>2.50</td>
</tr>
<tr>
<td>0.67</td>
<td>0.67</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>2.00</td>
<td>Keep Only</td>
</tr>
<tr>
<td>3.00</td>
<td>0.75</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>5.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>5.00</td>
<td>4.00</td>
</tr>
<tr>
<td>2.00</td>
<td>6.00</td>
</tr>
<tr>
<td>0.67</td>
<td>0.33</td>
</tr>
<tr>
<td>1.50</td>
<td>2.50</td>
</tr>
<tr>
<td>0.25</td>
<td>0.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>2.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>2.50</td>
<td>5.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>5.00</td>
</tr>
<tr>
<td>4.00</td>
<td>2.50</td>
</tr>
<tr>
<td>2.00</td>
<td>2.00</td>
</tr>
<tr>
<td>0.67</td>
<td>0.50</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>4.00</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>1.00</td>
</tr>
<tr>
<td>4.00</td>
<td>5.00</td>
</tr>
<tr>
<td>4.00</td>
<td>1.00</td>
</tr>
<tr>
<td>4.00</td>
<td>0.40</td>
</tr>
<tr>
<td>Keep Only</td>
<td>5.00</td>
</tr>
<tr>
<td>2.00</td>
<td>1.00</td>
</tr>
<tr>
<td>4.00</td>
<td>2.00</td>
</tr>
<tr>
<td>1.67</td>
<td>2.00</td>
</tr>
<tr>
<td>1.50</td>
<td>Keep Only</td>
</tr>
<tr>
<td>3.00</td>
<td>2.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>1.00</td>
<td>5.00</td>
</tr>
<tr>
<td>0.67</td>
<td>2.00</td>
</tr>
<tr>
<td>5.00</td>
<td>1.33</td>
</tr>
<tr>
<td>5.00</td>
<td>5.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>3.00</td>
<td>5.00</td>
</tr>
</tbody>
</table>

Notes: Keep: Stop Ratio Priority - 1 (lowest) to 5 (highest)

- Keep Only
- 26
<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
<th>Keep</th>
<th>Stop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recovery Ministry</td>
<td>Inclusion</td>
<td>Charrette #2</td>
<td>Charrette #3</td>
</tr>
<tr>
<td>Regional Confirmations</td>
<td>Formation/Discipleship</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Resource Library</td>
<td>Formation/Discipleship</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Retreats</td>
<td>Formation/Discipleship</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Safe Church</td>
<td>Justice</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Sanctuary</td>
<td>Justice, Evangelism, Inclusion</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>School for Deacons</td>
<td>Formation/Discipleship</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Spiritual Direction</td>
<td>Formation/Discipleship</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Stewardship Team</td>
<td>Formation/Discipleship</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Sudan Committee</td>
<td>Outreach</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Thee’s Café</td>
<td>Formation/Discipleship, Youth</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Union of Black Episcopalians (UBE)</td>
<td>Inclusion</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Way of St. Paul</td>
<td>Evangelism, Formation/Discipleship, Outreach</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Widows, Widowers &amp; Orphans Fund</td>
<td>Justice</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Youth &amp; Young Adult Ministry (incl. Stop Hunger Now Lock-Ins and Youth Council)</td>
<td>Justice, Formation/Discipleship, Inclusion, Youth</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Youth Conference/Happenings</td>
<td>Evangelism, Formation/Discipleship</td>
<td>2</td>
<td>5</td>
</tr>
</tbody>
</table>

**What should we start doing that we're not doing now?**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Core Values Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESL/Spanish</td>
<td>Outreach</td>
</tr>
<tr>
<td>Youth Church Camp</td>
<td>Formation/Discipleship, Youth</td>
</tr>
<tr>
<td>Community Engagement</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Ministry for Sports</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>STEM (STEAM) Project</td>
<td>Youth, Outreach, Discipleship, Justice</td>
</tr>
<tr>
<td>Community Church Council</td>
<td>Collaboration/Communication, Justice, Outreach</td>
</tr>
<tr>
<td>Clergy mentoring</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Regional Confirmation Instruction</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Sign Language / Ministry for the hearing-impaired</td>
<td>Outreach</td>
</tr>
<tr>
<td>Another Bishop</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Promoting the Jesus Movement</td>
<td>Outreach</td>
</tr>
<tr>
<td>Regional Youth Advisors</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Combine/consolidate ministries</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>More sharing/communication, formation programs</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Stop 2-day Convention; 1 day only; limit reports/fewer verbal reports</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Keep DR Missioner</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Effective Convocations</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Interfaith Dialogue - Islam</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Youth Diocesan Convention</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Conflict Resolution</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Music Review - reach youth; more contemporary</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Combine/Coordinate activities eg international (Sudan, Companion, Global Task Force)</td>
<td>Outreach, Evangelism, Justice, Inclusion</td>
</tr>
<tr>
<td>Congregational Crisis assistance</td>
<td>Evangelism, Justice, collaboration</td>
</tr>
<tr>
<td>Suffragan Bishop/Diocesan Partition</td>
<td>Administration</td>
</tr>
<tr>
<td>Clergy Spouse/Partner</td>
<td>Inclusion, collaboration, formation</td>
</tr>
<tr>
<td>Regional meets youth</td>
<td>Collaboration, inclusion, formation, youth</td>
</tr>
<tr>
<td>Rowan College ministry</td>
<td>Youth, outreach, inclusion, formation</td>
</tr>
<tr>
<td>Rutgers Camden</td>
<td>Evangelism, youth, outreach, inclusion, formation</td>
</tr>
<tr>
<td>local volunteer development</td>
<td>Outreach</td>
</tr>
<tr>
<td>grant writing</td>
<td>Outreach</td>
</tr>
</tbody>
</table>

