

Charrette \* 20 September 2017 \* Grace, Haddonfield

40 people in the room.

Includes 4 Steering Committee: Nevan, Emily, Juan, Tom;

3 Diocesan Staff: Phyllis, Bishop & Susan

About ¾ of the room participated in one of the bishop's forums; about a third at the days of discernment

### **Dwelling in the Word**

*Where did you stop?*

(2) all ate and were filled

(10ish) YOU give them something

go and buy

compassion for them

(6ish) because they were like sheep without a shepherd

he blessed and broke the loaves

only mentions the "men"

*What word or phrase stopped you? Why?*

all ate and were filled – we seem to function from scarcity; this shows the abundance you give them something – Jesus stopped the disciples desire to send people off and kept them together as a community

blessed and broke - prefiguring of the mass, handing it to his priests to distribute

told him all they had done and taught – they come back and forget all that they'd done almost immediately

what were the things Jesus taught them, what was his priority list

are we to go and buy two hundred denarii worth of bread? - they go straight to the financial solution

...and give it to them to eat? – THEM??

Go and see – get out of your comfort zone

this is a lonely place

*Is the Holy Spirit nudging you?*

Take what you know and work with others, share; don't be independent

if it isn't about money what are you really worried about

Jesus takes care of disciples by telling them "you need to rest" – but then they try to keep resting rather than follow Jesus' example of caring for others

you give them something to eat - 2000 years later the message is still: you *have* what you need

*go and see – where the spirit has been moving me through the whole process, to see how we've been resourced by God and Christ in all sorts of wondrous ways*

### **Review of process and findings so far**

*per handouts*

**Table brainstorm #1 – What do you believe are the essential functions of the Bishop and the Bishop's staff?**

Bishop:

confirmation

ordination

nurturing people with a calling

pastor to clergy

parish visitation (very important)

communication with parishes – point of contact

Staff:

support the bishop in his/her work

internal communication/coordination – within staff and structures of the diocese

competent assistance to parishes – concentrate on what can be done well, rather than trying to do a lot

Information, especially financial, and not just online

unify

guide

support

feed communicate role model (especially in spirituality),

oversee

teach

lead

involve everyone

Staff: [smile], coordinate between diocese house and parishes, promote, connect, administer, sense of gentleness

confirmation,

ordination

spiritual consistency among parishes

administration,

communication (information gets out to the parishes

inspiration

support

leadership

finance – what is the financial status of diocese in general

congregational development

evaluate: ministries and parishes

communication/collaboration with larger church

pastoral care for clergy

deployment

convening diocese/convention

leadership  
vision  
education  
define mission and goals  
coordination of parish efforts  
spirituality  
inspiration  
administration  
link to national and international church  
visitations  
recruitment and installation of new clergy (which is not transition?)  
discernment

communication  
accountability  
confirmation  
support ordination  
administration  
information  
resources  
networking  
recruit volunteers  
deployment  
delegation  
responsive  
innovation  
ability to change  
executive bishop  
oversight  
equip saints  
interact with ECUSA  
vision  
direction  
inspiration  
plan for the future  
transparency  
new models of parish ministry  
decisive  
leadership  
unification

## **Table Brainstorm #2 – stop/keep/start/priorities**

*\*\* see spreadsheet for results \*\**

## **Table Brainstorm #3 – what ACTIVITIES can be resourced outside the budget**

Ashes to Go

Continuing Education

Disaster Recovery

Convocations – maybe - not sure how much support we need from the diocese

EFM – not sure how much support we need from the diocese

Episcopal Youth Event

Eucharistic Ministers

interfaith dialogue

Lenten Programs

LGBTQAI

older adult ministry

prison ministry

Lenten programs

lay empowerment day

acolyte festival

Ashes to Go

choir camp

clergy retreats

Constable Grant

Eucharistic ministers

Lectors

Ministry Institute

ChurchNEXT

Acolyte festival

Anti-gun-violence

Bishops Spring Conference

Clergy Conference / Days

Companion Diocese

Congregational Coaches

Convocation

interfaith Dialogue

Leadership Day

Migrant Ministry

Music Ministry

Older Adult Ministry

Sanctuary

Theo's Café

UBE (Union of Black Episcopalians)  
Urban Promise

Ashes to Go  
Mission Trips  
Regional Confirmations  
Theo's Café  
Anti-Racism  
Convocations  
EFM  
Eucharistic ministers  
Sanctuary  
UBE  
Urban Promise  
Resource Library  
Stewardship commission

Acolyte Festival  
Anti gun Violence  
Ashes to Go  
Choir Camp  
Communications/Social Media  
Companion Diocese  
Disaster Recovery/ERD  
EYE  
Eucharistic ministers  
Global Task Force  
Health Insurance  
Human Trafficking  
Jubilee  
Lay Empowerment  
Lenten Programs  
LGBTQI  
Lifelong Christian Formation  
Liturgy  
migration ministry  
Ministry Institute  
Mission Trips  
Music  
Older Adults  
Prison Ministry  
Recovery Ministry  
Retreats  
Spiritual Direction

