

Mission Action Plan 2006

Living God's Dream: Making Disciples Who Are Making a Difference

Approved by Diocesan Council

December 15, 2005

**Based on the recommendations
of the Mission Implementation Team 2005**

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Introduction

The Diocesan Council is excited to present to the Diocese this Mission Action Plan (MAP) for the coming year. MAP 2006 is the fruit of ongoing prayer, research, conversation, surveys, interviews and meetings. This plan represents the expressed needs and visions of the people of the Diocese of North Carolina, and it gives life to our commitment to make disciples who are making a difference. We are very grateful to the individuals, vestries and committees who participated in the gathering of information. We offer special thanks to the Mission Implementation Team (MIT) 2005 for its report, from which this action plan is developed.

MAP 2006 is based on the first of three phases proposed by the MIT. At the Diocesan Council retreat in February 2006, we will begin considering phases II and III (as well as MIT's phase I recommendations that were deferred). Although the recommendations address many areas of diocesan life, there are special areas of ministry emphasis in each phase, as follows:

- Phase I (2006): Youth, college students and young adults
- Phase II (2007-2011): Existing congregations
- Phase II (2012 and beyond): New congregations.

In addition to the recommendations, the MIT report consists of numerous related documents that detail much of the background information obtained by the MIT. The full report is available on the diocesan Web site (www.episdionc.org). Additional supplementary materials from the work of the MIT are presented as archival documents that can be reviewed at the diocesan office in Raleigh.

As you read this MAP, you will see the addition of new staff people and program. Some of these additions will be funded through operating revenue, and others will be supported initially through seed money from funds made available through the sale of the Summit. Use of these funds comes within the guidelines set by the Standing Committee and Diocesan Council for their use, and we are grateful that we have these resources to invest in the mission of the Diocese.

You will note that each action is identified by a series of initials and letters. The initials relate to the category of the action, the Roman numerals to the phase, and the letter to the specific action. Recommendations are presented in the following categories:

- Diocesan structure (DS)
- Youth, college students and young adults (Y)
- A diocesan center (DC)
- Congregational support (CS)
- Outreach (O)
- New congregations (NC).

Thus, for example, recommendation DS-I-b is Diocesan Structure, phase I, recommendation b.

The language in the preamble before each section reflects the fact that the sections were each written by a subcommittee of the MIT. The preambles are included in this report as helpful orientation.

Also included in this report is an updated, abbreviated statement of our diocesan Missionary Strategy, as well as a diocesan organizational chart that has been revised to reflect phase I modifications.

We hope that you will share the excitement with which we present this MAP to you, and we ask for your continued prayers as we move forward together. We trust that these actions will nurture the life and ministry of congregations as it seeks to serve you. We believe that, through these actions, we will live into the dream of God for this missionary diocese.

A Concise Summary of the Missionary Strategy – 2005

LIVING GOD’S DREAM

BY MAKING DISCIPLES WHO ARE MAKING A DIFFERENCE

Our Mission

Empowered by the Holy Spirit, the Diocese of North Carolina is making disciples who are making a difference by following Jesus Christ into the dream of God for us and for all creation.

Summary of Goals and Objectives

*Goal One: **Spiritual Renewal.** To encourage spiritual formation and growth of laity and clergy.*

*Goal Two: **Young People.** To strengthen congregational and diocesan programs for youth, college students and other young adults.*

*Goal Three: **Outreach.** To expand ministries of service, witness and advocacy through reaching and serving people beyond ourselves.*

*Goal Four: **Hospitality and Incorporation.** To expand and empower congregations through the increasing involvement of new and existing members.*

*Goal Five: **Congregational Development.** To start new congregations and to nurture and sustain existing ones.*

*Goal Six: **Diocesan Structures and Resources.** To ensure that the structure and resources of the Diocese promote achievement of these goals.*

Mission Actions – 2006

Actions Pertaining to Diocesan Structure

The recommendations from the Diocesan Structure Subcommittee are based on these guiding considerations:

- We are a resource-size diocese, though we have been functioning as a smaller, pastoral-size diocese. In order to operate more effectively, and in order to avoid burn-out among staff and frustration among congregations, we need to increase staff size and organize ourselves in a way that allows for healthy diocesan and congregational interaction that is not Bishop-dependent.
- We are a diocese in transition, due to both to our place in the Anglican Communion and our expressed desire to be transformed into a missionary diocese. Because of this change element in our life as a diocese, we must avoid making permanent staffing and property decisions which will commit our energies and resources in ways that might restrict the unfolding of our new life.
- We are a diocese in need of review and restructure, especially with regard to how we make decisions. If we are to undergo the deep transformation we desire, we must be open to changing the ways in which we do business together.