**Note:** our Top 7 Core Values are: Communications/Collaboration, Evangelism, Formation/Discipleship, Inclusion, Justice, Outreach and Youth
## Appendix 5

<table>
<thead>
<tr>
<th>Keep/Stop Ratio</th>
<th>Priorit - 1 (lowest) to 5 (highest)</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keep/Stop Ratio</td>
<td>Priority - 1 (lowest) to 5 (highest)</td>
<td>Notes</td>
</tr>
<tr>
<td>Charrette #2</td>
<td>Charrette #3</td>
<td>Charrette #4</td>
</tr>
<tr>
<td>3.00</td>
<td>Keep Only</td>
<td>1.50</td>
</tr>
<tr>
<td>0.33</td>
<td>0.50</td>
<td>0.25</td>
</tr>
<tr>
<td>1.50</td>
<td>0.75</td>
<td>0.25</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>4.00</td>
<td>2.50</td>
<td>4.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>1.00</td>
<td>4.00</td>
<td>0.25</td>
</tr>
<tr>
<td>5.00</td>
<td>2.00</td>
<td>Keep Only</td>
</tr>
<tr>
<td>1.00</td>
<td>0.20</td>
<td>0.00</td>
</tr>
<tr>
<td>2.00</td>
<td>2.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Keep Only</td>
<td>5.00</td>
<td>4.00</td>
</tr>
<tr>
<td>1.00</td>
<td>2.50</td>
<td>4.00</td>
</tr>
<tr>
<td>4.00</td>
<td>4.00</td>
<td>1.50</td>
</tr>
<tr>
<td>Keep Only</td>
<td>Keep Only</td>
<td>Keep Only</td>
</tr>
<tr>
<td>Keep Only</td>
<td>6.00</td>
<td>1.50</td>
</tr>
<tr>
<td>Keep Only</td>
<td>2.50</td>
<td>0.67</td>
</tr>
</tbody>
</table>

### What should we start doing that we're not doing now?

| 4 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
| 5 | 5 |
Resolutions

*Be it resolved,* That the Finance & Budget Committee and Diocesan Council be hereby directed, in the preparation of the Preliminary Diocesan 2018 budget to be presented at the March 2018 Diocesan Convention, to be guided by the following priorities as set forth in the Discerning Our Common Call Steering Committee Report to Convention:

- The issues of concern from the Bishop's Forums: Communication, Community, Formation, and Youth;
- The key core values from the Days of Discernment: Collaboration/Communication, Evangelism, Formation/Discipleship, Inclusion, Justice, Outreach, and Youth; and
- The Prioritization of Activities data and the expectations regarding the functions of the Bishop and staff resulting from the charrettes.

*Be it resolved,* That this Special Convention authorizes and requests the Bishop to create a task force to evaluate all resource and revenue options for effective long-term support for a secure, stable diocese, which task force will report and make recommendations to the 236th Annual Convention of the Diocese in 2020.

*Be it resolved,* That this Special Convention authorizes and requests the Bishop to create a task force to make recommendations to the 236th Annual Convention of the Diocese in 2020 to align our diocesan structures and budget to the Anglican Marks of Mission and to our understanding of ourselves as a missionary diocese.

*Be it resolved,* That this Special Convention, recognizing that our call to mission exceeds our annual cash resources, urges the Bishop to work with Diocesan Council, Standing Committee, and the Trustees of Diocesan Trust Funds, to take necessary steps within the next two years to research feasibility of a major diocesan-wide fundraising campaign.

*Be it resolved,* That this Special Convention calls for the continuation of the work of the Discerning Our Common Call Steering Committee, to engage more members of the diocese in the work of discerning our values and priorities as a diocesan community, with the results of the ongoing process to be reported by the Committee to the 235th Annual Convention of the Diocese in 2019.

*Be it resolved,* That the appropriate officers of the Diocese be authorized to make expenditures during the months of January through March 2018 at the rates of the Affirmed Diocesan Budget for the year 2017, pending the adoption of a Diocesan budget for calendar year 2018.