Sudan  
Theo's Café  
Youth and Young Adult  
Youth Conferences

**Table Brainstorm #4 – What resources would you tap to support these values**

Buildings/Real estate can be used more for ministry and evangelism  
reach out to corporate funders and local businesses  
consolidation of programs  
major diocesan fundraising campaign  
grants  
volunteerism is underused  
gifts in kind  
bequests and planned giving  
consolidation of physical assets (combining churches)

Grants  
using volunteers/members of the diocese/talent within  
Fair Share if everyone gave ten percent  
Sponsors/donations  
social media  
fundraising  
crowdfunding  
in-diocese talent  
program and parish consolidation

Grants (government, civic organisations)  
Foundations  
participants self funding for programs  
multi-diocesan collaboration  
in-kind or cash donations  
planned giving  
parishes letting people know what talent they have so they can share

Institutional development  
local parish stewardship  
grant development  
fundraising  
endowment development/planned giving  
entrepreneurial ventures  
501(c)3 Development

convocations  
volunteers

cardinal parishes (staff) / local parishes  
volunteer committees  
other dioceses  
state grants  
Endowments  
Best practices  
Ecumenism  
matching passion to need

### **debrief whole exercise**

didn't know what all things do – lack of communication about how these are funded  
regional is sometimes better because of shorter drives  
not knowing how much resource is going to these different areas  
overlap between items – consolidation  
Some are big ticket items, others don't require much ministry  
so many people doing so many things that it's a drain on the talent pool  
overlap – seems scattershot rather than pinpoint  
some of these things are not being done as best they could be  
some of the items seem to be mislabeled as to values (marks of mission giving for outreach)

### **Take aways**

We have a lot of work to do  
Do less and do it well  
A lot of things have accumulated onto the diocesan plate over the years, time to look at restructuring.  
Sharing the talent at the parish level, e.g. youth events  
So many committees, commissions, task forces that the diocesan staff have to staff, so they have less time to provide service. Or they work way too hard, or both.  
We lack branding – there's not a clear message for someone to casually see and see that this is for me  
144 parishes – maybe the size of the diocese is something we need to take a closer look at  
We are clergy and delegates, and if WE don't know what all these activities are then people in our parishes must not know, no wonder they ask what is the diocese doing for us instead of what can we do for the diocese  
What does the diocese do, period?  
*what do you mean when you say the diocese? I mean 144 parishes called to the common good between Elizabeth and Cape May; most probably think Diocesan house*  
Manufacturing experience – went around looking for best practices – shared with others. Most of us don't know what best practices are in other parishes.  
*Way of St Paul is meant to share best practices; Dio Texas did a best practices*

Way of St Paul does cost money; DioTexas charged almost nothing  
Sense of mission goals that we are trying to accomplish, not too many.  
We didn't talk at all about environmental stewardship.

Is everyone on the staff evaluated and are they the right people in the right job. *we weigh that all the time, not formal evaluations*

The people who should be hearing this conversation are our vestries; they are making the decision about how much the congregation is giving. Not sure they'll really hear it from even the most passionate convention delegate: how do we make our case to 144 vestries, probably best in person

When I looked at the infographic I was totally overwhelmed, can't take it all in: are we doing/trying to do too much on the diocesan level

*Core values infographic sheet came out of the Discernment Days; did include activities that are being done by congregations not just at diocesan level; these sheets reflect the diocese as 144 congregations, so these ARE things "the diocese" is doing.*

*When Ian Douglas reports to convention in CT, he says dio budget is \$44 million because that's the combined budgets of all the parishes.*

At the parish level, would be helpful to know what are diocesan wide activities, which are parish activities

*What happens in one parish impacts what happens in other parishes; decisions about giving impact other parish activities*

*EFM is a subscription the diocese pays so that congregations can get a cheaper rate, helps to level the playing field.*

Agree we are all in this together. Is part of my fair share going to things that help the diocesan office run better?

*Yes, that's why we did brainstorm #1. Stripped down budget presented at Convention 2017 was just the stuff that is required to be a diocese. Eve*

Bottom line is we have to reduce the deficit by whatever means. Let's look at the big items, not just small items, which means staff

*Tried to make a staff reduction last year, convention blew up, now we're getting feedback that that work could be better done regionally*

*We need a capital campaign. We're living off the legacy of others. If we added an addl \$15 mil to the endowment by a capital campaign it would cover a lot of the current shortfall. There is not a lot of fluff in our budget. Staff and volunteers working very hard. Other comparable dioceses have twice the staff, and two bishops.*