Phase One (2006)	
DS-I-a	When making decisions about the location of the Raleigh diocesan office, Council shall choose a course of action that will afford flexibility as we develop the program and mission of the Diocese over the next 5 years. If the possibility of purchasing property is considered, the following mechanisms are essential for safeguarding the diocesan investment: clear identification of the lines of responsibility for oversight and upkeep of the property; adequate funding for routine repairs and maintenance through the diocesan budget; and funding of sufficient designated reserves for accrued depreciation of buildings and equipment.
DS-I-b	There shall continue to be one full-time Assisting Bishop or two half-time Assisting Bishops rather than a Bishop Suffragan.
DS-I-c	The title of Canon to the Ordinary shall be changed to Canon for Pastoral and Program Ministry, with oversight of staff and committees related to pastoral and program ministries of the Diocese.
DS-I-d	There shall continue to be a Canon for Administration with oversight of all staff and committees related to the administration of the Diocese.

DS-I-e	Council shall allocate funds for a full-time Communications Coordinator with oversight of the development and maintenance of diocesan e-mail and mail lists; the publication of a diocesan newspaper to be sent by mail 10 times per year; development and maintenance of the diocesan web site; and public relations inside and outside the Diocese.
DS-I-f	Council shall allocate funds for a receptionist in the diocesan Office in Raleigh.
DS-I-g	The bishop shall provide for an assessment and evaluation of the School of Ministry: to ensure that the School in its offerings continues to meet the needs of the congregations as they seek to implement the Mission Strategy of the Diocese; to clarify the place of the School of Ministry in the overall diocesan structure; and to address the future funding needs of the School of Ministry, from both the diocesan budget and other funding sources.
DS-I-h	In this time of transition, the Bishop shall identify a single place for diocesan worship events (quarterly), and Convention shall identify one site for Diocesan Convention each year in phase II.
DS-I-i	The Bishop shall appoint a committee of past or present members of Diocesan governing bodies (e.g., Council, Standing Committee, Trustees) to conduct the first annual review of the implementation of the Missionary Strategy of the Diocese and to report to the Bishop and Diocesan Council by September 2006.

Actions Pertaining to Youth, College Students & Young Adults

Youth, college students, and young adults are living through times of great change; they embody extraordinary, largely untapped, resources of energy and creativity; and they are persons for whom the heart of effective ministry is relationships.

These realities have informed the recommendations of this subcommittee. Our recommendations focus on offering additional diocesan leadership resources to support the further development of parish and campus ministries. They also provide a base of resources for the ongoing development of a diocesan vision for youth and young adult ministries.

We are excited and energized by the possibilities we see and by these first steps we can take in expanding ministries with youth and young adults! Our recommendations are all for Phase I because the Diocese has available the financial resources to do these things now. There will likely be recommendations for Phase II and Phase III that emerge as the process we have recommended unfolds.

Phase One (2006)	
Y-I-a	Diocesan Council shall establish a new Council Department for Youth and Young Adults to have oversight of ministries to youth, college students and young adults. (See organizational chart.)
Y-I-b	Diocesan Council shall allocate funds for an additional full-time program staff member for youth ministry, with both program staff members to share responsibility for diocesan programs and congregational support.
Y-I-c	Diocesan Council shall allocate funds for one or more consultants to work with diocesan staff on a long-range vision for youth and young adult programs.
Y-I-d	Diocesan Council shall allocate funds for a diocesan staff position for young adult ministry that includes college students and young adults in congregations.

Actions Pertaining to a Diocesan Center

The Diocesan Center Subcommittee concluded that structure needs to follow strategy and that no decisions about building or land purchase should be made without careful diocesan planning. The subcommittee decided that it would be helpful to identify facilities inside and outside the Diocese that are already available for our use. A database has been started and is included in the Related Documents section of the MIT Report.

We have shown as a diocese that we have not been good stewards of the facilities we have owned, i.e. Vade Mecum and The Summit (as outlined in one of the Related Documents included with the MIT's report). We urge careful consideration of whether or not the Diocese should assume responsibility for building and operating a camp and conference center.

Phase One (2006)	
DC-I-a	The Canon for Administration shall supervise the continued maintenance and distribution of a database of facilities for congregational and diocesan meetings, retreats and conferences.
DC-I-b	Diocesan Council shall place a moratorium on land or building acquisition for a diocesan camp/conference center until the implementation and evaluation of the Missionary Strategy reveals a clear vision of particular need for such a center.

