

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
  - 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
  - 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....