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
prision 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
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 thes 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.