Actions Pertaining to Congregational Support

The MIT Survey of Clergy and Vestries conducted in the spring of 2005 revealed a desire for greater involvement of the Diocese in the life and mission of congregations. Results of that survey, mailed to each congregation in the fall of 2005, can be found in the Related Documents section of the MIT Report.

The small size of the diocesan staff for the last several years makes it likely that the only contacts congregations have with the Diocese are in times of crisis or during clergy search processes. The recommendations of the Congregational Support Subcommittee seek to build more interactive, positive relationships between diocesan staff and congregations. Based on information gained through the vestry survey and through interviews with diocesan leaders and staff members, each recommendation is designed to promote the formation of vital communities of disciples.

Phase One (2006)	
CS-I-a	Diocesan Council, working with the Chartered Committee on Christian Education and Formation, shall include spiritual formation in the charter of that committee, and the name shall be changed to the Chartered Committee on Christian Formation. (See organizational chart.)
CS-I-b	The Chartered Committee on Christian Formation shall be responsible for working with the Canon for Administration in the development and maintenance of a database of spiritual directors and retreat leaders for use within the Diocese.
CS-I-c	The School of Ministry shall continue a balanced approach of parish, regional, and diocesan opportunities for education and training by: strengthening mutually-beneficial relationship between the Chartered Committee on Christian Formation and the Board of the School of Ministry to ensure effective coordination between the two bodies; including in program offerings not only scriptural teaching, spiritual formation, and Christian faith fundamentals but also a broad range of faith concerns reflective of God's mission and our calling; and sustaining and expanding procedures for two-way communication with the people of the Diocese as to needs and desires for programming.
CS-I-d	Diocesan Council shall allocate funds to begin training consultants/mentors for congregations in need of assistance in organizational development, long-range planning, leadership skills, conflict resolution, and other areas. This pool of trained consultants/mentors shall be provided to congregations with fees and travel costs shared by the congregations and the Diocese.

CS-I-e	The Canon for Pastoral and Program Ministry shall ensure that diocesan staff and consultants who are involved in congregational development be trained to work with congregations in the development of hospitality and incorporation ministries.
CS-I-f	Diocesan staff working in congregational support and development shall continue to offer programs on hospitality and incorporation ministries, such as the Magnetic Church Conference.

Actions Pertaining to Outreach

Outreach involves us, as disciples of Jesus Christ, in reaching and serving people beyond ourselves. Following the example of Jesus' life, we are called to ministries of service, witness and advocacy.

The recommendations of the Outreach Subcommittee encourage the Diocese to model discipleship and to identify ways to raise up ministries within our local communities and among our world-wide neighbors.

These recommendations also address ways in which we can support such ministries with our time, talents and treasure. As disciples of Jesus Christ, we understand that words of support are useless unless they are rooted in the passion of our hearts and incarnated by the power of our treasure.

