2017-09-13 Notes from Charrette #1 – St. Matthew’s, Pennington

27 present, including:
Diocesan staff: Bishop, Brian, Debi, Connie, Sarah, Susan, Phyllis (7)
DoCC Steering Committee: Theresa, Juan, Emily, Amy, Ciro (5)

Dwelling in the Word

Where did you stop?
How many loaves have you
You feed them
No leisure
Deserted place
Compassion
And all ate and were filled
Rest for awhile
Sheep without a shepherd
You give them something to eat

What word or phrase stopped you? Why?
You feed them – made me feel grateful to hear ask Jesus asking his disciples to do something with him;
grateful to be counted on Jesus’ team
Had a good argument to send people away; instead, Jesus said YOU feed them
How many loaves have you – when we see we have a task, our first reaction is where are we going to
get what we need to do this; Jesus asks us to stop and look at what we already have
Rest awhile – need to rest and refresh to come back
Teach them many things – any opportunity they had to teach people, they did
Had compassion = began to teach them many things; food came later
Deserted place – thought about the food pantry and the people standing outside
Ultimately all ate and were filled – whether by food or by the teaching
Had they been sent away it would have broken the communion atmosphere; instead they stayed
together and shared in a great communion feast – reminiscent of tension between congregationalism
(send them away) vs wider church polity (community)
Green grass/deserted place – disconnect there
So unexpected that people got there first when they were trying to get away; disciples who were closest
to him were clueless
Bottom line of what this is all about; took a situation of scarcity and turned it into one of abundance

Review of process
Convocations, led to Bishop’s forums
Learnings:
Community
Communications
Formation
Youth
Other points per handout

Review of Days of Discernment – Emily
Review of process – per handouts

Charrette = problem solving process
Explanation of how it works – example of Delray Beach downtown community area
Lead-in to Table Brainstorming

Table Brainstorm #1
What do you believe are the essential functions of the Bishop and the Bishop’s staff?
Table 1
• Episcopal sacraments
• Visitations, confirmations
• Building infrastructure for communications
• Models and maintains good relationship with God
• Bishop is shepherd and role model for and with clergy
• Ordination process – COP and COD
• Deployment and transitions
  o Process and communications
• Pastoral issues
• Justice and inclusion
• Keeping us mindful of secular world
• Communications in general – i.e. pastoral letters
• Coordination and oversight of the diocese and its individual congregations
• Teaching and formation
• Youth Ministry
  o Resources to parishes

Table 2
Bishop
• Guardian of the faith
• Unity and discipline of the church
• Chief pastor
• Teacher
• Shepherd
• Transparent leader
• Inspire and motivate disciples
• Reconciler

Staff
• Supports the Bishop
• Supports parishes
• Provide leadership
• Facilitate ministries
• Serves needs of congregations
• Inspire and motivate disciples

Table 3
• Visitations *
• Sacramental leadership *
• Provide for Convention
• Provide for and facilitate Diocesan Council and Standing Committee
• Deployment *
• Provide for and oversee disciplinary board
• Manage finance & property
• Be a friend to diocesan clergy
• Active member of the House of Bishops
• Directly involved in consultations with churches and programmatic activities of the Diocese
• With staff, helps the churches of the diocese *

Table 4
• Have comprehensive awareness of how people belong or participate in the church; know how people belong
• Serve as an example *
• Leader *
• Listen
• Oversight
  - Stop what’s causing division or is “deathly”
  - Encourage healthy and vital practices
• Chief rabbi/teacher *
• Sets policy
• Judge and authority – “the buck stops here”
• Staff – do everything to help the Bishop do all the aforementioned
• Play
• Pray
• Rejoice

Table 5
• Humanity of the person
• Staff – team together that supports one another in managing 144 congregations

Table Brainstorm #2
Based on our stated core values, what should we as a diocesan community:
KEEP doing:
Convocations
GNGS
Ministry Institute Workshops
Parishes working together
Evangelism
Ordinations
Lay and Clergy Days
Blessing of the Animals
Happening

Ordination
Praying
Unity
Serving outsiders
Encourage creativity
Meaningful experiences for youth
Justice
Way of St. Paul
Anti-Racism
Chaplaincies
Summer camp
Black Ministry
Communication
Happening
30-hour famine
Clergy Conference
Sanctuary
Outreach
Multi-cultural ministry
Leadership days
Older adult ministry
LGBTQAI
Prison ministry
Interfaith dialogue
Retreats
Acolyte festival
VBS
Fresh Start

GNGS
Ministry Institute Workshops
Communications

Outreach
Youth and Young Adult
Way of St. Paul  
Theo’s Café  
Stewardship  
Jubilee Ministries  
Anti-Racism  
Prison Ministry  
Continuing Ed  
ERD  
Sunday School  
Widows, Widowers & Orphans Fund  
Sanctuary  
EfM  
School for Deacons  
Campus Ministry  
Feeding programs  
Formation  
Hispanic Commission  
Black Ministries  
Companion Diocese Ministries  
Continue DoCC  