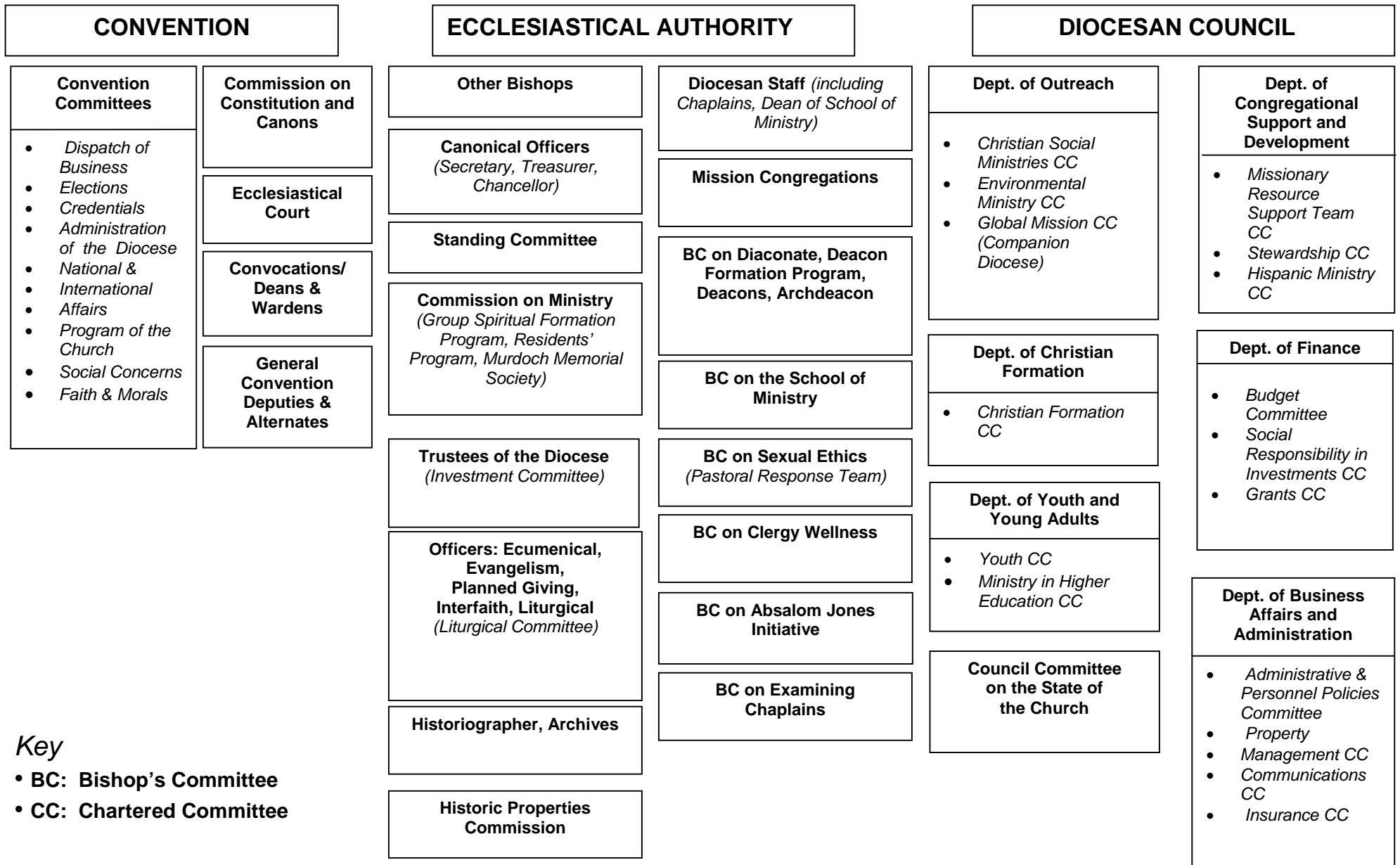
Phase One (2006)	
O-I-a	The Bishop, working with the Chartered Committee on Christian Social Ministries, shall identify and highlight, on an annual basis, an outreach ministry to be introduced at Convention. The Bishop and his staff will provide inspiration, information and training for congregational involvement in the featured ministry.
O-I-b	In compliance with the resolution approved at the 2004 Diocesan Convention regarding the United Nations Millennium Development Goals, Council shall allocate 0.7% (0.007) of the annual diocesan budget to fund international development programs and encourage all congregations in the Diocese to do likewise.
O-I-c	Diocesan Council shall replace the Bishop's Committee on Hispanic Ministries with a Chartered Committee on Hispanic Ministries, to be established under the Council Department of Congregational Support and Development. (See organizational chart.)
O-I-d	The Chartered Committee on Environmental Ministry shall work with diocesan parishes, missions and institutions to utilize environmentally sound principles in construction and/or maintenance of any property that they own or occupy.
O-I-e	Diocesan Council shall encourage the Trustees to continue to invest diocesan funds in a socially responsible manner.

Actions Pertaining to New and Recently Founded Congregations

The Subcommittee on New and Recently Founded Congregations studied research materials about new church development, as well as our recent diocesan history with starting new congregations. Recommendations address both the needs of existing congregations that were founded recently (Phase I) and the requirements for future development (Phases II and III).

Phase One (2006)	
NC-I-a	The Council endorses recent revisions of the policies of the Missionary Resource Support Team (MRST) regarding eligibility for MRST funding to include congregations that pay their clergy at a higher level than the diocesan minimum salary.
NC-I-b	A dialogue among diocesan and Church of the Beloved representatives shall be conducted in the first quarter of 2006 to discover the path forward for Church of the Beloved and how it will come into union with Convention.
NC-I-c	The Diocese shall begin a process for the recruitment of a New Congregations Coordinator, initially half-time, to begin by early 2007.
NC-I-d	Council shall consider financial assistance provided by missions and parishes to new or recently founded congregations to be “outreach other than support of the Diocesan budget,” as defined in diocesan Canon 18, Section 1.
NC-I-e	The Commission on Ministry shall encourage and nurture in the ordination discernment process those persons specifically called to ministry in new congregations.

Chart of primary functional relationships within the Episcopal Diocese of North Carolina



Key

- **BC:** Bishop's Committee
- **CC:** Chartered Committee