GNGS  
Anti-Racism  
Jubilee  
Communications  
Ministry Institute  
Way of St. Paul  
Hispanic Ministries  
Black Ministries  
Youth and Young adult  
Campus Ministry  
Prison Ministry  
School for Deacons  
Bishop’s Spring Conference  
Outreach  
Migrant Ministries  
Missional Funding  
Formation of New Priests  
Immigration Ministries  

START doing:  
Evangelism  
Faith formation for youth and young adults  
Overall communications structure – making it more agile
Regional youth group
Interconnected music ministries
Regional/collaborative adult formation
Diocesan school of music & voice
Work more closely with churches that do not give their fair share

Dynamic program to involve millennials and youth

Promote collaboration among parishes
And between parishes and diocesan office
Communicate parish challenges
Collaborate with other denominations

Train evangelists
Teach preachers/preaching conference
Empower youth for leadership
Give youth full participation in their parish
Equip parents to teach children the faith
Confirmation guidelines
Diocesan-wide catechumenate with parochial elements of the program
Area classes for laity like College for Christianity (local but not too local)
Encourage collaboration among parishes
School for music for leadership of liturgy in all its forms
Poetry jam

Communications
Quarterly print communications
Lay leaders for evangelism
Start evangelism with youth
More regional activities and collaborations
Children’s ministry from birth to age 3

STOP doing:
Nothing

Complaining
Being afraid of proclaiming Jesus
Worrying
Unethical investments
Being passive
Division between laity and clergy

Nothing
Conventions from being a circus and make them a business meeting
Requiring the name of a church when you register

Assuming people read everything we publish
Excluding people
Allowing our churches to ignore the accessibility barriers
Silo mentality throughout diocese
Kidding ourselves with respect to the number of buildings we can maintain
Ignoring Jesus’ mission

DO BETTER:
Stewardship
Youth Ministry
Support of the LGBTQ
Support of music ministers and musicians
Regional Hispanic ministry
Faith formation retreats for growth and development
Do convention better
Have more fun together
Share how buildings can be used for the community and to generate revenue
Trust Jesus

Make convocational activity more effective
Reassess the fair share
Recruiting minority priests
Confirmations in every church annually
More support during clergy transition
Sponsor more inter- and intra- priest collaboration/communication
Reduce number of churches
Improve design and branding

Collaboration and communication
Campus ministry
Sunday school
Liturgy and music
Christian formation
Bible study
Gun violence advocacy
Stewardship
Regional ministry
Convention
Interfaith relationships

Collaboration and communication
Participation
Regional ministries

Proclaim Jesus
Empower youth leaders
Teach evangelism
Missional church
Music and liturgical style training
Acolyte training
Youth and young adult ministry
Sanctuary
Continuing ed
Anti-gun-violence
Communication/collaboration among parishes
Praise of the creation
Family promise

Table Brainstorm #3:
Which of these actions or values would be more effectively supported by resources other than budget dollars?
Enhance collaboration with other churches that have money
Everything except the “must-dos” as an Episcopal diocese

Formation
Praying and teaching
House church
Regional ministry
Music ministry
Being inclusive
Discerning our Common Call

Collaborative interfaith work

Inter-parish collaborations; particularly in areas of youth and music
Sharing facilities and resources
Evangelism
Outreach – building relationships
Make parish resources known and available to share
Virtual bulletin board

Table Brainstorm #4:
What resources other than budget dollars would you suggest we tap?
Fundraising
Grantwriting
Volunteers
Bible
Prayer Book
Hymnal
Using Schools, Sport Groups or Organization
Grandparents
Communities
State Gov’t Officials
Just Ask
Gleaning ideas from parishes

Grants – TEC, UTO, Constable
Set up some ministries as 501©(3)
More rental income
Additional fundraising events
Identify benefactors
Diocesan-wide talent bank of expertise
More use of retired clergy
Community resources

Grants for justice efforts
Volunteers – diocesan communications
Direct parish-to-parish giving, particularly to missions
Youth ministry sharing
Community resources (municipal and county)
Partnering with other organizations
Using internal diocesan experts to replace external experts
  • Anti-racism
  • Congregational development
Sharing of priests and staff among parishes
Everyone gives their fair share

Parish hubs of expertise
Diocesan-wide talent bank

Grantwriting
All of registration – using Eventbrite or signup genius
Diocesan-wide talent bank
Parish hubs of expertise
Ask families near colleges to be a host family
No longer distinguish between parish offerings and diocesan offerings in order to promote collaboration

Closing thoughts:
We’re better together
What’s going to happen with all of this?

- Gather data, collate it and put it into a report
- Resolution will come out of the report
- Special Convention will act as committee of the whole to review and act on the report; give direction to F&B for 2018 budget
- Make sure report/resolution gets out well ahead of time

Si se puede – yes we can

Relates to the reading

Makes me want to sing a song – if you believe and I believe....